



**PLANNING MEETING OF THE AUTHORITIES**  
**CIDI Ministerial Process – Labor**  
 February 3 and 4, 2022  
 Washington, D.C.  
 (Virtual Meeting)

OEA/Ser.L/XIX.  
 CIDI/CIMT/RPA/doc.34/21  
 28 January 2022  
 Original: Spanish

**FINANCIAL STATUS OF THE INTER-AMERICAN NETWORK FOR LABOR  
 ADMINISTRATION (RIAL) AS OF JANUARY 2022**

(Updated: January 27<sup>th</sup>, 2022. All monetary figures are in US dollars)

**CONTENTS**

I. Summary .....	1
II. Contributions .....	2
III. Expenditures.....	4
IV. Budgeted resources .....	7
V. Outlook and available resources .....	7
 Appendixes	
Appendix 1 - 2006-2010 Period.....	8
Appendix 2 – Details of costs by funding source from 2011 to Jan. 2022 .....	9

**I. SUMMARY**

The RIAL is currently financed through a Voluntary Contribution Fund, created by a decision of the Inter-American Conference of Ministers of Labor (IACML) and constituted within the OAS since 2011. The Fund receives contributions from the Ministries of Labor, according to their availability and financial capacities, at any time of the year; the minimum contribution is US \$5,000.

Between 2006 and 2010, before the creation of the Fund, the RIAL was financed with an important financial contribution from the Labour Program of ESDC/Canada, as detailed in Appendix 1.

The Voluntary Contribution Fund has received US **\$953,847** to date; 21 countries provided \$600,847 and the Government of Canada provided \$353,000. Added to these resources is co-funding of approximately **\$399,000**, for a total budget of **\$1,352,847**.

Decisions on the use of the Fund, in accordance with its Guidelines, are made at the Planning Meetings of the IACML, which are held immediately after each conference and include the participation of the Ministries that lead the Conference: the troika (past, present and future Chairs) and the Chairs and Vice Chairs of the Working Groups. Between the XX IACML in 2017 and the XXI IACML in 2021, annual Planning Meetings have taken place to assess the completion of the IACML Work Plan, review the RIAL financial status, and decide on the use of available resources. Additionally, in May 2020, an extraordinary authorities’ meeting was held to review and adjust the IACML Work Plan in light of the

crisis generated by the Covid-19 pandemic. In February 2022, the IACML Authorities will hold a Planning Meeting to develop the Work Plan 2022-2024. This Report was prepared for said meeting.

The resources of the RIAL are divided into two areas: RIAL Activities (Workshops, Bilateral Cooperation, etc.) and operating costs, which partially cover the human-resources component of the RIAL and include administration, follow-up and communications.

Spent resources to date, amount to **\$1,278,676** coming from the Voluntary Contribution Fund (\$879,676, including Canada's contribution) and other in-kind contributions valued at \$399,000. This leaves a balance of **\$74,171**.

## II. CONTRIBUTIONS

To date, 22 Ministries of Labor have contributed to the Fund. As shown in Chart No. 1, some countries have made more than one contribution, and others have contributed much more than the established minimum. Canada has made two important contributions: \$200,000 between 2012-2014 and \$153,000 for 2018-2020. Given the large amount of the contributions, two separate project were established for accounting purposes, but its use was also decided upon by IACML authorities.

**Chart No. 1**  
**Contributions received by country**

<b>Country</b>	<b>Amount</b>	<b>Year</b>
1. Argentina	29,700	2011
2. Bahamas	45,000	2011, 2012, 2016, 2017, 2019
3. Barbados	50,000	2011 to 2020
4. Belize	7,492	2011, 2013
5. Bolivia	39,995	2013 to 2018, 2020-2021
6. Brazil	43,129	2013
7. Colombia	7,669	2015
8. Chile	10,000	2016, 2017
9. Ecuador	10,000	2011, 2013
10. El Salvador	5,000	2015
11. Grenada	30,000	2016-2021
12. Guyana	21,840	2016, 2017
13. Jamaica	19,970	2012, 2013, 2014, 2015
14. Mexico	19,194	2011, 2013, 2014, 2015
15. Panama	40,000	2011, 2013, 2015-2018, 2020-2021
16. Paraguay	29,117	2015 to 2019
17. Peru	49,700	2012-2021
18. Dominican Republic	29,776	2012, 2013, 2018 – 2020-2021

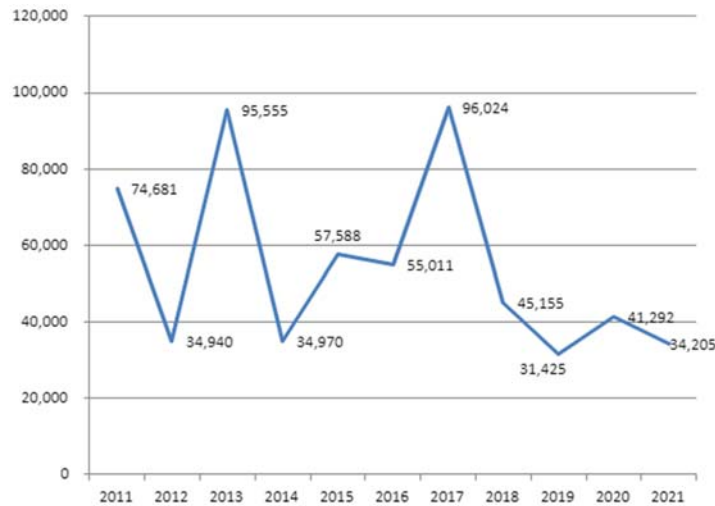
19. S. Kitts and Nevis	13,285	2017, 2019, 2020-2021
20. Suriname	4,980	2011
21. Trinidad & Tobago	95,000	2011 to 2018, 2020-2021
<b>TOTAL contributions to Voluntary Fund</b>	<b>\$ 600,847</b>	
22. Canada	\$353,000	2012-2014, 2018-2020
<b>TOTAL</b>	<b>\$953,847</b>	

Annual contributions vary considerably, as shown in Chart No. 2 and Graph No.1. Over the past years, contributions have been low, but have been compensated by Canada's contribution for 2018-2020. It is noteworthy that in 2020, a very difficult year for all Ministries, contributions of more than \$40,000 were received, although in 2021 they fell again. The Ministries of Labor of Trinidad & Tobago, Barbados and Peru have informed the Technical Secretariat that this item is already included in their annual budgets. The almost uninterrupted contributions of Bolivia and Panama since 2013 and Grenada since 2016 are highlighted. It is expected that others may follow in making contributions on a consistent basis.

**Chart No. 2**  
**Contributions received by year to the Voluntary Contribution Fund**

<b>Year</b>	<b>Amount</b>	<b>Canada's contribution</b>
2011	74,680.5	
2012	34,940.0	200,000.0
2013	95,555.4	
2014	34,970.0	
2015	57,588.1	
2016	55,011.0	
2017	96,023.6	
2018	45,155.0	153,000.0
2019	31,425.0	
2020	41,292.5	
2021	34,205.5	
<b>Total contributions</b>	<b>600,846.9</b>	<b>353,000.0</b>

**Graph No. 1**  
**Contributions received by year to the Voluntary Contribution Fund**



In-kind or financial contributions which have not entered the OAS accounting –valued at **\$399,000-**, have allowed for the development of RIAL activities and should be accounted for as part of total contributions.

### III. EXPENDITURES

The authorities of the IACML, in accordance with the Guidelines of the Voluntary Contribution Fund, determined the allocation of the Fund's resources during the Planning Meetings of 2012, 2014, 2016 and 2018, dividing them among Hemispheric Workshops, bilateral cooperation activities, studies, communications and operation costs, the last of which partially cover RIAL's human resources. The Authorities held four virtual meetings in January 2019, February and May 2020, and January 2021 where, among other topics, they reviewed the financial situation of the RIAL and took decisions on resource distribution. The meeting in May 2020, was held explicitly to review and adjustment the IACML Work Plan in light of the Covid-19 pandemic.

RIAL's expenditures between 2011 and January 2022 total **\$1,278,676**, which come from the Voluntary Contribution Fund (\$879,676, including Canada's contribution) and from other in-kind contributions made by OAS, governments or partner international organizations, calculated at \$399.000 as specified in Chart No. 3.

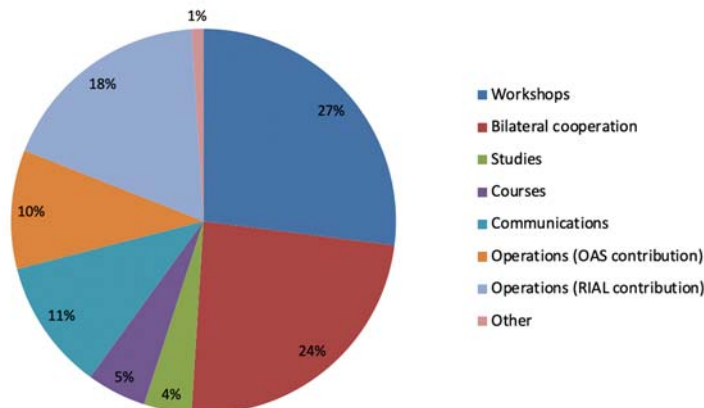
**Chart No. 3**  
**Total costs by category and funding source**

CATEGORY OF COST	SOURCE			Total
	Voluntary Contribution Fund (excluding Canada)	Contribution from Canada	Other support (in-kind or direct)	
Workshops	128,076	74,180	145,000	347,256
Bilateral cooperation	178,454	112,758	20,000	311,212
Studies	20,000	19,400	10,000	49,400
Courses	5,000	33,600	20,000	58,600
Communications	25,000	42,150	72,000	139,150
Operations (administration)	164,020	70,913	132,000	366,933
Others	6,125			6,125
<b>TOTAL COSTS</b>	<b>\$526,675</b>	<b>\$353,000</b>	<b>\$399,000</b>	<b>\$1,278,676</b>

Appendix 2 expands on this Chart and provides details about past costs according to their funding source, including resources that have been leveraged for each activity.

Figure No. 2 shows the distribution of expenses according to their component. The operation component is divided in 2: 1) the part that the OAS has covered in salaries of a consultant that supports the administration and logistics of the RIAL, and 2) the part that the RIAL Fund has covered for the same purpose. The time of the Coordinator of the RIAL is not counted.

**Figure No. 2**  
**Distribution of RIAL expenditures**



Some important facts about costs:

- In the last year, a new expense category was created, Courses, opening a new field of action for the RIAL. In 2021, the Virtual Course on Gender-Based Violence at Work was launched, developed by the OAS/RIAL with the Inter-American Commission of Women (CIM) and delivered on the Educational Portal of the Americas.
- Average cost of a 2-day RIAL in-person Workshop: \$31,000. Includes the costs of simultaneous interpretation, equipment, materials and travel expenses covered by RIAL; the host country and/or partner institution cover other associated costs (Human resources not included).
- The cost of a virtual activity of approximately 4 hours is \$3,000, including platform and simultaneous interpretation. During 2020, the first virtual hemispheric activities (Working Group Meetings and Gender Dialogue) and bilateral activities were carried out with very good results. It is worth mentioning that the decision to transfer face-to-face cooperation to the virtual space must consider the objectives and expected results.
- Average cost of an in-person bilateral cooperation activity: \$5,600. Includes travel expenses in terms of airfare ticket, accommodation and meals (Human resources not included).
- Operating costs, which as shown in Figure 1 are 28% of the total (distributed between the OAS with 10% and the RIAL Fund with 18%), refer to administration and follow-up on activities. That is, they concentrate the human-resource component of the RIAL and are essential for its development. Within the Covid-19 pandemic, the RIAL designed two new products: The Portfolio of Responses from Ministries of Labor to the Covid-19 pandemic, and the Repository of Guidelines and Protocols for reopening and Return to Work, both human-capital intensive and which were covered by this item. In terms of the Guidelines of the Fund, 15% of contributions are designated for operating expenses, up to a maximum of \$50,000 annually. The current level of contributions is insufficient to cover RIAL's operating costs, which is why the OAS has provided an important amount of resources and the RIAL authorities decided, at their 2020 and 2021 meetings, to allocate additional resources for it. The OAS' contribution cannot be guaranteed in the future.
- The OAS supports the RIAL's coordination in kind, which is calculated at approximately \$80,000 annually and is not included in the amounts reported in this report.
- RIAL's component of communications includes updating the website and the Portfolio of Programs, the elaboration of newsletter and social media managing. It is a component with increasing relevance, currently representing 11% of the RIAL's expenses. As for the operations component, the OAS has provided important resources to the communications component. This contribution represents half of total communications costs.
- The Fund's expenses have been consistently lower than the budgeted amounts, especially for Hemispheric Workshops, given important leveraging of resources.

#### IV. BUDGETED RESOURCES

At the Planning and Authority Meetings in 2018, 2019, 2020 and 2021, resources were budgeted for all activities in the 2018-2020 Work Plan (extended to 2021). The budgeted resources on those occasions have already been spent, as detailed in this Report. It should be noted that, in several items, spending was less than the authorized budget; for example, the amount assigned to support the XXI IACML was \$10,000 and the expense was \$6,125.

#### V. OUTLOOK AND AVAILABLE RESOURCES

Summarizing what has been reported, the total budget of the RIAL between 2011 and 2021 is **\$1,352,847**, consisting of **\$953,847** from contributions from 22 countries to RIAL's Voluntary Fund and **\$399,000** of in-kind co-funding resources.

Spent resources to date, amount to **\$1,278,676**; thus, the balance of the RIAL Fund is \$74,171.

As noted in previous Reports, the commitment of all Member States, as well as more consistent and stable financial contributions is crucial to ensure the sustainability of the RIAL in the future. To date, only 22 of the 34 OAS Member States have made contributions to the Fund, while all of them have participated in the RIAL.

The Fund should have a budget of no less than \$120,000 per year to guarantee continuity of actions, according to the standards that have been established. Thus, contributions should be reinforced.

The RIAL calls on Ministries of Labor to make contributions in accordance with their national capacities. In this sense, it is hoped that more developed countries with more robust economies will make contributions above the established minimum of \$5,000 per year.

**APPENDIX 1**

**2006 – 2010 Period**

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.<sup>1</sup>

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

<b>Agreement</b>	<b>Can\$</b>	<b>US\$</b>
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
<b>TOTAL</b>	<b>\$1,541,924.45</b>	<b>\$1,355,400.53</b>

During this period, financial contributions from the United States, Mexico, Argentina, and Brazil were also received. Additionally, the OAS has contributed financial resources for RIAL’s coordination and operations.

***Other financial contributions to the RIAL  
May 2006- July 2010***

<b>County/organization</b>	<b>US\$</b>	<b>Description</b>
United States	171,680.00*	Most bilateral activities in 2006, contribution to the labor dimension workshop (July 2006), and co-financing of the youth workshop (May 2008) and bilateral coop in 2010
Mexico	15,000.00	Employment services workshop (November 2006)
Argentina	12,000.00	Bilateral activities co-financing
Brazil	33,900.00	Bilateral activities and youth workshop (May 2008) co-financing
OAS	320,000.00	RIAL coordination and operation
<b>TOTAL</b>	<b>\$552,580.00</b>	

<sup>1</sup> Operating expenses included the hiring of a person full time as technical and administrative support and a person part-time, who administers and updates the web page.



**APPENDIX 2 – DETAILS OF COSTS, FUNDING SOURCE 2011 - JANUARY 2022 (1/2)**  
(US dollars)

Expenses and obligations					
Item	Voluntary Contribution Fund	Canada's Contribution	Other Support	Total	Sources of "Other support"
<b>Hemispheric workshops</b>					
Workshop on Freedom of Association – Washington, DC. Oct. 2012	8717		10000	27,435	OAS
Workshop on Child Labor – San Jose, Costa Rica, Feb. 2013		37695	4000	41,695	Costa Rica
Workshop on More Just Labor Conditions – Bahamas, Apr. 2013	24112		12000	60,224	Bahamas
Workshop on Formalization – Barbados, Sept. 2014	16266		25000	57,532	USA and Barbados
Workshop on Social Protection and Employment – Mexico, Dec. 2014	5977		25000	36,954	Mexico, CISS, RIPS0, GIZ
Workshop on Inspection – 2015 (substituted by Webinars)	1002			2,005	
Webinar – Virtual Platform		2185		2,185	
Intersectoral Workshop on Youth Employment – Brasilia, Dec. 2016	18617		25000	62,234	Brazil, DCF/OAS
Workshop on Labor Migration – San Jose, Costa Rica, July 2017	12638		6000	31,276	IOM and ILO
Workshop on Compliance – San Jose, Costa Rica, Dec 2018		27700	8000	35,700	ILO
Intersectoral Workshop on Skills for the future – Santiago, Chile, May 2019	27021		14000	68,042	Chile and ILO
*Meeting of IACML Working Groups - Quito, Ecuador, Dec.2019	13726		15000	42,452	Ecuador
*Virtual Dialogue on Gender Mainstreaming - Nov 2020		2200	1000	3,200	OAS
<b>Workshops Subtotal:</b>	<b>\$128,076</b>	<b>\$69,780</b>	<b>\$145,000</b>	<b>\$342,856</b>	
<b>Bilateral Cooperation</b>					
Activities of the 5th Call (2012) - 9 acts.	15112	30476	6000	51,588	Argentina
Activities of the 6th Call (2013) - 7 acts.		34639	2000	36,639	Argentina
Activities of the 7th Call (2014) - 8 acts.	25514	14343	4000	43,857	Argentina
Activities of the 8th Call (2015) - 7 acts.	36328		8000	44,328	Argentina, Canada
Activities of the 9th Call (2016) - 5 acts.	29043			29,043	
Activities of the 10th Call (2017) - 4 acts.	25320			25,320	
Activities of the 11th Call (2018) - 7 acts.	28825	5400		34,225	
Activities of the 12th Call (2019) - 7 acts.	15680	20400		36,080	
Activities of the 13th Call (2020) - Virtual	1932				
Activities of the 14th Call (2021) - Virtual	700				
<b>Bilateral Coop Subtotal:</b>	<b>\$178,454</b>	<b>\$105,258</b>	<b>\$20,000</b>	<b>\$303,712</b>	

**APPENDIX 2 – DETAILS OF COSTS, FUNDING SOURCE 2011 - JANUARY 2022 (2/2)**  
(US dollars)

<b>Studies</b>					
Study on Bilateral and Multilateral Social Security Agreements	20000		10000	30,000	CISS
Study on Institutionalization of Gender Perspective		9500		9,500	
<b>Studies Subtotal:</b>	<b>\$20,000</b>	<b>\$9,500</b>	<b>\$10,000</b>	<b>\$39,500</b>	
<b>Courses</b>					
Course on the Regional Qualifications Framework (2021)	5000		2000	25,000	ILO-CINTERFOR
Course on Gender-Based Violence at Work (2021)					
<b>Courses Subtotal:</b>	<b>\$5,000</b>			<b>\$25,000</b>	
<b>Communications</b>					
Website, Portfolio, Newsletter	20000	29650	60000	109,650	OAS
Publication 10th Anniversary of RIAL	5000		6000	11,000	OAS
<b>Communications Subtotal:</b>	<b>\$25,000</b>	<b>\$29,650</b>	<b>\$66,000</b>	<b>\$120,650</b>	
<b>Operations (administration and logistics)</b>					
Administration and logistics (2011-2019)	20000	28990	120000	306,885	OAS
Indirect Cost Recovery	5000	41923		45,816	
<b>Operations Subtotal:</b>	<b>\$161,788.00</b>	<b>\$70,913.00</b>	<b>\$120,000.00</b>	<b>\$352,701</b>	
<b>Others- Support to the Ministerial process</b>					
Support to the XXI IACML	6125				
<b>Others Subtotal:</b>					
<b>TOTAL PAST AND PROJECTED COSTS</b>	<b>\$513,318</b>	<b>\$285,100</b>	<b>\$361,000</b>	<b>\$1,159,418</b>	