



governmentattic.org

"Rummaging in the government's attic"

Description of document: Department of Labor, Bureau of International Labor Affairs (ILAB) Agency Management Plans, 2021, 2024-2025

Requested date: 15-February-2024

Release date: 23-December-2024

Posted date: 27- January-2025

Source of document: FOIA Request
Office of the Solicitor
Division of Management and Administrative Legal Services
200 Constitution Ave NW, Room N-2420
Washington, DC 20210
Email: foiarequests@dol.gov

The governmentattic.org web site ("the site") is a First Amendment free speech web site and is noncommercial and free to the public. The site and materials made available on the site, such as this file, are for reference only. The governmentattic.org web site and its principals have made every effort to make this information as complete and as accurate as possible, however, there may be mistakes and omissions, both typographical and in content. The governmentattic.org web site and its principals shall have neither liability nor responsibility to any person or entity with respect to any loss or damage caused, or alleged to have been caused, directly or indirectly, by the information provided on the governmentattic.org web site or in this file. The public records published on the site were obtained from government agencies using proper legal channels. Each document is identified as to the source. Any concerns about the contents of the site should be directed to the agency originating the document in question. GovernmentAttic.org is not responsible for the contents of documents published on the website.



December 23, 2024

Re: Freedom of Information Act (FOIA) Request No. **FY-2024-F-05945**

This letter is in response to your FOIA request No. # **FY-2024-F-05945** submitted to the Department of Labor, DOL, Bureau of International Labor Affairs, ILAB on February 15, 2024 and your further clarified your request on October 24, 2024. You requested the following information in the possession of ILAB only:

“You requested a copy of the following:

- 1. A copy of each of the four most recent Department of Labor Agency Management Plans. These plans are described as follows on the DOL public website: Department of Labor Agency Management Plans PMC works with agencies across the department to develop and track progress against annual Agency Management Plans. These plans include performance measures and milestones that are reported quarterly to the Performance Improvement Officer (Assistant Secretary for Administration and Management) and the Chief Operating Officer (Deputy Secretary). These quarterly reviews assist Departmental decision-makers in allocating resources, making strategic course corrections, and scaling best practices. This is the web page that this description occurs on:
[https://www.dol.gov/evidence/director-performancemanagementcenter#:~:text=Department%20of%20Labor%20Agency%20Management%20Plans&text=These%20plans%20include%20performance%20measures,Operating%20Officer%20\(Deputy%20Secretary\).](https://www.dol.gov/evidence/director-performancemanagementcenter#:~:text=Department%20of%20Labor%20Agency%20Management%20Plans&text=These%20plans%20include%20performance%20measures,Operating%20Officer%20(Deputy%20Secretary).) Enclosed is a snapshot of that page...”*

You revised your FOIA request with Ms. Kinney on October 24, 2024, and stated you would like to receive the FY21, FY24 and FY25 Bureau of International Labor Affairs, ILAB Agency Management Plans. The Bureau of International Labor Affairs conducted a thorough search of its ILAB agency records and has located **211 pages** responsive to your FOIA request.



Of the responsive records, 158 pages are exempt from mandatory public disclosure, and are being withheld in part under FOIA Exemption 5, U.S.C. § 552(b)(5). The records consisted of opinions, recommendations and other reflections of staff thinking integral to the pre-decisional, deliberative process, and were redacted under exemption (b)(5). The remaining 55 pages, ILAB has released in full, with no redactions.

Please note that this correspondence is the final response to your above FOIA request and will be officially closed as of the date of this letter. Please find the attached responsive documents.

Please contact ILAB's FOIA Coordinator, Ms. Kia Gaskins at gaskins.kia.d@dol.gov or 202.693.4903 or the FOIA Public Liaison, Mr. Thomas Hicks at hicks.thomas@dol.gov or 202.693.5427 if you have any questions or would like to discuss any aspect of your request.

You may administratively appeal by writing to the Solicitor of Labor within 90 days from the date of this letter if you are not satisfied with the response to this request.

The appeal must state in writing the grounds for the appeal, and it may include any supporting statements or arguments, but such statements are not required. In order to facilitate processing of the appeal, please include your mailing address and daytime telephone number as well as a copy of the initial request and a copy of this letter. The envelope and letter of the appeal should be clearly marked "Freedom of Information Act Appeal." Any amendment to the appeal must be made in writing and received prior to a decision.

The appeal should be addressed to the Solicitor of Labor, Division Management Administrative Legal Services U.S. Department of Labor, 200 Constitution Avenue, Room N2420, Washington D.C., 20210. Appeals may also be submitted by email to foiaappeal@dol.gov. Appeals submitted to any other email address will not be accepted.

Alternatively, you may also contact the Office of Government Information Services (OGIS) within the National Archives and Records Administration (NARA) to inquire about the mediation services that they offer. The contact information for OGIS is as follows:

Office of Government Information Services,
National Archives and Records Administration,
8601 Adelphi Road,
College Park MD 20740-6001

U.S. Department of Labor

Bureau of International Labor Affairs
Washington, D.C. 20210



You can also reach that office via email at ogis@nara.gov, by phone at 202.741.5770 or via fax at 202.741.5769 or calling toll-free at 1.877.684.6448.

Kind Regards,

Kia Gaskins

Kia Gaskins,
FOIA Coordinator

BUREAU OF INTERNATIONAL LABOR AFFAIRS

FY 2021 OPERATING PLAN

This page is intentionally left blank.

Table of Contents

BUREAU OF INTERNATIONAL LABOR AFFAIRS FY 2021 OPERATING PLAN	1
Table of Contents	3
Introduction.....	4
Strategy 1: Trade Enforcement	5
Strategy 2: Policy Engagement.....	7
Strategy 3: Technical Assistance	9
Strategy 4: Research and Reporting.....	12
United States-Mexico-Canada Free Trade Agreement (USMCA).....	15
USMCA Budget and Resources.....	20
Enterprise Risk Management.....	21
Appendix A – FY 2021 Operating Plan Measures and Milestones Tables	23
Appendix B – Performance Measures Crosswalk	26
Appendix C – Federal Advisory Committees.....	28

Introduction

The Department of Labor (DOL) FY 2018–2022 Strategic Plan establishes the roadmap for achieving the Secretary of Labor’s vision of helping American workers gain and hold good, safe jobs. DOL’s mission is to foster, promote, and develop the welfare of the wage earners, job seekers, and retirees of the United States; improve working conditions; advance opportunities for profitable employment; and assure work-related benefits and rights.

The Bureau of International Labor Affairs (ILAB) supports DOL’s Strategic Goal 2 to promote safe jobs and fair workplaces for all Americans by implementing ILAB Strategic Objective 2.6 to promote a fair, global playing field for American workers and businesses. ILAB’s mission is to promote a fair, global playing field for workers in the United States and around the world by enforcing trade commitments; strengthening labor standards; and combating international child labor, forced labor, and human trafficking.

ILAB uses the following four cross-cutting strategies in support of its mission:

- Strategy 1: Trade Enforcement** – Negotiating, monitoring, and enforcing strong, labor-related trade and investment commitments to promote a level playing field for U.S. workers.
- Strategy 2: Policy Engagement** – Developing, advocating for, and negotiating policy positions that advance U.S. interests and promote sound employment policies and improved protection of worker rights, including efforts to eliminate child labor and forced labor.
- Strategy 3: Technical Assistance** – Planning, administering, and overseeing targeted technical assistance and cooperative activities to strengthen enforcement of labor laws and standards and reduce the exploitation of vulnerable workers and children in targeted countries.
- Strategy 4: Research and Reporting** – Conducting and disseminating research on various international labor, trade, and/or economic issues, including child labor and forced labor.

In FY 2020, ILAB was assigned responsibilities with the passage of the United States-Mexico-Canada Agreement (USMCA) Implementation Act. The responsibilities assigned to ILAB from the USMCA Implementation Act are consistent with ILAB’s four cross-cutting strategies identified above.

ILAB is comprised of four offices: Office of the Deputy Undersecretary (ODUS); Office of Child Labor, Forced Labor and Human Trafficking (OCFT); Office of International Relations and Economic Research (OIRER); and Office of Trade and Labor Affairs (OTLA).

As a DOL enforcement agency, ILAB is committed to a compliance assistance strategy that assists key stakeholders in complying with the laws and regulations under its purview. Under this Administration, DOL has reinvested in compliance assistance as an important complement to investigative and complaint-driven enforcement activities. A mature compliance assistance strategy includes outreach, education, technical assistance, and innovative programs that help employers understand applicable laws and incentivizes their compliance. (b) (5)

Strategy 1: Trade Enforcement

In order to ensure a fair and level playing field for workers and business in the United States, trading partners must adopt and maintain relevant labor standards and effectively enforce their labor laws. Independent research suggests that including labor obligations in free trade agreements (FTAs) leads to better labor laws and enforcement in trade partner countries. The United States International Trade Commission (USITC) found that labor provisions led to better laws and enforcement among trading partners with FTAs.¹ The Inter-American Development Bank (IADB) found that the number of labor inspectors and inspections increased by approximately 20 and 60 percent respectively in Latin American countries with a U.S. FTA.²

ILAB works through FTAs, trade preference programs, and multi-lateral investment banks to press trade partners to have strong labor laws and robust enforcement. ILAB uses a multifaceted approach to ensure that trade partners comply with their labor-related commitments, including the following activities:


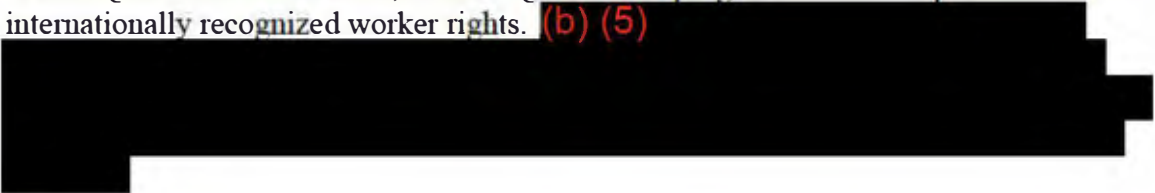
1. **Negotiating** strong labor provisions in new trade and investment agreements, such as FTAs, bilateral investment treaties (BITs), trade and investment frameworks (TIFAs), and policies covering development finance (*e.g.*, World Bank lending guidelines). These provisions require trading partners to uphold labor standards, thereby ensuring that U.S. workers are competing on a level playing field. (ILAB-04, ILAB-P02)
2. **Monitoring** countries' compliance with their trade and investment commitments related to international labor standards. This monitoring and subsequent analysis forms the foundation of ILAB's engagement and enforcement efforts, and is the basis for all other activities of ILAB's trade-related work. (ILAB-01, ILAB-02, ILAB-03, ILAB-07, USMCA-IAC-1, USMCA-IAC-2)
3. **Enforcing** the labor provisions of FTAs, investment instruments, and trade preference programs. Activities include bi-lateral engagement with countries to collaborate on ways to improve compliance, providing technical assistance to help willing governments improve compliance, assessing complaints and petitions from the public alleging that a trade partner country is not adhering to labor obligations, and developing and monitoring remediation plans. Enforcement may also involve formal dispute settlement under FTAs that can result in trade sanctions or reviews under preference programs, and may eventually lead to loss of preference program eligibility. ILAB also assists with administering labor provisions covering multilateral development finance institutions, such as the World Bank and U.S. International Development Finance Corporation (DFC), and represents the interests of U.S. workers through U.S. government (USG) inter-agency processes and in international trade and international economic forums. (ILAB-01, ILAB-02, ILAB-04, ILAB-07, USMCA-4, USMCA-5, USMCA-6, USMCA-7)
4. **Strengthening compliance** by assisting stakeholders in key trading partner countries (*e.g.*, labor inspectorates, workers' organizations, employers' organizations, international

¹ USITC. 2016. [Economic Impact of Trade Agreements Implemented Under Trade Authorities Procedures](#).

² Dewan, Sabina, and Lucas Ronconi. 2014. "[U.S. Free Trade Agreements and Enforcement of Labor Law in Latin America](#)." Inter-American Development Bank Working Paper Series No. IDB-WP-543543: 9-10.

brands, supply chains, civil society organizations) to improve labor law compliance, and enforcement. ILAB helps revise or develop new labor laws and regulations that comply with international standards, devises action plans to implement labor laws, regulations, and/or policies, and funds technical assistance projects to improve enforcement of international labor standards and national labor laws by governments and increase proactive adoption and implementation of international labor standards and national labor laws in the workplace. Strengthening compliance can occur through collaboration and outreach with employers and multinational companies, industry associations, workers and their organizations, consumers and consumer advocacy groups, and willing government partners, as well as through enforcement of FTAs, investment instruments, and trade preference programs, as noted above. (ILAB-01, ILAB-02, ILAB-04)

The primary trade agreements and trade preference programs with labor provisions administered by ILAB are described in further detail below.

- **U.S. FTAs** contain obligations for partner countries to take steps to provide fundamental labor rights, bring their laws into compliance with relevant labor standards, and/or enforce their own labor laws. (b) (5)

- **The Generalized System of Preferences (GSP)** is a preference program that provides trade benefits to approximately 140 developing countries if they meet certain eligibility criteria, including taking steps to afford internationally-recognized worker rights. If there is evidence that a country is not meeting this criteria, a GSP labor rights review can be opened in which evidence is examined and countries are engaged to take steps to resolve the concerns. The review is closed if a country successfully resolves the concerns. The review can be continued or trade benefits can be removed if the concerns have not been resolved.
- **African Growth and Opportunity Act (AGOA)** is a preference program that provides trade benefits to countries in sub-Saharan Africa meeting certain eligibility criteria, including the establishment of, or making continual progress toward the protection of internationally recognized worker rights. (b) (5)

- **The Haitian Hemispheric Opportunity through Partnership Encouragement Act of 2008 (HOPE II)** is a preference program which allows duty-free access to the U.S. market for certain Haitian-made apparel and other articles, with the goals of fostering stability and economic development in Haiti. To receive the benefits, the President of the United States must determine and certify to Congress that Haiti has established an independent labor ombudsman's office, established a program operated by the

International Labor Organization (ILO) to assess compliance with core labor rights and Haiti's labor laws in the country's apparel factories, and developed a system to require Haitian producers that wish to be eligible for duty-free treatment under HOPE II to participate in the ILO program and to develop a system to ensure such participation. In addition, HOPE II includes factory-specific eligibility requirements regarding the international labor standards. If a factory fails to comply, that specific factory can lose HOPE II export eligibility. Over the past ten years since the program began, the garment industry in Haiti has grown significantly, with the number of participating factories and workers more than doubling from approximately 20,000 factory workers in just over 20 factories, to over 50,000 in over 40 factories in 2019. ILAB is tasked with overseeing this program and enforcing this provision.

ILAB works closely with the U.S. Trade Representative's office (USTR) and the U.S. Department of State (State) to coordinate a strategic approach to monitoring and enforcing labor obligations in free trade agreements and trade preference programs with partner countries.

Strategy 2: Policy Engagement

ILAB promotes positions that advance U.S. interests, sound employment policies, and improved protection of worker rights. ILAB engages directly with key stakeholders to encourage necessary actions to improve compliance with relevant labor standards. These efforts support ILAB's mission to ensure a level playing field for U.S. workers and businesses. This strategy includes the following cross-cutting activities:

1. **Advocating** for the Department's priorities in U.S. government interagency groups to establish policy positions at the international level. (b) (5)

ILAB coordinates on international trade and labor issues with other federal agencies such as the National Security Council (NSC); Office of the U.S. Trade Representative (USTR); U.S. Agency for International Development (USAID); and the Departments of State, Treasury, Commerce, Justice, and Homeland Security.

This advocacy includes, in some cases, the provision of expertise and training to other U.S. government agencies on child labor, forced labor, and human trafficking issues. For example, ILAB works with the U.S. Department of Homeland Security's Customs and Border Protection to reduce the importation of goods produced with forced labor, child labor, and forced child labor. (ILAB-P02)

2. **Promoting** DOL and USG equities with respect to labor at a variety of multilateral and international organizations and forums in order to persuade and assist in the adoption of policies and programs that reflect U.S. priorities regarding workers' and children's rights. ILAB participation in the International Labor Organization (ILO) and its engagement in the G7, G20, Organization for Economic Cooperation and Development (OECD), and other multilateral forums are critical to its efforts to further U.S. economic prosperity and promote a fair global playing field for workers and businesses in the United States and around the world.

ILAB leads the representation of the U.S. government (USG) at the ILO, the United Nations agency that sets international labor standards and addresses global labor and employment issues. ILAB coordinates the activities of the tripartite President's Committee on the ILO, chaired by the Secretary of Labor, and works closely with U.S. employer and worker representatives on ILO activities and priorities.

ILAB leadership in the G20 and G7 on labor and employment issues helps to shape the labor market policies and programs of the world's major economies, while at the same time, discussions in these forums on issues such as apprenticeships, women's economic empowerment, and occupational safety and health help to inform program implementation in the U.S.

ILAB uses its representation of the USG on the Employment, Labor, and Social Affairs Committee of the OECD to collaborate on the gathering of data and the conduct of research and analysis to inform policy deliberations domestically and in a variety of international contexts.

ILAB also leads USG engagement on crosscutting global labor issues and promotes global economic growth through its participation on the labor and employment components the Organization of American State's Inter-American Conference of Labor Ministers (IACML), Asia Pacific Economic Cooperation (APEC), the United States – European Union (U.S. - E.U.) Labor Dialogue, the United Nations, and other international organizations. ILAB provides expertise, advice, research and analysis regarding labor and employment trends and issues, including the future of work, gender, disability, social protection, employment generation, and nondiscrimination. ILAB works to advance U.S. priorities related to issues such as the future of work, workforce development, wages and inequality, female labor force participation, disconnected youth, and safe and healthy workplaces in multilateral organizations.

ILAB engages foreign governments bilaterally to promote policies that improve access to employment, labor rights and living standards of workers, and best employment practices for employers. In some cases, these activities include formal memoranda of understanding, bilateral dialogues, and technical cooperation programs on labor and employment matters. ILAB also facilitates the sharing of information between DOL's domestic agencies and their counterparts in other countries to promote best practices and workplace innovations both overseas and in the U.S.

ILAB plays a key role in the conduct of U.S. Government labor diplomacy by collaborating with the State Department to train their officials on labor issues and by facilitating the posting of DOL staff in overseas embassies as labor attachés. (ILAB-P02)

3. **Engaging** with governments through outreach and international labor diplomacy to promote U.S. labor and employment interests overseas and build other governments' capacity to draft, adopt, and enforce laws, regulations and policies consistent with international labor standards. (b) (5)

(b) (5)
(ILAB-01, ILAB-02, ILAB-03, ILAB-04)

4. **Partnering** with the private sector and civil society to provide compliance assistance and foster responsible business practices in supply chains through collaborative webinars; outreach opportunities; and ILAB’s mobile application, Comply Chain: Business Tools for Labor Compliance in Global Supply Chains. This online and mobile application contains step-by-step guidance for monitoring and addressing child and forced labor in supply chains. (b) (5)

(b) (5)
(ILAB-01, ILAB-02, ILAB-03)

ILAB also draws on engagement with multilateral institutions and with other countries to share lessons from international experience for domestic policymaking to benefit U.S. workers and businesses. For example, ILAB has used these lessons in its efforts to inform domestic policy deliberations about skills development, including through strengthening apprenticeship programs; breaking down barriers to female employment opportunities and outcomes; helping displaced workers find good, safe, family-sustaining jobs; and improving occupational safety and health by addressing challenges and carrying out safety campaigns.

Strategy 3: Technical Assistance

A key part of ILAB’s strategy for promoting policies that advance U.S. interests and promote sound employment policies and improved protection of worker rights is to support technical assistance programming to increase the capacity of governments, non-governmental organizations, private sector actors, and other relevant groups to take the actions needed to comply with labor laws and standards and eliminate labor abuses. By eliminating such abuses and improving working conditions, ILAB-supported programming promotes a fair playing field for U.S. workers and businesses.

(b) (5)
(b) (5)

Generally, the activities required during the lifecycle of an ILAB technical assistance project are as follows:

1. **Research-Based Project Development:** ILAB relies on research (produced internally, by other USG agencies, and outside researchers) to form the foundation of ILAB's technical assistance strategy. For example, ILAB relies on its own Congressionally-mandated research and reports to identify areas where labor abuses are most prevalent and government actors are willing to collaborate to address them. ILAB uses its research on topics such as child labor, forced labor, workers' rights, working conditions, global macroeconomic and labor market trends, and trade impacts to identify gaps and determine how targeted technical assistance can help level the playing field for U.S. workers. ILAB also assembles good practices and lessons learned from evaluations of ILAB and other programs to support strategies shown to be effective. By utilizing a research-based approach to technical assistance, ILAB ensures that its programming meets a specific need in countries that, if addressed, will bring benefit of the global economy to U.S. workers, businesses, and consumers. (b) (5)

(ILAB-03)

2. **Engagement as Part of Project Development Process:** Based on knowledge and evidence gained through research, ILAB engages with governments, companies, industry groups, and civil society organizations to take effective actions to reduce child labor, forced labor, and human trafficking and to improve working conditions. By leveraging its research as a catalyst for action, ILAB engages with governments that are motivated to address documented labor issues so that they can maintain a good standing in the global economy. Due to the COVID-19 pandemic, ILAB's international travel and face-to-face engagements may continue to be restricted in FY 2021. (b) (5)

(ILAB-4)

3. **Award of Technical Assistance Projects:** In order to ensure a fair, competitive process, ILAB follows federal regulations and DOL's policies for soliciting and evaluating proposals to implement technical assistance projects. (b) (5)

(ILAB-01, ILAB-02, USMCA-TA-

1)

4. **Monitoring Project Progress:** ILAB monitors project performance through a variety of activities to ensure taxpayer funds are spent efficiently and effectively. (b) (5)

(b) (5)

³ Projects focusing on research or evaluation and are output/deliverable-driven have detailed workplans in lieu of monitoring plans.

(b) (5) [redacted] Certain ILAB oversight activities are likely to continue to be affected by the COVID-19 pandemic, which is restricting international travel. For example, while under normal operating circumstances, ILAB staff conduct periodic site visits to verify that projects are achieving the intended outputs and outcomes, such visits may continue to be unavailable. (b) (5) [redacted]

(ILAB-01, ILAB-07)

5. **Sustaining Project Outcomes:** (b) (5)

[redacted] (ILAB-01, ILAB-07)

6. **Evaluating Progress and Achieving Results:** Most projects undergo interim and final evaluations by independent evaluators. These contractors provide unbiased assessments of project progress and results, as well as the prospects for sustainability. Evaluators also suggest course corrections as needed and identify good practices that are candidates for replication or scaling up. (b) (5)

[redacted] ILAB publishes evaluation reports on its website, ensuring transparency of project progress and dissemination of good practices and lessons learned. Finally, ILAB and its grantees use learning from these evaluations to improve implementation and the design of future projects. (ILAB-01, ILAB-07)

In the area of child labor, ILAB’s leadership and ongoing support for innovative programs around the world have made a major contribution to global reductions in child labor. Global estimates of child labor show a decrease in child labor of 94 million over the past 20 years, from 246 million in 2000 to 152 million in 2016⁴. ILAB-funded targeted initiatives alone have rescued and provided education to close to 2 million children and increased capacity in over 80 countries to address child labor and forced labor and supported over 200,000 families to meet basic needs without relying on child labor. These projects have trained more than 60,000 labor inspectors and law enforcement officials, helping improve enforcement of child labor laws and efforts by countries to meet their international obligations in this area. ILAB projects have also supported the adoption of over 270 new laws and regulations in 66 countries to address gaps in protecting children and adults from labor exploitation and the establishment of over 130 national and local child labor monitoring systems in 54 countries.

The Better Work program, which ILAB has been supporting and scaling up in a number of apparel-exporting countries since its inception in 2001, has achieved measurable successes in:

⁴ [ILO. 2017. Global Estimates of Child Labor: Results and Trends, 2012-2016](#)

building government capacity to enforce labor laws; improving pay and working conditions; preventing abusive labor practices; influencing labor policies; positively impacting workers' livelihoods and families; and promoting gender equality. The Better Work program currently operates in nine countries, with over 1,500 participating factories employing over 2 million workers, the majority of which are female.

ILAB will award new technical assistance projects in the first quarter of FY 2021 which will (b) (5)



Strategy 4: Research and Reporting

As alluded to throughout this plan, ILAB conducts research to inform all of its strategies. This separate discussion of ILAB's "research strategy" highlights how ILAB maintains standing research programs that allow it to respond expertly to certain reporting mandates and requests from Congress and the Administration. It also provides additional detail on how ILAB research authoritatively informs certain policy issues that are deliberated internationally, and that are important to U.S. workers and businesses.

ILAB's research activities focus on the following:

⁵ Mica is a mineral widely used in the electrical and electronics industries, the transportation industry, and cosmetics, among other applications.

1. **Analyzing the effects of trade and trade policies on U.S. workers.** ILAB staff conduct continuous research to assess how trade and trade policy affect employment and earnings prospects of U.S. workers. This research allows DOL to provide expert analysis in response to statutory mandates and Administration requests for information about trade and trade policy impacts on the U.S. labor market, including review and reporting requirements mandated by the Bipartisan Congressional Trade Priorities and Accountability Act of 2015 (Pub. L. 114-26, title I) and Executive Order 13701, delegating these responsibilities to the Secretary of Labor. This research, combined with the activities of strategy 1 of this operating plan, helps ILAB understand whether trade agreements and trade preference programs are fair to American workers, and helps to determine appropriate other activities to ensure fairness. (ILAB-12, ILAB-P02)
2. **Researching** the ways workers and businesses may be affected by the global economy. ILAB uses research to inform its trade enforcement, program, and policy work to bring benefits of the global economy to U.S. workers and businesses. In addition to the mandated and regularly issued reports on child labor and forced labor that are described below, ILAB research products include topical reports and papers, summary briefings, and presentations. These products address workers' rights, working conditions, livelihoods, and global macroeconomic and cross-country labor market trends. ILAB's research and evaluation activities, which are supported in part by the DOL Chief Evaluation Office (CEO), may also influence policy positions of other organizations and spur them to conduct research on issues critical to ILAB's mission. (ILAB-12, ILAB-P02)
3. **Analyzing and Reporting on** countries' laws and practices for compliance with international labor standards. ILAB's reports equip governments, civil society, and private sector stakeholders with the necessary knowledge to improve efforts to reduce or eliminate exploitative labor practices. In addition, ILAB's research and reporting has been acknowledged by external entities as being highly influential in imparting positive changes in other countries and industries/sectors. For example, ILAB-funded research on the nature and extent of forced labor in the Malaysian electronics industry led to "substantial and rapid changes in labor governance practices within the global electronics industry," according to the University of Manchester's Global Development Institute.⁶

ILAB's analysis and reporting includes the publication of the following three reports, mandated by Congress and Executive Order, which serve as tools for the U.S. government in making trade, imports, and procurement determinations:

1. The U.S. Department of Labor's Findings on the Worst Forms of Child Labor (TDA Report) is prepared annually in accordance with the Trade and Development Act (TDA) of 2000. ILAB carries out this responsibility on behalf of the Secretary by assessing the efforts of approximately 135 countries and territories to eliminate the worst forms of child labor in the areas of laws and regulations, institutional mechanisms for coordinating and enforcement, and government policies and programs. This assessment is based on a progress scale that includes significant, moderate, minimal, or no advancement. The TDA

⁶ Raj-Reichert, Gale. 2016. [Exposing forced labour in Malaysian electronics: the role of a social auditor in labour governance within a global production network GDI Working Paper 2016-005.](#)

Report also presents findings on the prevalence and sectoral distribution of the worst forms of child labor in each country. ILAB staff engages with countries listed in the report to address recommended actions to combat child labor. In turn, foreign governments and other key stakeholders use the report to strengthen policies and programs for vulnerable children and families in or at risk of child labor or forced labor. For example, Serbia has used the report to strengthen legislation to protect children from hazardous child labor by drafting a Hazardous Orders list. In the case of Uzbekistan, the report has served as an important policy tool for the U.S. Government and civil society to put pressure on the government to end the forced mobilization of children.

2. The Trafficking Victims Protection Reauthorization Act (TVPRA) List of Goods Produced by Child Labor or Forced Labor – The TVPRA list is required by the Trafficking Victims Protection Reauthorization Act of 2005, which directs ILAB to provide information regarding trafficking in persons and forced labor to other U.S. Government agencies, and to “consult with other departments and agencies of the United States Government to reduce forced and child labor internationally and ensure that products made by forced labor and child labor in violation of international standards are not imported into the United States.” The initial list, published in September 2009, included 122 goods from 58 countries and is updated bi-annually. The current list, which is the eighth edition and was published in September 2018, includes 148 goods from 76 countries. The next update will be published in 2020. ILAB began work in FY 2020 to develop a methodology to implement the mandate to examine goods made with goods already on the list from the most recent TVPRA reauthorization. [REDACTED] Companies have relied on the TVPRA list in conducting supply chain risk assessments and due diligence and in developing strategies to address child and forced labor. In addition, civil society organizations, including academic institutions, have used the TVPRA list to do more in-depth research or inform advocacy efforts to assist victims in accessing appropriate referral and/or grievance mechanisms and remedy.
3. Executive Order (EO) 13126 List of Products Produced by Forced or Indentured Child Labor – EO 13126, issued in 1999, requires DOL, in consultation with the Departments of State and Homeland Security, to publish and maintain a list of products, by country of origin, which the three Departments have a reasonable basis to believe might have been mined, produced, or manufactured by forced or indentured child labor. This list is intended to ensure that U.S. federal agencies do not procure goods made by forced or indentured child labor. Under procurement regulations, federal contractors who supply products on the list must certify that they have made a good faith effort to determine whether forced or indentured child labor was used to produce the items supplied. The EO list is updated periodically and currently includes 34 products from 25 countries. U.S. federal government agencies, such as the General Services Administration and the Marine Corps, have used the EO list to safeguard federal procurement and imports of goods made with child labor and/or forced labor.
4. To make these reports more accessible, ILAB created its first mobile application in 2015, Sweat & Toil. Sweat & Toil contains over 1,000 pages of research from

its three reports, and has been downloaded over 21,000 times. ILAB also simultaneously releases data from the app through an open source application programming interface (API), managed by USDOL's Office of Public Affairs. [REDACTED]

ILAB also conducts research and analysis on trade partners' compliance with labor-related trade commitments through systematic monitoring of countries' adoption and enforcement of laws pertaining to core international labor standards. This research and analysis inform ILAB's policy decisions and engagement with our stakeholders, and help form the basis of DOL's engagement strategy with U.S. trade partners, including potential future technical assistance plans. This research and analysis also informs DOL's policy positions within the USG and in multilateral settings, such as in the ILO, the Organization for Economic Cooperation and Development (OECD), and the G-20. Research and analysis that pertains to issues raised in formal submissions under free trade agreements are published in reports made available to the public. (ILAB-03, ILAB-04, USMCA-IAC-1, USMCA-IAC-2)

4. **Supporting research and evaluation** on issues and questions related to child labor, forced labor and worker rights. This includes updating and refining methodologies to measure child labor and forced labor at the national and global levels and supporting rigorous impact evaluations on child labor and forced labor that examine which interventions are most effective to eliminate these abusive practices. ILAB uses results and findings from this research, including prevalence surveys and impact evaluations, to inform and improve the design and implementation of current and future projects and policy engagements, and also makes them available to the public for broader use. (b) (5)

[REDACTED]
(ILAB-01, ILAB-02, ILAB-03, ILAB-07)

United States-Mexico-Canada Free Trade Agreement (USMCA)

In ratifying the USMCA, the United States, Mexico, and Canada agreed to a free trade agreement (FTA) that contains the strongest provisions of any trade agreement. Unlike the North American Free Trade Agreement (NAFTA), the USMCA labor chapter⁷ is incorporated into the core text of the agreement; is fully enforceable, subject to dispute resolution; and the dispute settlement chapter establishes a first of its kind rapid response mechanism that will provide for monitoring and expedited enforcement of labor rights in Mexico at particular facilities while respecting sovereignty and due process.

Some of the highlights of the agreement include:

⁷ [Labor Chapter](#) (USMCA, Chapter 23, Starts on Page 23-1)

- Requires the parties to adopt and maintain core labor standards as recognized by the International Labor Organization, including freedom of association and the right to strike, to effectively enforce their labor laws, and not waive or otherwise derogate their labor laws.
- Requires the parties to prohibit the importation of goods produced by forced labor, including forced child labor.
- Requires the parties to ensure migrant workers are protected under labor laws.
- Includes requirements for the parties to address violence against workers for exercising their labor rights.
- Makes obligations more easily enforceable by clarifying the meaning of “manner affecting trade” and “sustained or recurring”.

In addition to these highlights, the USMCA annex on worker representation in collective bargaining in Mexico.⁸ requires Mexico to reform its system of labor justice and provide for the effective recognition of the right to collectively bargain. Specifically, the annex requires Mexico to create the conditions for union democracy, including personal, free, and secret ballot votes on electing and challenging union leadership and to demonstrate worker support for collective bargaining agreements. These reforms will promote better working conditions and higher wages for Mexican workers, and create conditions for fairer competition between U.S. and Mexican workers.

ILAB is working closely with the Department’s Wage and Hour Division to support North American jobs.⁹ The USMCA contains new trade rules of origin to drive higher wages by requiring that 40-45 percent of auto content be made by workers earning at least USD \$16 per hour.

ILAB is employing similar strategies and activities discussed earlier in the Operating Plan to support USMCA implementation efforts in Mexico:

USMCA Trade Enforcement – while the USMCA has previously completed the negotiation phase, (b) (5)

USMCA Policy Engagement – (b) (5)

USMCA Technical Assistance – ILAB is developing a robust strategy of technical assistance programming and cooperative activities in Mexico to strengthen enforcement of labor laws and standards and reduce the exploitation of vulnerable workers and children in targeted countries.

USMCA Research and Reporting - Conducting and disseminating research on various international labor, trade, and/or economic issues, including child labor and forced labor.

⁸ [Annex on Worker Representation in Collective Bargaining in Mexico](#) (USMCA, Chapter 23, Annex 23-A, Starts on Page 23-A-1)

⁹ [Labor Value Content \(LVC\)](#) (USMCA, Chapter 4, Article 7, Starts on Page 4-B-1-26)

Further discussion of ILAB’s USMCA-related efforts utilizing these four strategies is included below.

USMCA Trade Enforcement

- *Rapid Response Labor Mechanism (RRM)*.¹⁰: This mechanism between the United States and Mexico provides for monitoring and expedited enforcement of labor rights at particular facilities. ILAB assisted in establishing procedural guidelines and lists of panelists by the USMCA entry-into-force, July 1, 2020. (b) (5)

[Redacted]

- *Labor Attachés in Mexico*: (b) (5)

[Redacted]

USMCA Policy Engagement

- *Interagency Labor Committee for Monitoring and Enforcement (ILC)*.¹¹: The USMCA implementing legislation called for the ILC, co-chaired by DOL and USTR, to coordinate U.S. Government efforts to monitor USMCA labor obligations and Mexican labor reform, and to enforce cases of non-compliance. Other members of the committee are Department of State, Department of the Treasury, Department of Agriculture, Department of Commerce, Department of Homeland Security, and United States Agency for International Development. The President established the ILC on April 28, 2020, through Executive Order and it held its inaugural meeting on April 30, 2020. The ILC will meet every 90 days. (b) (5)

[Redacted]

- *Independent Mexico Labor Expert Board (Expert Board)*.¹²: Reporting annually to the ILC, this expert board will monitor Mexico’s compliance with the USMCA’s labor obligations, as well as implementation of Mexico’s historic labor law reform. Mexico is in the process of creating a new national system of labor justice, which includes new federal and state labor courts, and new administrative institutions to register unions and ensure worker support for collective bargaining agreements. (b) (5)

[Redacted]

¹⁰ Annex 31-A of USMCA

¹¹ [Interagency Labor Committee for Monitoring and Enforcement \(Interagency Committee\)](#) (HR 5430, Title VII, Subtitle A), co-chaired by DOL and US Trade Representative (USTR)

¹² [Independent Mexico Labor Expert Board \(Expert Board\)](#) (HR 5430, Title VII, Subtitle C)

USMCA Technical Assistance

- *Technical Assistance:* Staff are working closely with the Mexican government to identify key areas for technical assistance projects. (b) (5)

[REDACTED]

[REDACTED]

[REDACTED]

USMCA Research and Reporting

- *Forced Labor Enforcement Task Force*¹⁴: The USMCA labor chapter includes an obligation for parties to prohibit the importation of goods produced by forced labor. Chaired by the Secretary of Homeland Security and including DOL, the task force must report to congressional committees twice a year on DHS enforcement activities under Section 307 of the Tariff Act of 1930: numbers of instances and description of good that were denied entry during the preceding 180 days and enforcement plan for goods

¹³ Combatting forced labor is an important component of USMCA implementation and ILAB's TVPRA list of goods produced by child labor and forced labor includes these two goods (chili peppers and tomatoes) from Mexico.

¹⁴ [Forced Labor Enforcement Task Force \(Task Force\)](#) (HR 5430, Title VII, Subtitle D)

included in DOL's TDA Report and TVPRA list. [REDACTED]

USMCA Performance Measures

While the performance measures and milestones related to the four bureau-wide cross-cutting strategies are inclusive of ILAB's responsibilities under the USMCA, ILAB developed additional, specific measures and milestones to better track and report on progress and results of ongoing USMCA implementation efforts.

- **Milestones:**
 - USMCA-ILC-1: ILC completes Congressionally-mandated reporting completed every 180 days. Expected completion dates: 1/30/21 and 7/31/21.
 - USMCA-ILC-2: ILC completes Congressionally-mandated assessments of Mexico's implementation of its labor law reforms. Expected completion dates: 1/30/21 and 7/31/21.
 - USMCA-ECMS-1: Case management system completed. Expected completion date: 9/30/21.
 - USMCA-TA-1: 25% of technical assistance funds out of total USMCA allocated funding is obligated. Expected completion date: 9/30/21.
 - USMCA-Attache-1: Hire one additional Mexico labor attaché. Expected completion date: 5/31/21.
 - USMCA-Attache-2: Construction of the new Department of Labor office in Post Mexico City. Expected completion date: 9/30/21.
 - USMCA-Hotline-1: Second, enhanced version of the web-based hotline launched. Expected completion date: 6/30/21.

- **Performance Measures:**
 - USMCA-1: Number of times the online hotline form is accessed by users.¹⁵
 - USMCA-2: Number of hotline forms submitted by users.
 - USMCA-3: Percent of online hotline submissions that receive a follow up action.
 - USMCA-4: Number of cases filed through the rapid response mechanism reviewed by the ILCIAC.
 - USMCA-5: Number of rapid response petitions receiving a follow-up action.
 - USMCA-6: Number of labor chapter petitions submitted.
 - USMCA-7: Number of labor chapter petitions acted on and closed.

¹⁵ This measure is indirectly tied to awareness activities in technical assistance projects and provides information for Congressional inquiries on usage. In the FY 2022 Operating Plan, ILAB will add a performance metric about the information collected through the online hotline form.

(b) (5)

(b) (5)

[Redacted]

The USMCA supplemental funding will be used for the following activities.

- *Additional ILAB Capacity to Monitor USMCA Compliance:* (b) (5)

[Redacted]

- *Labor Value Content (LVC) Provision Compliance:* (b) (5)

[Redacted]

- *Technical Assistance to Support USMCA Implementation:* (b) (5)

[Redacted]

Enterprise Risk Management

The COVID-19 pandemic substantially reduces opportunities to engage with trade partner countries as governments prioritize their responses to this health challenge and limit ILAB’s ability to engage in meaningful labor dialogue. Existing labor concerns, particularly those dependent on a fully functioning inspectorate, cannot be addressed. Travel restrictions stymie enforcement efforts. State Department embassies and consulates are unable to support ILAB requests while focusing on responding to COVID-19 issues. To combat these factors, ILAB is expanding its use of video conferencing and continued contact with available stakeholders to effectively monitor and enforce labor provisions of U.S. trade agreements and preference programs. However, if ILAB cannot effectively monitor and enforce labor provisions of U.S. Trade Agreements and Preference Programs due to unforeseen circumstances such as the COVID-19 pandemic, then the Department may not meet Strategic Objective 2.6 to promote a fair global playing field for American workers and businesses.

If there is a lack of political will or capacity among key partners and stakeholders to engage with ILAB, then ILAB may not be able to strengthen global labor standards by representing U.S. interests on labor and employment issues, which in turn could prevent DOL from meeting Strategic Objective 2.6 to promote a fair global playing field for American workers and businesses. Shifting needs and priorities resulting from the COVID-19 pandemic are limiting ILAB’s ability to engage stakeholders on some issues that are now deemed as lower priorities than they were before. However, new needs and priorities are opening up related to assisting stakeholders in responding to the needs of workers, employers, communities and governments in new ways during this period of unprecedented disruption. In various supply chains and sectors, ILAB will have new opportunities to help bring governments, employers, workers, and

international actors together to develop joint responses that protect the rights of workers facing new vulnerabilities since COVID-19.

ILAB dedicates a substantial amount of effort and resources towards the planning, administration, and oversight of its technical assistance activities; however, if ILAB is unable to regularly monitor its grantees' activities (including through external evaluations and project level audits) due to external factors (such as a lapse in appropriations, civil unrest in foreign countries, natural disasters, or COVID-19), this could prevent DOL from meeting Strategic Objective 2.6 to promote a fair global playing field for American workers and businesses. During the pandemic crisis, ILAB is re-scoping several project evaluations and audits so that they can be done remotely. ILAB staff are continuing normal desk reviews of technical progress reports and financial reports with follow-up questions, as well as remote oversight through check-in calls and email discussions. ILAB staff are often in regular contact with U.S. Embassy points of contact in the countries where its projects operate. ILAB is accustomed to these types of remote activities given that DOL does not typically have an overseas presence.

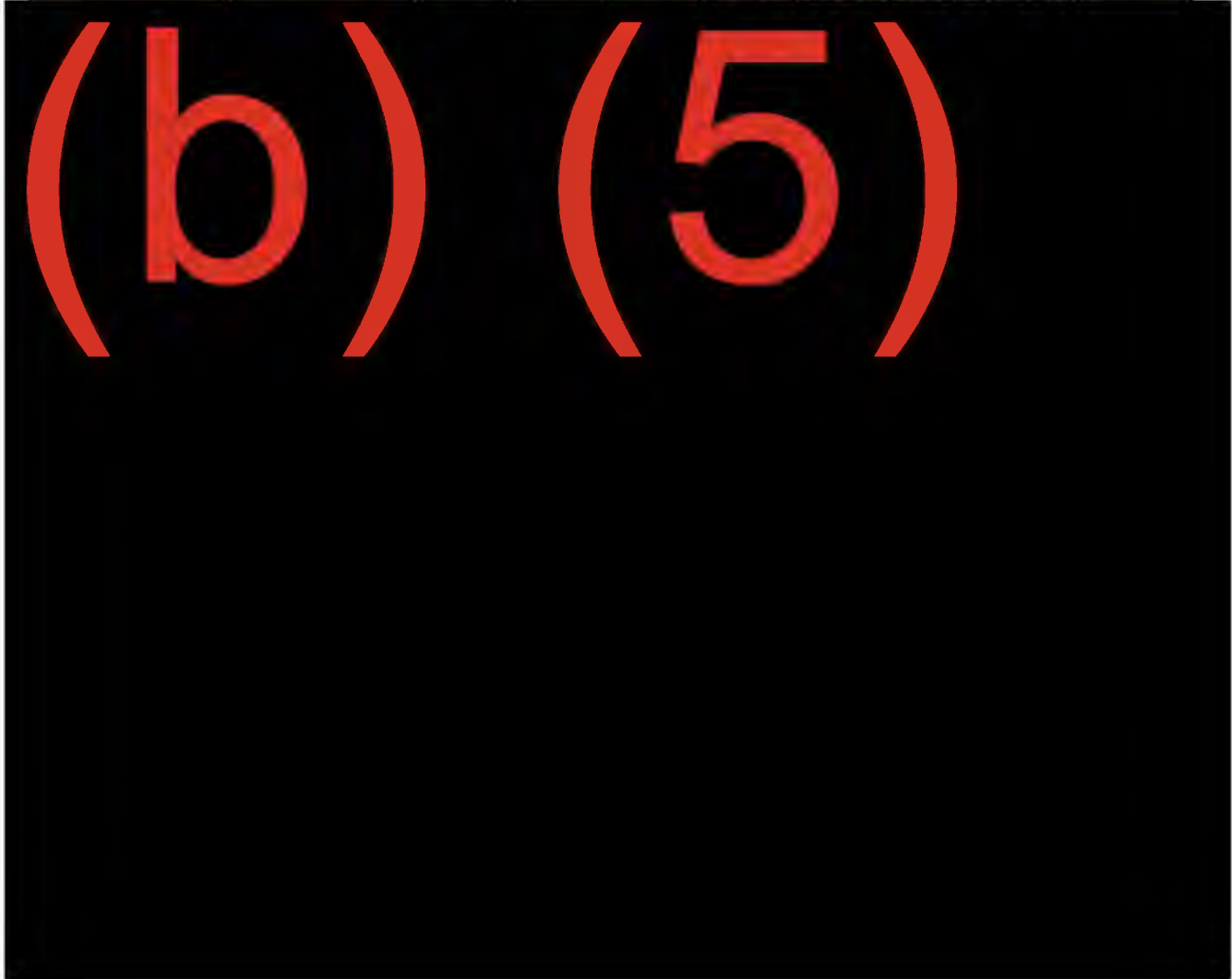
If ILAB is substantially delayed, or cannot produce research reports on child labor, forced labor and modern-day slavery to support U.S. government trade enforcement and procurement determinations, then DOL may not meet Congressionally-mandated reporting deadlines or may not meet Strategic Objective 2.6 to promote a fair global playing field for American workers and businesses.

If ILAB does not receive adequate appropriations, or if annual appropriations are not received in a timely manner, then ILAB's ability to use allocated funds to support new grant awards, proper oversight of grants, policy engagement, and to carry out core functions and mandates of the Bureau in support of Strategic Objective 2.6 to promote a fair global playing field for American workers and businesses could be undermined.

Appendix A – FY 2021 Operating Plan Measures and Milestones Tables.¹⁶

FY 2021 Operating Plan Measures

Measure ID	FY 2021 Operating Plan Measures	FY 2019 Result	FY 2020 Target	FY 2020 YTD Result	FY 2021 Q1 Target	FY 2021 Q2 Target	FY 2021 Q3 Target	FY 2021 Q4 Target	FY 2021 Target
------------	---------------------------------------	----------------------	----------------------	-----------------------------	----------------------------	----------------------------	----------------------------	----------------------------	-------------------

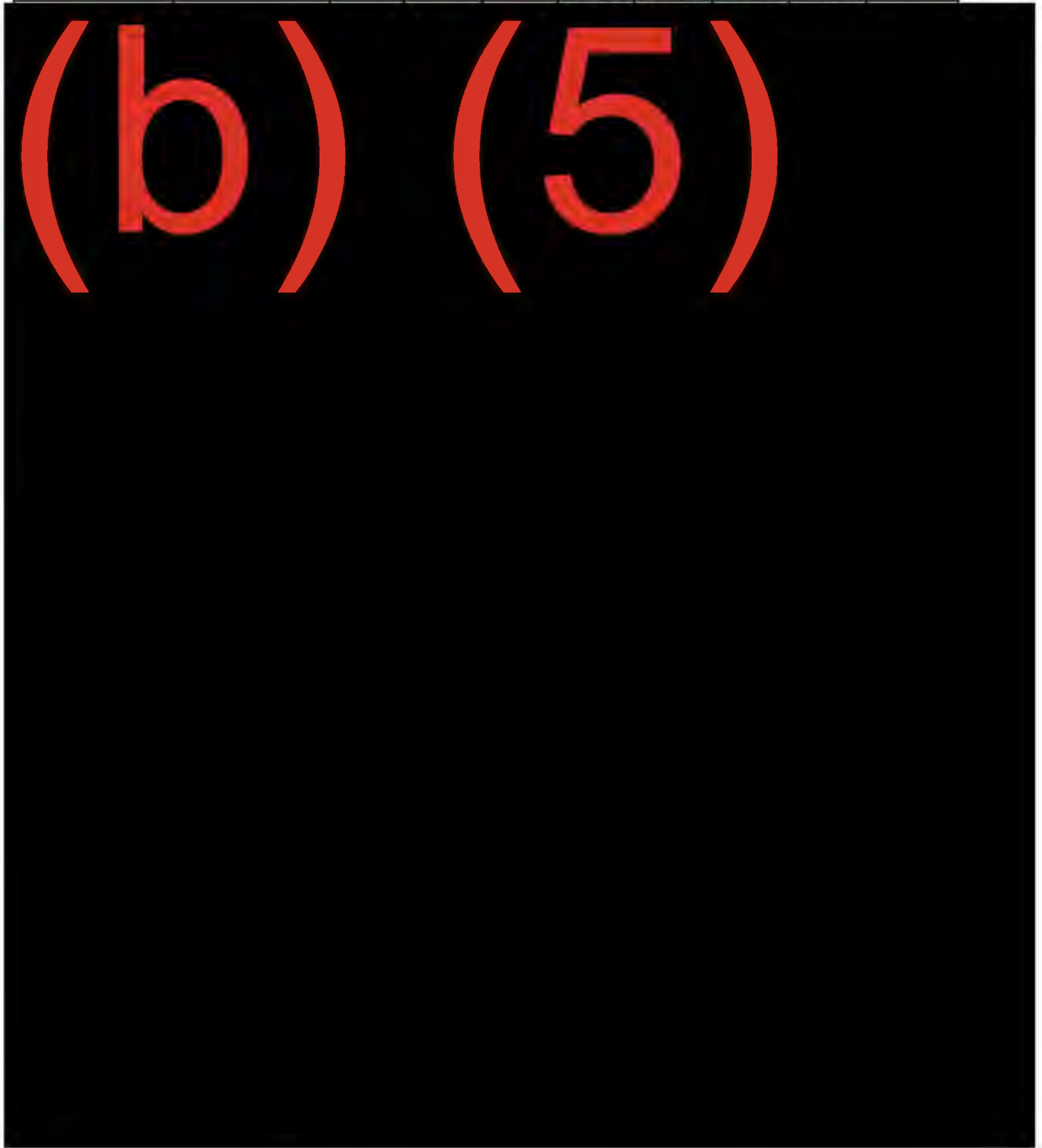


¹⁶ These measures account for activity under USMCA, and the targets have been set accordingly.

¹⁷ The quarterly values for this measure will fluctuate quarterly as some projects end and new projects begin. The annual value will not be a sum of quarterly values. Rather, it will reflect the total number active during any point during the fiscal year.

¹⁸ The quarterly values for this measure will fluctuate quarterly as some projects end and new projects begin. The annual value will not be a sum of quarterly values. Rather, it will reflect the total number active during any point during the fiscal year.

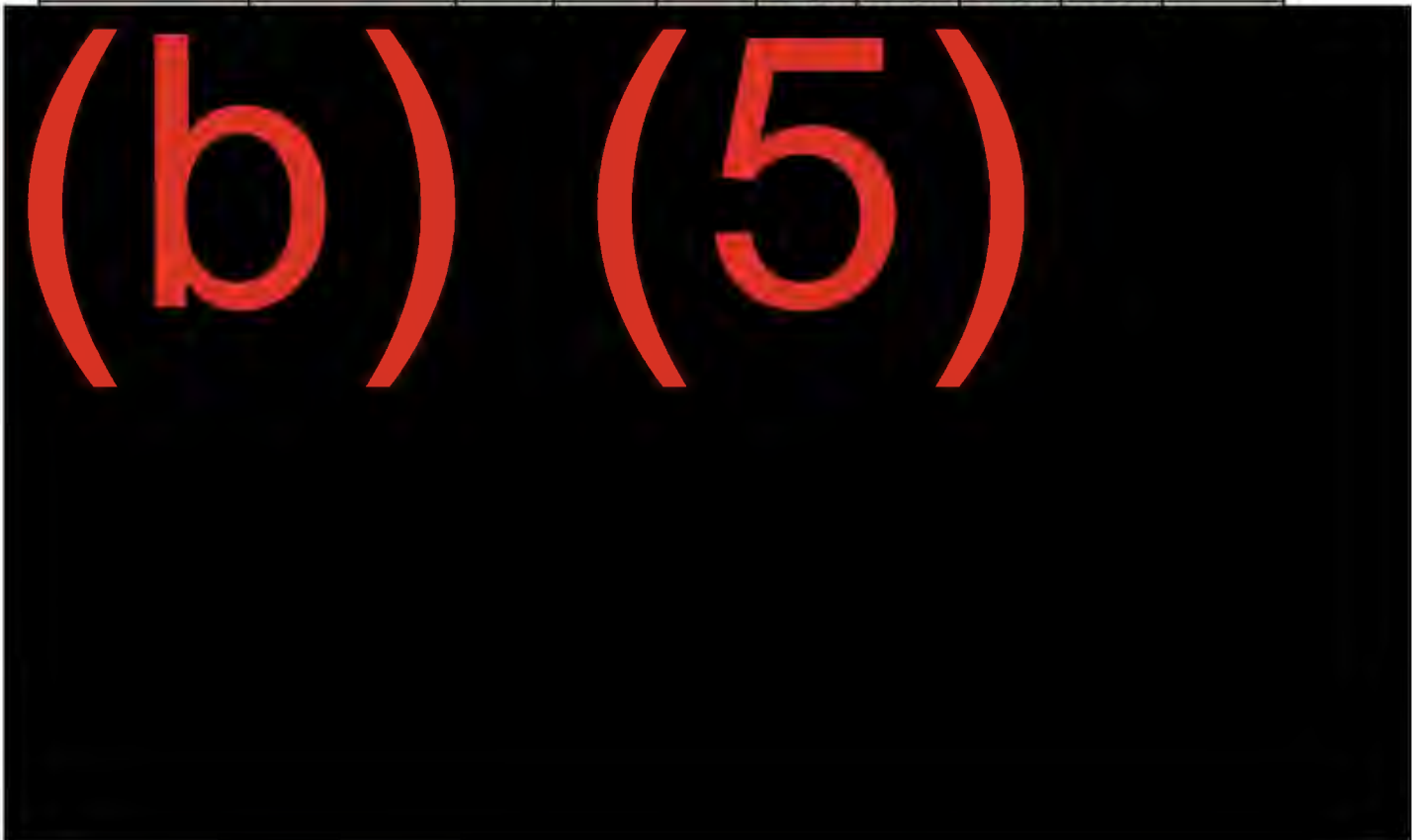
Measure ID	FY 2021 Operating Plan Measures	FY 2019 Result	FY 2020 Target	FY 2020 YTD Result	FY 2021 Q1 Target	FY 2021 Q2 Target	FY 2021 Q3 Target	FY 2021 Q4 Target	FY 2021 Target
------------	---------------------------------------	----------------------	----------------------	-----------------------------	----------------------------	----------------------------	----------------------------	----------------------------	-------------------



¹⁹ The quarterly values for this measure will fluctuate quarterly as some projects end and new projects begin. The annual value will not be a sum of quarterly values. Rather, it will reflect the total number active during any point during the fiscal year.

²⁰ In the FY 2022 Operating Plan, ILAB will replace or add a new performance metric to provide more information on the results of the online hotline form implementation.

Measure ID	FY 2021 Operating Plan Measures	FY 2019 Result	FY 2020 Target	FY 2020 YTD Result	FY 2021 Q1 Target	FY 2021 Q2 Target	FY 2021 Q3 Target	FY 2021 Q4 Target	FY 2021 Target
------------	---------------------------------------	----------------------	----------------------	-----------------------------	----------------------------	----------------------------	----------------------------	----------------------------	-------------------



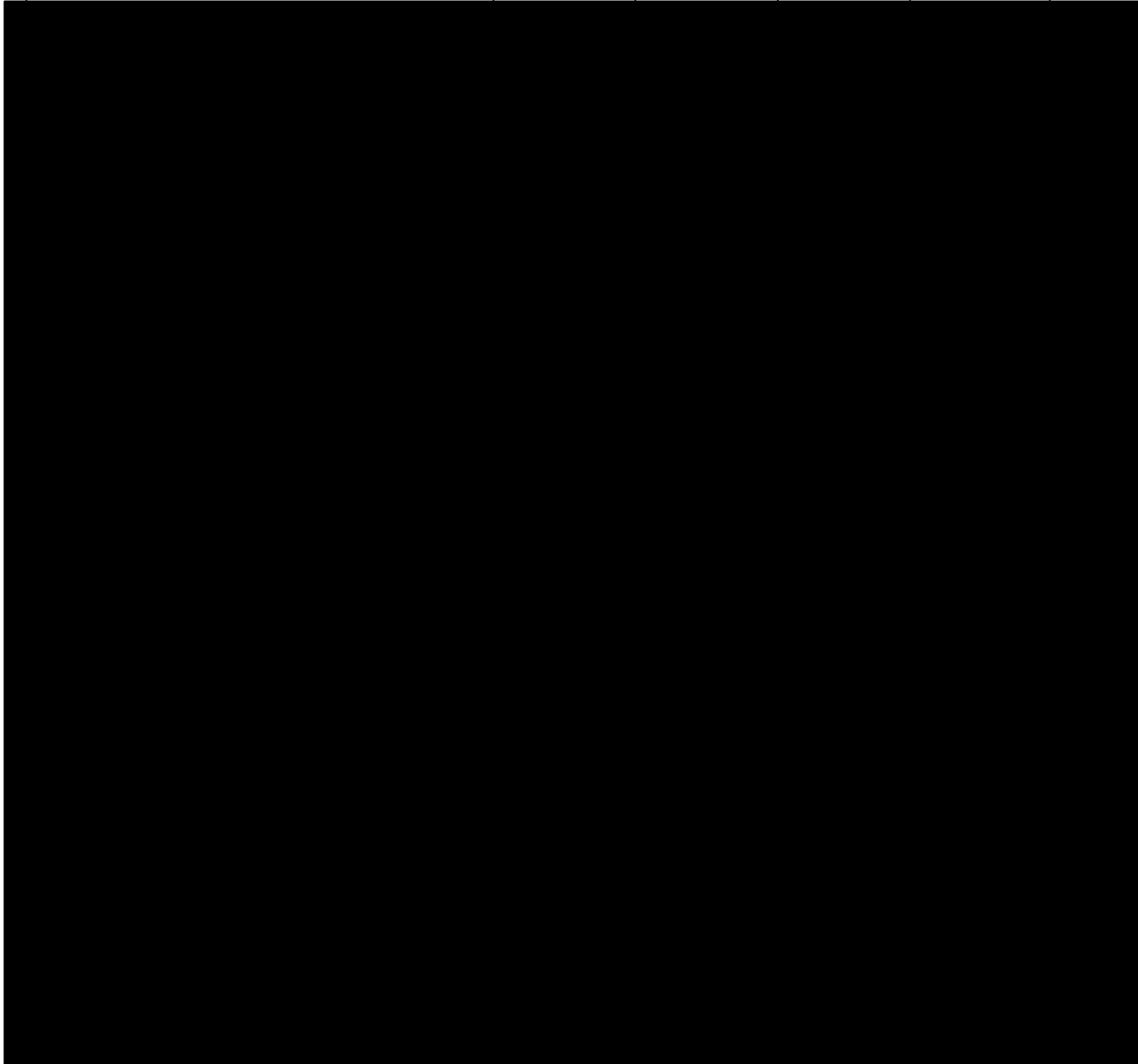
FY 2021 Operating Plan Milestones

Milestone ID	FY 2021 Operating Plan Milestones	Due Date
--------------	-----------------------------------	----------

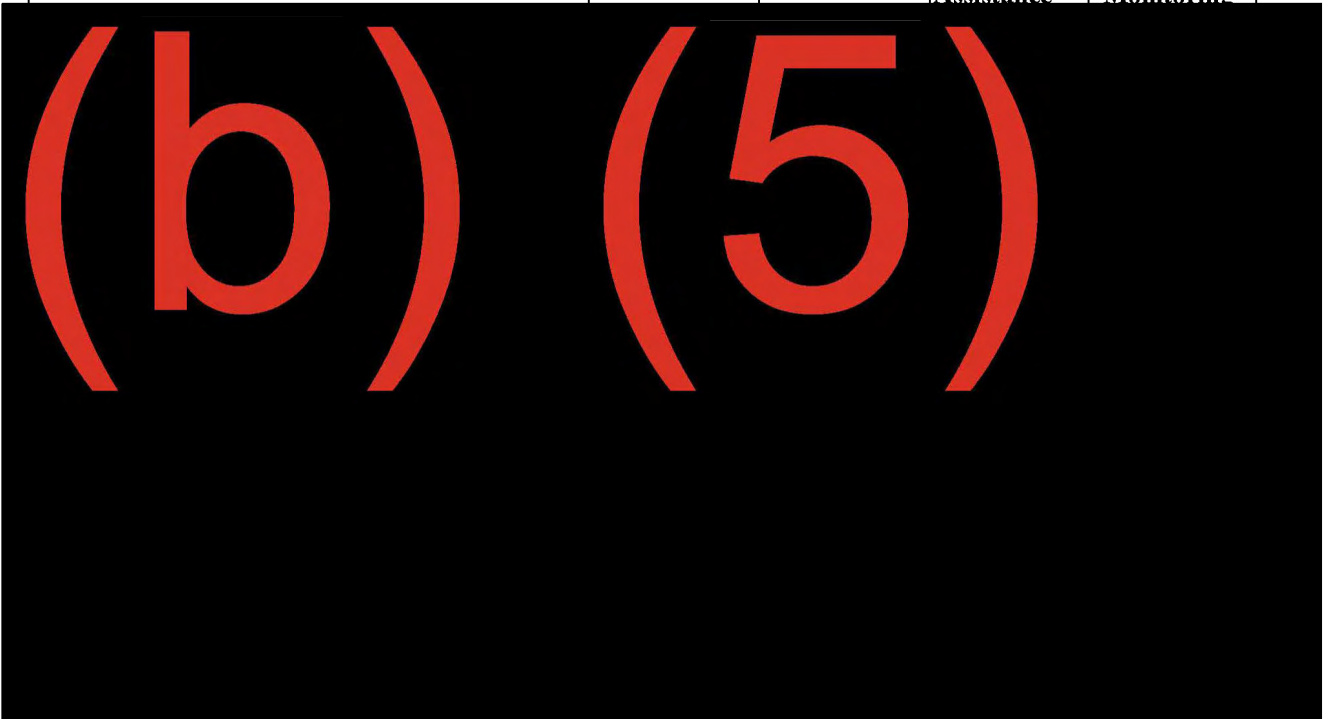


Appendix B – Performance Measures Crosswalk

Measure Name and ID	Strategy 1: Trade	Strategy 2: Policy	Strategy 3: Technical Assistance	Strategy 4: Research & Monitoring
---------------------	----------------------	-----------------------	--	---

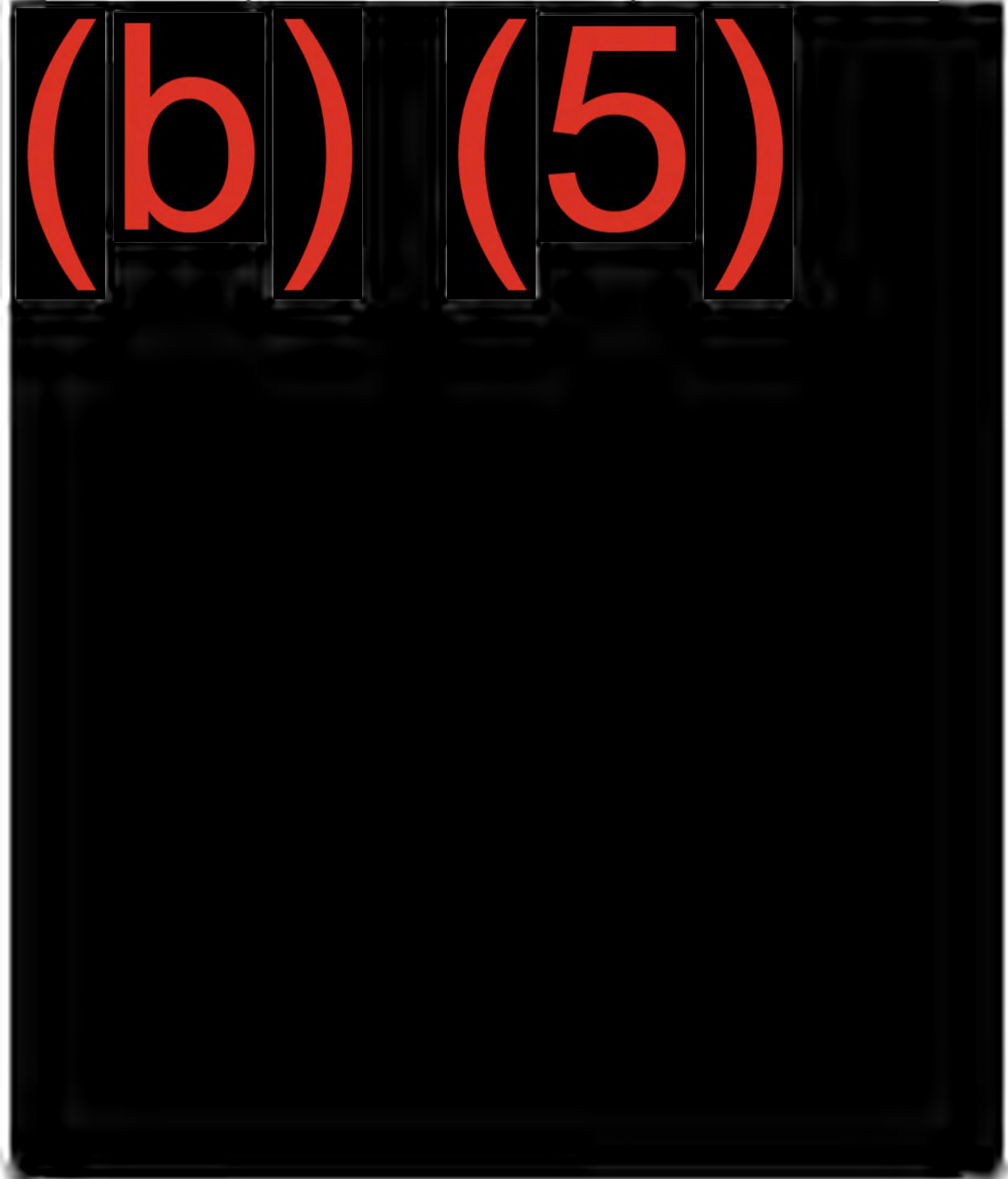


Milestone Name and ID	Strategy 1: Trade	Strategy 2: Policy	Strategy 3: Technical Assistance	Strategy 4: Research & Monitoring
-----------------------	----------------------	-----------------------	--	---



Appendix C – Federal Advisory Committees

Labor Advisory Committee on Trade Negotiations and Trade Policy (LAC) Timeline*

Due Date	Action	LAC Planned Actions
<p>(b) (5)</p> 		

President's Committee on the International Labor Organization (PC/ILO)

Date

Action

PC/ILO Planned Actions

(b)

(5)

United States Department of Labor

**Bureau of
International Labor
Affairs (ILAB) FY
2024 Agency
Management Plan**

Fiscal Year 2024 Agency Management Plan

Introduction 1

FY 2024 Budget Resources..... 2

Agency Theme 1: Implementing the President’s Trade Agenda 4

Agency Theme 2: Elevating Labor Diplomacy..... 31

Agency Theme 3: Worker Protection..... **Error! Bookmark not defined.**

Strategy 4.1: Implement activities in support of the Department’s Diversity, Equity, Inclusion, and
Accessibility (DEIA) Plan..... 45

Agency Theme 5: Data as a Strategic Asset 51

Appendix A – Federal Advisory Committees..... 55

Appendix B – Complete List of DEBS Performance Measures and Milestones 57

Introduction

The Bureau of International Labor Affairs (ILAB) contributes to the Department of Labor (DOL) FY 2022-2026 Strategic Plan through Strategic Goal 2 – *Ensure Safe Jobs, Essential Protections, and Fair Workplaces*, and Strategic Objective 2.4 – *Strengthen labor rights, improve working conditions, promote racial and gender equity, and empower workers around the world*.

ILAB employs research, technical assistance, trade policy, and labor diplomacy to strengthen global labor standards and their implementation; enforce labor commitments among trading partners; combat discrimination and promote racial and gender equity; and combat international child labor, forced labor, and human trafficking. When other countries, or companies in them, do not uphold or respect internationally recognized workers' rights, fail to enforce their labor laws, limit workers' ability to freely organize and advocate for their rights, or export goods produced under exploitative labor conditions, they may gain an unfair advantage that harms American workers and businesses. ILAB positions the United States as a leader on international labor rights by demonstrating the U.S. commitment to work with governments, international organizations, workers, unions, civil society organizations, and the private sector to achieve its mission.

Taken together, these activities support U.S. Government efforts to advance equity on all fronts, particularly in countries and supply chains where vulnerable and marginalized populations are most susceptible to labor abuse and exploitation. By redressing exploitative labor conditions and advancing equity in key countries, ILAB supports efforts to combat poverty and structural forms of discrimination and exclusion due to race, gender, sexual orientation, age, ability or other characteristics in underserved and marginalized communities.

By supporting a level playing field with respect to workers' rights, ILAB's work supports U.S. workers who have been disproportionately impacted by imports and outsourcing, especially in the Midwest, mid-Atlantic and Southeast in sectors including apparel, electronics, furniture, autos, seafood, agriculture, and aerospace. Protecting workers' rights globally is not a quick fix for the challenges facing American workers, but it is an essential pre-condition for ensuring that workers and businesses at home do not face unfair competition.

FY 2024 Budget Resources

Annual Appropriations

Budget Activity	Budget Authority (whole dollars)	FTE	Period of Availability
ILAB – Salaries and Expenses	34,400,000	137	September 30, 2024
ILAB – Technical Assistance	81,725,000	-	December 31, 2024
ILAB – Total	116,125,000	137	--

ILAB's FY 2023 Appropriation included the following language:

Provided, That \$81,725,000 for the Bureau of International Labor Affairs shall be available for obligation through December 31, 2023: Provided further, That funds available to the Bureau of International Labor Affairs may be used to administer or operate international labor activities, bilateral and multilateral

technical assistance, and microfinance programs, by or through contracts, grants, subgrants and other arrangements: Provided further, That not less than \$30,175,000 shall be for programs to combat exploitative child labor internationally and not less than \$30,175,000 shall be used to implement model programs that address worker rights issues through technical assistance in countries with which the United States has free trade agreements or trade preference programs

USMCA Implementation Act Supplemental Appropriations

Budget Activity	Budget Authority (whole dollars)	FTE	Period of Availability
USMCA – Salaries and Expenses	30,000,000	25*-	September 30, 2027
USMCA – Technical Assistance	180,000,000	--	December 31, 2023
USMCA – Total	210,000,000	--	--

* Estimate supporting approximately 25 FTE in FY 2024.

The USMCA Implementation Act included the following language:

For an additional amount for “Salaries and Expenses,” \$210,000,000, for the Bureau of International Labor Affairs to administer or operate international labor activities, bilateral and multilateral technical assistance, and microfinance programs, by or through contracts, grants, subgrants and other arrangements; of which \$180,000,000, to remain available until December 31, 2023, shall be used to support reforms of the labor justice system in Mexico, including grants to support worker-focused capacity building, efforts to reduce workplace discrimination in Mexico, efforts to reduce child labor and forced labor in Mexico, efforts to reduce human trafficking, efforts to reduce child exploitation, and other efforts related to implementation of the USMCA; and of which \$30,000,000, to remain available until September 30, 2027, shall be available to provide for additional capacity of the Bureau of International Labor Affairs during fiscal years 2020 through 2027 to monitor compliance with labor obligations (as such term is defined in section 701 of this Act), including the necessary expenses of additional full-time employees of the Bureau to participate in the Interagency Labor Committee for Monitoring and Enforcement established pursuant to section 711 of this Act: Provided, That the Secretary of Labor may detail or assign up to 5 additional full-time employees of the Bureau to the United States Embassy or consulates in Mexico to (1) assist in monitoring and enforcement actions with respect to the labor obligations of Mexico, and (2) prepare a report, to be submitted on a quarterly basis to the Interagency Labor Committee for Monitoring and Enforcement through September 30, 2027, on the efforts of Mexico to comply with labor obligations (as such term is defined in section 701 of this Act): Provided further, That such employees, while detailed or assigned, shall continue to receive compensation, allowances, and benefits from funds made available to the Bureau for purposes related to the activities of the detail or assignment, in accordance with authorities related to their employment status and agency policies: Provided further, That such amount is designated by the Congress as being for an emergency requirement pursuant to section 251(b)(2)(A)(i) of the Balanced Budget and Emergency Deficit Control Act of 1985.

Agency Theme 1: Implementing the President’s Trade Agenda

Strategy 1.1: Implementing the Labor Provisions of the USMCA and Providing Technical Assistance in Mexico

The United States-Mexico-Canada Agreement (USMCA) contains the strongest labor provisions of any trade agreement in the world. Unlike the North American Free Trade Agreement (NAFTA), the USMCA labor chapter¹ is incorporated into the core text of the agreement and is fully enforceable, subject to dispute resolution. The dispute settlement chapter establishes a first-of-its-kind rapid response mechanism (RRM) that provides for monitoring and expedited enforcement of labor rights in Mexico at facilities in priority sectors.

Some of the highlights of the agreement include:

- Requires the parties to adopt and maintain core labor rights as recognized by the International Labor Organization (ILO), including: freedom of association and collective bargaining; the elimination of forced labor; the effective abolition of child labor and prohibition of the worst forms of child labor; elimination of discrimination in respect of employment and occupation; and to adopt and maintain acceptable conditions of work with respect to minimum wage, hours of work and occupational safety and health.
- Requires the parties to prohibit the import of goods produced by forced labor, including forced child labor.
- Requires the parties to ensure migrant workers are protected under labor laws.
- Requires the parties to address violence against workers for exercising their labor rights.
- Makes obligations more easily enforceable by clarifying the meaning of “manner affecting trade” and “sustained or recurring.”

Activities:

Monitoring Compliance with Labor Commitments

ILAB oversees Mexico’s compliance with its trade commitments related to international labor standards. This monitoring and analysis form the foundation of ILAB’s engagement and enforcement efforts.

- **On-the-ground monitoring led by labor attachés in Mexico:** Labor attachés in three strategic locations in Mexico allow ILAB to meet the Congressional directive to monitor and enforce USMCA labor obligations. The attachés serve as the principal experts on labor and employment issues and developments in Mexico for officials of DOL and other U.S. Government agencies. ILAB deployed two labor attachés to Mexico City in FY 2021 and three additional labor attachés in Mexico City, Monterrey, and Tijuana in FY 2022, bringing our total to five. In FY 2024 labor attachés will: (1) assist the USMCA Interagency Labor Committee (USMCA-ILC) to monitor and enforce Mexico’s labor obligations; (2) submit quarterly reports to the USMCA-ILC on Mexico’s efforts to comply with its labor obligations, particularly with the implementation of the landmark Mexican labor law reform enacted on May 1, 2019; 3) travel on a monthly basis to build contacts among stakeholders, conduct interviews and data gathering on labor reform implementation; and 4) support the

¹ [Labor Chapter](#) (USMCA, Chapter 23, Starts on Page 23-1)

development and implementation of DOL technical assistance programs in Mexico. **(ILAB-03, ILAB-04, ILAB-04a, ILAB-04b, ILAB-04c, ILAB-04d, Labor Attaché 01)**

Engagement with government and stakeholders

ILAB routinely conducts outreach within the U.S. Government and with external stakeholders (including labor, business, civil society, and foreign governments) about the USMCA obligations and tools.

- **Raise awareness of USMCA tools and resources:** ILAB and labor attachés in Mexico will implement an information campaign to disseminate DOL-supported USMCA tools and resources through social media, traditional media and technical assistance project implementers, among other networks, focusing additional outreach activities in areas that produce significant amounts of goods for export. The DOL-funded awareness raising project will develop outreach materials on the Rapid Response Labor Mechanism (RRM) based on ILAB’s Procedural Guidance (PGs) and Frequently Asked Questions (FAQs) about the mechanism, and will coordinate with other technical assistance implementers, and the universities, labor support organizations, and other stakeholders that are part of their project to disseminate them widely, including on social media. **Labor Attaché 01, USMCA-1a, USMCA-1b, USMCA 2, USMCA-3a, USMCA-4a)**
- **Increase visibility of DOL work on USMCA:** ILAB will develop public-facing information for broad dissemination through the media on ILAB’s Mexico strategy and tell impact stories about successful outcomes of monitoring and enforcement & technical assistance projects, focused on independent unions and emergence of new young, female and indigenous leaders. ILAB will also disseminate the lessons from the USMCA Lessons Learned report to interagency partners and other strategic stakeholders based on intended messages and target audiences. **(USMCA-1a, USMCA-1b, USMCA 2, USMCA-3a, USMCA-4a)**
- In coordination with DOL-funded worker centers and labor centers in Queretaro, Tijuana, Mexico City, and San Luis Potosi, **DOL will conduct awareness-raising activities on the RRM for academic institutions, labor experts, and labor organizers – institutions that work directly with workers – to let them know about the mechanism and how to bring issues to our attention on behalf of workers.** These sessions will include information for both workers and their advocates and will rely on the PGs and FAQs as sources of that information. Tools to be shared will include USMCA hotline, toll-free phone line, Spanish language materials, Procedural Guidelines and Frequently Asked Questions for RRM and labor petitions. **(USMCA-1a, USMCA-1b, USMCA 2, USMCA-3a, USMCA-4a)**
- **Deepen and amplify interactions with U.S. stakeholders:** ILAB will engage with key U.S. stakeholders, including the Labor Advisory Council (LAC), Independent Mexico Labor Expert Board (IMLEB), private sector stakeholders, and U.S. unions and community-based organizations, to amplify labor rights efforts, including those efforts focused on migrant workers’ rights.
- **Support Implementation of the U.S.- Mexico Labor Mobility MOU to strengthen protections for workers participating in temporary foreign worker programs:** ILAB will coordinate with DOL agencies including WHD and ETA, counterparts in the Mexican government and migrant worker advocates on both sides of the border to advance action items agreed to in the December 2022 MOU, including strengthening shared mechanisms to prevent, report, and investigate violations of workers’ rights, to hold employers and their agents accountable and connecting workers who

experienced harm or exploitation to assistance and care in the United States and Mexico. ILAB will take lead on the coordination and maintenance of USG commitments by convening and facilitating quarterly interagency meetings to monitor the enforcement of employment laws, rules, and regulations that apply to temporary foreign workers. In collaboration with other DOL bureaus and USG entities, ILAB will release and promote outreach resources, including short videos and an online information hub, to ensure migrant workers- including migrant women workers- know their rights and how to access resources available to them. **(ILAB-03, ILAB-04a, ILAB-04b, ILAB-04c, ILAB-04d, Labor Attaché 01)**

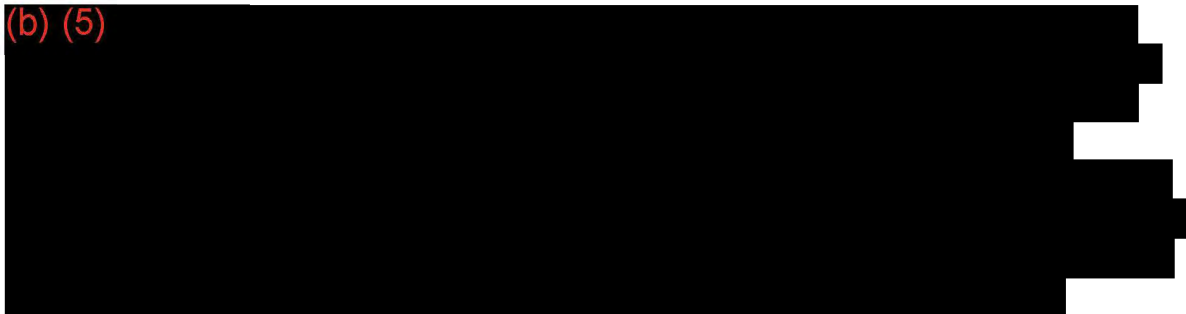
- **Labor diplomacy led by DOL attachés:** DOL's Mexico labor attachés complement the engagement of U.S. State Department officials and play a leading role in advancing ILAB's activities in Mexico through direct and regular interaction and coordination with other USG agencies, the Mexican government, other foreign governments, international organizations, and non-governmental stakeholders (e.g., labor, business, and non-profit sectors). In FY 2024, DOL's labor attachés in Mexico will participate in speaking engagements and engage with stakeholders, including with employers and industry groups; unions, including women and other under-represented groups; and on media. They will organize worker and labor advocate roundtables for high-level visitors and increase the visibility and recognition of DOL priorities. These efforts include providing input on briefing memos for Embassy and Consulate leadership, providing input to and reporting on the Mexico Integrated Country Strategy, participating in weekly meetings at the Embassy and Consulates to share labor updates and prepare, brief and support Embassy and Consulate leadership in travel to priority states with a focus on labor. **(ILAB-03, ILAB-04, ILAB-04a, ILAB-04b, ILAB-04c, ILAB-04d, USMCA-1a, USMCA-1b, USMCA-2, USMCA-3a, USMCA-3b, USMCA-3c, USMCA-3d, USMCA-3e, USMCA-4a, USMCA-4b, USMCA-4c)**

Enforcing Labor Commitments with the Office of the United States Trade Representative (USTR) and Interagency Labor Committee (USMCA-ILC)

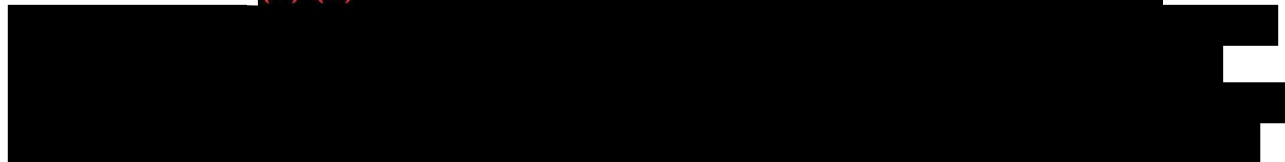
The USMCA implementing legislation called for the USMCA-ILC, co-chaired by DOL and USTR, to coordinate U.S. government efforts to monitor USMCA labor obligations and Mexican labor reform and to strengthen compliance. Other members of the USMCA-ILC are Department of State, Department of the Treasury, Department of Agriculture, Department of Commerce, Department of Homeland Security, and United States Agency for International Development. The USMCA-ILC was established through Executive Order on April 28, 2020, and held its inaugural meeting on April 30, 2020. The USMCA-ILC meets every 90 days and will receive and review submissions under the USMCA labor chapter and the Rapid Response Labor Mechanism (RRM). The USMCA-ILC makes assessments and recommendations to the U.S. Trade Representative for enforcement action and will report to Congress every 180 days on the state of Mexican labor issues and the functioning of the committee.

- **Strategic use of USMCA enforcement mechanisms:** ILAB will contribute to RRM cases, Chapter 23 cases and engage Mexican authorities to reach resolutions that strengthen workers' rights, reinforce role of Mexican labor authorities, and build employer compliance. ILAB will work to expand the footprint of case application beyond the auto sector to develop investigations of facilities in other priority sectors, including mining, electronics and aerospace. ILAB will promote the extension of cases into manufacturing sectors not specifically listed as priority sectors, including garments and textiles. ILAB will seek to extend the use of Chapter 23 petitions in agriculture and to address violations of working conditions, health and safety and discrimination at workplaces that

are out of scope for the RRM. (USMCA-1a, USMCA-1b, USMCA-2, USMCA-3a, USMCA-3b, USMCA-3c, USMCA-3d, USMCA-3e, USMCA-4a, USMCA-4b, USMCA-4c, USMCA-5)

- (b) (5)

(USMCA-1a, USMCA-1b, USMCA-2, USMCA-3a, USMCA-3b, USMCA-3c, USMCA-3d, USMCA-3e, USMCA-4a, USMCA-4b, USMCA-4c, USMCA-5)
- **Labor attaché collection of evidence and worker testimony for case building and enforcement:** Labor attachés travel monthly to build contacts among stakeholders, conduct worker interviews and set up interviews for ILAB DC-based staff to pursue USMCA enforcement. (Labor Attaché 01, USMCA-1a, USMCA-1b, USMCA-2, USMCA-3a, USMCA-3b, USMCA-3c, USMCA-3d, USMCA-3e, USMCA-4a, USMCA-4b, USMCA-4c, USMCA-5)

Improving Compliance in Mexico through Technical Assistance: ILAB continues to plan, implement and evaluate technical assistance projects in Mexico to improve compliance with the labor law reform and support labor rights. (b) (5)


(ILAB-01, ILAB-02, ILAB-03, ILAB-04, ILAB-04a, ILAB-04b, ILAB-04c, ILAB-04d, ILAB-07a, ILAB Equity-01)

Strategy 1.2: Monitoring and Engaging on Labor Commitments and Promoting High Labor Standards

ILAB promotes adherence to international labor standards and robust enforcement of labor rights to secure stable and inclusive economic growth and strengthen trade unions to advance democratic norms around the world. ILAB does this through government-to-government engagement, incorporating the protection of labor rights into U.S. Government political and economic policies and programs, including international economic agreements, supply chain commitments/investments, free trade agreements, trade preference programs², and through the work of multilateral investment banks. ILAB uses its expertise with these tools to press government partners to have strong labor laws in compliance with international standards and the necessary robust enforcement of those laws. ILAB works closely with USTR, the U.S. Department of Commerce (Commerce) and the U.S. Department of State (State), Department of Homeland Security (DHS),

² These include the Generalized System of Preferences (GSP), the African Growth and Opportunity Act (AGOA), and the Haitian Hemispheric Opportunity through Partnership Encouragement Act of 2008 (HOPE II)

and the U.S. Agency for International Development (USAID) to coordinate a strategic approach to protect worker rights in partner countries, engaging with private sector to improve worker rights in supply chains, strengthening the capacity of worker organizations to shape policy outcomes and collectively bargain, and enforcing the labor obligations undertaken by partner countries, including in trade agreements and trade preference programs. ILAB uses a multifaceted approach to help ensure that trade partners comply with their labor-related commitments, and to ensure that labor protections extend to workers traditionally more vulnerable to abuse and exploitation, including women, migrants, racial and ethnic minorities, as well as LGBTQI+ workers, workers with disabilities, and those working in the informal economy or at the lower tiers of global supply chains.

Activities:

Negotiating Labor Provisions in Trade Agreements and Policy (support realization of International Labor Standards)

- **ILAB works with other U.S. Government agencies** to ensure U.S. economic and political engagements, policies, and programs promote adherence to strong labor standards. ILAB supports the negotiation of strong labor provisions in new economic trade and investment agreements, such as economic frameworks, free trade agreements (FTAs), bilateral investment treaties (BITs), trade and investment framework agreements (TIFAs), and policies covering development finance (e.g., World Bank lending guidelines and multi-lateral bank projects). These provisions seek to commit country governments and private sector partners to uphold certain international labor standards, such as non-discrimination, thereby contributing to a fairer playing field for workers in the U.S. and around the world. ILAB also works with country governments on a bilateral basis to provide advice on how to meet international labor standards and work to ensure they can meet the provisions contained in economic, trade and investment agreements. **(ILAB-03, ILAB-04, ILAB-04a, ILAB-04b, ILAB-04c, ILAB-04d)**
- **ILAB advises interagency partners**, including USTR, Commerce, and State, on international labor standards and worker rights globally. ILAB works with interagency partners to prioritize engagement on labor rights, including by recommending actions and priorities that put worker rights at the center of U.S. international economic policies. This work often involves sensitizing interagency partners to the role that labor standards and worker rights play in sustainable, high-road economic development as well as democracy building. ILAB uses its deep expertise, multiple tools, and experience to advance worker rights throughout numerous engagements and forums. **(ILAB-03, ILAB-04, ILAB-04a, ILAB-04b, ILAB-04c, ILAB-04d, Labor Attaché 01)**

Monitoring and Promoting High Labor Standards

- **Monitoring labor standards:** ILAB oversees countries' compliance with their trade and investment commitments related to international labor standards. ILAB helps to increase compliance and promote high labor standards through assisting governments and other stakeholders in key trading partner countries (e.g., labor inspectorates, workers' organizations, employers' organizations, international brands, supply chains, and civil society organizations) with capacity building support. ILAB's monitoring is supported by robust information gathering through sustained, proactive, and expanded stakeholder engagement and on-the-ground presence in priority countries. Monitoring

and subsequent analysis form the foundation of ILAB's engagement and enforcement efforts and are the basis for all other activities of ILAB's trade-related work. Analysis is conducted through an intersectional lens that intentionally assesses the unique impacts of noncompliance on workers from traditionally marginalized groups. **(ILAB-03, ILAB-04, ILAB-04a, ILAB-04b, ILAB-04c, ILAB-04d, Labor Attaché 01)**

- **External engagement:** ILAB's monitoring, and engagement work focuses on external stakeholders, such as community-based organizations, independent, democratic unions, workers and their communities that are traditionally and systematically underserved and strategic sectors where there are high concentrations of women workers, migrant or ethnic and racial minorities, and other stakeholders across USG agencies to strengthen labor rights and decent work outcomes, including for traditionally vulnerable populations. ILAB's monitoring and engagement also includes strengthening our strategic communications capacity and activities to uplift and share ILAB's equities and impact, and engaging with worker and civil society organizations, private sector actors, researchers and philanthropy in ways that coordinate and complement efforts and leverage broader resources towards the goals and mission of the bureau.
- **Labor diplomacy led by DOL attachés:** DOL's labor attachés complement the engagement of State Department officials and play a leading role in advancing ILAB's activities in key trading partner countries through direct and regular interaction and coordination with other USG agencies, foreign governments, international organizations, and non-governmental stakeholders (e.g., labor, business, and non-profit sectors). **(Labor Attaché 01)**
- **Enforcing Labor Commitments:** ILAB enforces the labor provisions of FTAs, investment instruments, and trade preference programs. This includes engaging with countries to address compliance issues, developing and overseeing the implementation of remediation plans with defined criteria and timelines for progress, and assessing complaints and submissions from the public, as well as proactively building and advancing self-initiated cases, for potential dispute settlement. Dispute settlement under preference programs can result in formal reviews and may eventually lead to trade sanctions and loss of preference program eligibility. ILAB also assists with administering labor provisions covering multilateral development finance institutions, such as the World Bank and U.S. International Development Finance Corporation (DFC) and represents the interests of U.S. workers through USG inter-agency processes and in international trade and international economic forums. **(ILAB-03, ILAB-04, ILAB-04a, ILAB-04b, ILAB-04c, ILAB-04d)**
- **Labor attaché support for case building and enforcement:** Labor attachés coordinate closely with stakeholders to document labor rights issues and compile evidence to support enforcement actions, including case building. Through their sustained presence, vigilance and direct connections to U.S. and foreign authorities, labor attachés provide an important layer of protection for workers who risk reprisals for sharing testimony and/or exercising their fundamental labor rights. **(ILAB-03, ILAB-04, ILAB-04a, ILAB-04b, ILAB-04c, ILAB-04d, Labor Attaché 01)**

Strengthening Compliance through Technical Assistance

- **(b) (5)**

(b) (5)

Additionally, ILAB continues to support the Better Work program implemented by the ILO in Bangladesh, Cambodia, Ethiopia, Haiti, Jordan, and Vietnam, which has specific interventions targeting empowering women, reducing sexual harassment in the workplace, and closing the gender pay gap in working in the global garment industry. ILAB is also continuing to support projects to strengthen efforts to combat child labor and forced labor, including in Cote d'Ivoire, Colombia, the Democratic Republic of the Congo, Ecuador, Ethiopia, Ghana, Honduras, Malaysia, Mexico, Peru, and Vietnam. In addition, in FY22, ILAB funded new projects to work with the Economic Community of West African States (ECOWAS) to support regional efforts to combat child labor in agriculture, to address forced labor in cattle growing areas of Brazil and Paraguay, and to enhance monitoring for labor violations in Uzbekistan's cotton sector. ILAB programming to combat child and forced labor provide support to some of the most vulnerable and marginalized groups, including indigenous and afro-descendent populations and workers/persons with disabilities. In many cases, these projects also promote economic empowerment of women as a strategy for reducing vulnerability to child labor and forced labor. In FY 2024, ILAB will work with grantees to ensure they disaggregate their performance monitoring data by demographic characteristics, to the extent practical, to determine whether service delivery and participation in their programs is reaching underserved populations. This data will inform whether projects need to make further efforts to reach groups more equitably. **(ILAB-01, ILAB-02, ILAB-03, ILAB-04, ILAB-04a, ILAB-04b, ILAB-04c, ILAB-04d, ILAB-07a, ILAB Equity 01, ILAB Equity Milestone 2024-1)**

Strategy 1.3: Strengthening U.S. Leadership on Combating Child Labor and Forced Labor

As the only U.S. government agency solely dedicated to improving working conditions and countering labor abuses around the world, ILAB is uniquely positioned to address child labor and forced labor on a global level. ILAB leads global efforts to combat these labor abuses by conducting research and publishing reports spotlighting abuses, funding targeted technical assistance initiatives, and engaging with foreign governments and other stakeholders to raise global awareness and provide concrete strategies for addressing the problems. In 2023, ILAB worked closely with DOL's WHD to leverage ILAB's consular partnership program to build foreign embassy awareness and involvement in WHD's domestic efforts to address child labor in the US. ILAB convened five high-level briefings with WHD and State department leaders and foreign embassy leadership (Mexico, El Salvador, Honduras, Guatemala, and Colombia) in late 2023, and will support WHD efforts to broaden outreach to include local consulates of those embassies across the U.S. in 2024.

Activities:

Research and Reporting

ILAB's research and reporting on child labor and forced labor provide specific, actionable information to stakeholders around the world seeking to address these issues. ILAB's three flagship reports, outlined below, inform advocacy efforts and campaigns, promote positive actions by foreign governments to strengthen laws, policies, and enforcement, and inform private sector risk assessments and due diligence.

- **Publish the 2023 Findings on the Worst Forms of Child Labor Report (TDA Report).** The TDA Report, (b) (5) raises global awareness of child labor exploitation and promotes efforts to combat it. The report is mandated by the Trade and Development Act (TDA) of 2000, which requires countries benefitting from the Generalized System of Preferences Program to take steps to eliminate the worst forms of child labor. The Act mandates that the President of the United States submit to the United States Congress the Secretary of Labor’s annual findings with respect to each “beneficiary country’s implementation of its international commitments to eliminate the worst forms of child labor.” ILAB carries out this responsibility on behalf of the Secretary by publishing the TDA Report. (b) (5)

(ILAB-03, ILAB-04, ILAB-04d, and CL/FL Milestone 2024-1, CL/FL Milestone 2024-2)
- **Conduct Research in Specific Sectors.** ILAB will conduct research on potential additions and removal cases to inform (b) (5) of the TVPRA List, and EO 13126 List as needed. As this research impacts the assessment of forced labor and child labor in supply chains, it will contribute to the developing scope of the TVPRA’s inclusion of goods made with upstream inputs produced by child or forced labor. Additionally, this research will be informed by ILAB-funded projects that work with traceability, such as Global Trace Protocol and STREAMS, or produce evidence on efforts that address child labor or forced labor in sectors of global supply chains, such as ILAB-funded projects within the cocoa, cotton, seafood, and mining sectors. (ILAB-03, ILAB-04, ILAB-04d, CL/FL Milestone 2024-3, CL/FL Milestone 2024-4)
- **Publish the eleventh edition of the List of Goods Produced by Child Labor or Forced Labor (TVPRA List)** The eleventh edition of the TVPRA List, (b) (5) will raise public awareness about forced labor and child labor around the world and promotes efforts to combat them. This List is mandated by the Trafficking Victims Protection Reauthorization Act (TVPRA) of 2005 and subsequent reauthorizations. The List serves as a vital resource to U.S. Government agencies, foreign governments, civil society, and businesses; highlighting where risk exists and encouraging targeted action among those working to address problems of forced labor and child labor. The 2018 TVPRA reauthorization requires the List to include, to the extent practicable, goods that are produced with inputs that are produced with forced labor or child labor. As of September 2022, the List includes 159 goods from 78 countries and areas. (ILAB-03, ILAB-04, ILAB-04d and CL/FL Milestone 2024-3)
- **Publish the List of Products Produced by Forced or Indentured Child Labor (EO 13126 List).** Pursuant to Executive Order 13126, ILAB maintains a list of products and their source countries which it has a reasonable basis to believe are produced by forced or indentured child labor. This List is intended to ensure that U.S. federal agencies do not procure goods made by forced or indentured child labor. Under procurement regulations, federal contractors who supply products on the List must certify that they have made a good faith effort to determine whether forced or indentured child labor was used to produce the items supplied. This List is updated as needed,

with the most current publication on July 13, 2022, that details 34 products from 26 countries. (ILAB-03, ILAB-04, ILAB-04d, and CL/FL Milestone 2024-4)

Technical Assistance

(b) (5)

- **Support Targeted Technical Assistance Programming.** Priority for this technical assistance will be given to countries where governments and other actors have demonstrated the political will to take action to end child labor and forced labor. ILAB-supported technical assistance initiatives will support strategies to fight labor exploitation among some of the most economically vulnerable and marginalized groups, those who are typically most at risk of these forms of abuse. In FY 2022 and continuing in FY2023, ILAB has taken steps to incorporate language on Diversity, Equity, Inclusion and Accessibility (DEIA) into all our new funding opportunity announcements (FOA), requiring applicants selected for award and their sub-recipients to adhere to principles of DEIA in the implementation of programming funded through the FOAs. ILAB has also included a section on DEIA in all Terms and Conditions of Award for all new grant awards, which requires grantees to execute their grant in a manner that advances equity for all. (b) (5)

In FY 2023, ILAB published a Request for Information (RFI) to inform future programming on the linkage between disability and labor rights. The RFI will be used to enhance ILAB's understanding of potential solutions to prevent discrimination based on disability and ways to increase economic inclusion of persons with disabilities and adherence to disability rights in the world of work. (b) (5)

ILAB will continue to provide rigorous monitoring and oversight of its ongoing technical assistance portfolio. (b) (5)

(ILAB-01, ILAB-02, ILAB-07a, ILAB-04d, ILAB Equity 01, ILAB Equity 02)

Stakeholder and Public Engagement

- **Refine and Implement a Strategic Communications Plan.** ILAB will further refine its strategic communications plan to increase the impact of ILAB's mandated reports and technical assistance programming in galvanizing action among key stakeholders to eradicate child and forced labor. The plan includes strategies to amplify global awareness of ILAB's child and forced labor reports and

technical assistance through outreach to traditional and social media outlets and high-influencing journalists; equip and empower priority stakeholders to take meaningful action through targeted outreach; and highlight ILAB's successes and best practices in eradicating child and forced labor in priority sectors. Key stakeholders for targeted outreach include Congress, foreign governments, companies and industry groups, labor organizations, NGOs, and other civil society actors. Progress on successful outreach will be measured through increased Twitter (now X) and LinkedIn followers and engagement with ILAB Twitter and LinkedIn accounts. **(CL/FL Milestones 2024-5)**

- **Stakeholder Engagement to Combat Child Labor and Forced Labor.** ILAB will undertake targeted engagement with foreign governments, private sector actors, unions and other worker organizations, other civil society organizations, and other donor agencies to spur broader momentum to combat child labor and forced labor around the world, including targeted actions in sectors such as cobalt, cocoa, coffee, and mica.
 - **Host a Foreign Government Briefing.** (b) (5) [REDACTED] This convening will provide an opportunity for ILAB's technical child and forced labor experts to engage in real time dialogues with foreign government counterparts to share the findings, recommendations, and best practices captured in the TDA Report. The briefing will also provide ILAB an opportunity to expand its network of foreign government partners, establish new relationships with key government officials, and facilitate follow-up country-specific bilateral engagements to support and monitor government efforts against child and forced labor. **(CL/FL Milestone 2024-6)**
 - **Host Public and all-Grantee Events:** ILAB will host public events to raise awareness about global child labor and forced labor issues, and the Bureau's research, technical assistance, and resources. (b) (5) [REDACTED] **(CL/FL Milestones 2024-7, 8 and 9)**
 - **Intensify Engagement with Strategic Countries through Extended TDYs and Labor Attachés:** In FY 2024, pending availability of resources, ILAB will send staff on temporary duty assignments to strategic countries to intensify engagement on child labor, forced labor, and other labor rights issues, including those related to freedom of association and collective bargaining. These staff, along with labor attachés in Mexico, Colombia, Guatemala, Vietnam, Bangladesh, and Geneva will have direct and regular interaction and engagement with other USG agencies, foreign government officials, international organizations, non-governmental organizations, and labor and private sector actors to support implementation of the President's Trade Agenda and ILAB's work to combat child labor and forced labor. **(Labor Attaché 01)**

Forced Labor Enforcement Task Force (FLETF): The USMCA implementing legislation also established the FLETF, chaired by the Secretary of Homeland Security. The FLETF is mandated to monitor U.S. enforcement of the prohibition on importing goods produced with forced labor under section 307 of the Tariff Act of 1930. Under section 744 of the USMCA Implementation Act, the FLETF is also tasked with reporting concerns to the ILC relating to the enforcement of the prohibition under section 307 of the Tariff Act with

respect to Mexico, including any allegations with respect to forced labor in Mexico. Finally, the FLETF is required to develop an enforcement plan regarding goods included in ILAB's most recent "Findings on the Worst Forms of Child Labor" and "List of Goods Produced by Child Labor or Forced Labor" reports. As a principal member for the FLETF, DOL/ILAB has contributed significantly to the interagency efforts required to monitor CBP's enforcement of the import prohibition of goods made, wholly or in part, with forced labor. Further, the Uyghur Forced Labor Prevention Act (UFLPA) was enacted on December 23, 2021, to strengthen the existing prohibition against the importation of goods made wholly or in part with forced labor into the United States and to end the systematic use of forced labor in the Xinjiang Uyghur Autonomous Region (Xinjiang). The UFLPA placed additional responsibilities on the FLETF, including developing a strategy for supporting enforcement of section 307. In FY 2024, ILAB will continue to contribute its technical expertise to all Task Force efforts, including: serving as co-chair of the UFLPA Entity List Subcommittee and providing assessment, evaluation, and designation of entities to be included or removed from the UFLPA Entity List; enhanced outreach and coordination with non-governmental organizations, private-sector organizations, and congressional stakeholders on the continued implementation of the UFLPA; alignment with any other U.S. government initiative affecting the prohibition of imports of goods made with forced labor or policies related to the PRC; proactive engagement with international partners to support the Diplomatic Strategy and to prohibit trade in products made with forced labor in Xinjiang; and annual updates to the strategy. (CL/FL Milestone 2024-10)

Strategy 1.4: Promoting Fundamental Rights and ending Labor Rights Abuses in Global Supply Chains

Violations of fundamental labor rights, including child labor, forced labor, freedom of association and the effective recognition of the right to collective bargaining, discrimination and the right to a safe and healthy workplace, have no place in global supply chains. These abuses gravely harm workers and their families, worsen development outcomes, and pose significant risks to companies and government procurement processes. ILAB addresses these abuses through research and reporting, technical assistance projects, trade enforcement, and bilateral, multilateral, interagency, and strategic engagement with relevant stakeholders, including worker organizations and private sector actors, as well as international organizations. Through our work in this area, ILAB plays a leading role in ensuring U.S. government procurement is free of forced labor, promotes decent work and strengthens collective worker voice and wellbeing globally. ILAB's work also ensures that labor protections extend to workers traditionally vulnerable to abuse and exploitation and who lack access to decent work, including women, migrants, racial and ethnic minorities, as well as workers who are LGBTQI+, disabled, in the lower tiers of global supply chains and in the informal labor market.

ILAB's leadership in supply chain issues is demonstrated through participation in interagency working groups, such as the Senior Policy Operating Group's Supply Chain and Procurement Subcommittee, as well as contributing expertise to whole-of-government efforts like EO 14017 *Securing America's Critical Supply Chains* and the updating and implementation of the *National Action Plan for Responsible Business Conduct*. ILAB's technical assistance programming and stakeholder engagement efforts related to supply chains strengthens the capacity of and coordination among governments, the private sector, worker organizations, and NGOs to respond to and prevent labor abuses globally, including providing resources they can use to remedy and prevent abuses, ensure respect for the broad spectrum of labor rights, and promote a race to the top with quality jobs and decent work.

ILAB received a new mandate under the most recent reauthorization of the Trafficking Victims Protection Reauthorization Act (TVPPRA), which contains a new reporting requirement to trace goods made with forced labor and child labor through global supply chains in order to list the final products in which they are used. This expanded mandate gives ILAB an important responsibility to develop the needed research capacity and methodologies and to play a leadership role in the field of supply chain transparency, accountability, and corporate social responsibility.

ILAB promotes frameworks of supply chain accountability for labor rights and quality work conditions through the negotiation, monitoring and enforcement of labor provisions of trade agreements and preference programs, as well as geographic and sector-focused approaches to create binding and enforceable agreements between labor organizations, private sector stakeholders and government partners.

Activities:

- **Developing New Methods and Tools to Trace Child Labor and Forced Labor in Global Supply Chains.** ILAB will continue to expand the knowledge base and expertise for supply chain tracing methodologies through engagement with stakeholders and the support of extramural research projects that will publish and disseminate resources to increase the downstream tracing of goods made by child labor or forced labor. (b) (5)

(Supply Chain Milestone 2024-1)

- **Building Capacity of Interagency Partners.** Engage and collaborate with key U.S. government agencies on forced labor issues to enhance the U.S. government's ability to prevent the importation or procurement of goods made with forced labor. Engagement with key U.S. government agency personnel on Federal Acquisition Regulation (FAR) procurement requirements related to Executive Order (EO) 13126. The FAR, under EO 13126, requires federal contractors to certify that they have made a good faith effort to determine whether forced or indentured child labor was used to produce the items supplied that are included on DOL's *List of Products Produced by Forced or Indentured Child Labor*. (b) (5)

(Supply Chain Milestone 2024-2)

- **Strengthening Business Due Diligence:** ILAB will strengthen business' due diligence by updating data in the Better Trade Tool. Originally released in 2021, the tool is designed to combine ILAB's research with the U.S. harmonized tariff schedule to identify goods imported into the U.S. at high risk of being produced with child labor, forced labor or forced child labor. The objective is to update the data in the tool to provide increased visibility into risks of listed goods and countries in global supply chains, further promote strategic coordination on efforts made by the U.S. inter-agency, including the Forced

³ The Entity List is a trade restriction list published by the U.S. Department of Commerce's Bureau of Industry and Security (BIS), consisting of certain foreign persons, entities, or governments.

Labor Enforcement Task Force; and improve access of our researching and reporting data to businesses and external stakeholders. ILAB will also continue to work with the interagency to strengthen and communicate a whole of government approach to responsible business conduct through the *National Action Plan for Responsible Business Conduct* and other mechanisms. We will also work with other governments, including the European Union through the Trade and Technology Council's Trade and Labor Dialogue, to share best practices and lessons learned, and identify opportunities for cooperative engagement to strengthen due diligence and accountability for labor rights outcomes in supply chains. (Data Use Milestone 2024-4)

- **Innovating new approaches to Corporate Accountability and Business Due Diligence:** ILAB works within the interagency to press for new and stronger approaches to corporate accountability and business due diligence, including working with labor organizations, U.S. companies and industry associations, and multilateral partners to incorporate the full suite of internationally recognized worker rights into due diligence and promoting attention to freedom of association as an important enabling right that serves to improve working conditions in global supply chains. To this end, ILAB is identifying opportunities to build upon existing global business models, due diligence systems and responsible business approaches, or to support innovative models and practices to promote enforceable private sector commitments to due diligence that engage trade unions, cover a wide range of labor rights, offer strong grievance mechanisms, and full remediation to workers. ILAB will release and broadly disseminate commissioned research and related materials that highlight best practices and promising outcomes-based and worker-driven models of labor rights accountability in supply chains that can be scaled through policy and business practice. ILAB will play a leadership role with interagency partners in engaging private sector, labor and other interested stakeholders to encourage scaling of best practices of effective, labor rights outcomes –based strategies focused in key sectors, including garment/apparel, mining, agriculture, and IUU fishing. (Worker Voice Milestone 2024-1, Supply Chain Milestone 2024-6)
- **Comply Chain:** Comply Chain is a webtool that provides guidance for companies and industry groups that either do not have a social compliance system in place or need to strengthen their existing systems for more robust human rights due diligence. Comply Chain helps encourage worker voice and best practices by companies, as worker input is vital to identifying and addressing these labor abuses. Comply Chain responds to the Trafficking Victims Protection Reauthorization Act (TVPRA) of 2005 mandate that ILAB work to create a standard set of business practices that will reduce production of goods using forced and child labor (b) (5)

(Supply Chain Milestone 2024-3)

- **Perform Global Research in Supply Chain Risks.** (b) (5)

(Supply Chain Milestone 2024-4, Supply Chain Milestone 2024-5).

Strategy 1.5: Strengthening Collective Worker Voice

ILAB's program and policy engagement strengthen collective worker voice and worker power, which in turn, create sustained changes that lead to improved working conditions and dignity at work. ILAB draws on the leverage created by a worker-centered trade policy to reinforce vibrant, collective worker voice and agency, including through the strengthening of democratic and independent trade unions that are representative and reflective of the changing nature of work and the diversity of the workforce, including women, people of color and ethnic minorities, migrants, precarious workers at the bottom of supply chains, and informal and other workers in non-standard employment situations. The full realization of freedom of association and the effective recognition of the right to collective bargaining are essential foundations for ensuring that workers can represent their own interests in the workplace, in their community and in the broader political sphere, and can organize, without fear of retaliation. A linchpin of ILAB's efforts to strengthen worker voice is the Multilateral Partnership for Organizing, Worker Empowerment, and Rights (M-POWER). M-POWER will be actualized through a variety of elements including those provided below.

Activities:

- **Disseminating Cutting Edge Research on Effective Worker Voice:** (b) (5)

[REDACTED]

We will also support efforts by other bodies, such as the ILO, to strengthen its research capacity in order to enhance its ability to provide evidence-based policy advice on freedom of association and collective bargaining. In addition, ILAB will build on FY2023 engagements with researchers, academics and policy centers to collaborate on efforts to further understand and share the contributions of worker voice towards labor rights, quality employment, economic inclusion and democracy outcomes, and the opportunities for scaling best practices and promising solutions through public policy and business practices. **(Worker Voice Milestone 2024-1)**

- **Elevating Worker Voice in Project Design:** ILAB prioritizes technical assistance projects that include a more explicit focus on worker organizations, freedom of association and collective bargaining. This includes supporting legal, institutional and regulatory reforms aimed at creating an enabling environment for the full, free exercise of the right to organize, freedom of association and collective bargaining. It will also expand access to freedom of association and collective bargaining rights to workers who have traditionally faced challenges – either legally or practically – to forming and joining trade unions, such those in the agriculture and care sectors; women, racial and ethnic minorities; migrants; workers at the lower tiers of supply chains; and those in the informal economy or in non-standard forms of employment. Funding Opportunity Announcements explicitly include objectives to improve outcomes related to representative worker organizations, collective worker voice, workers' access to representation and dialogue, remedy or conciliation mechanisms, the right to bargain collectively and influence regulation at all levels, from the workplace to industry, national and international labor policies. In FY23, ILAB awarded a project to the Fair Food Standards Council to pilot and assess the Fair Food Program model to protect human and labor rights in agricultural supply chains, a model that empowers workers and eradicated forced labor in Florida's tomato sector. By

piloting the model on cut flower farms in Chile, Mexico and South Africa, the project will evaluate what factors help or hinder effective replication of the FFP model in international settings. (b) (5)

(ILAB-01, ILAB-02, ILAB-07a, ILAB Equity 01)

- **Implement M-POWER Inaugural Action Plan:** In FY 2023, ILAB achieved its initial M-POWER outcomes which included standing up the multistakeholder initiative, developing a clear governance structure, developing bylaws, processes and protocols, and developing an initial action plan. In FY 2024, ILAB will build on these outcomes and will coordinate with governments, labor and philanthropic partners through collaborative actions associated with the M-POWER inaugural action plan. The technical assistance and exchange, funding, diplomacy, multilateral and stakeholder engagement and communications associated with **M-POWER inaugural action plan** strengthens freedom of association and collective bargaining in the garment sector in Honduras and supports local and global campaigns that elevate worker leadership and empowerment to address OSH and gender-based violence and harassment (GBVH) in the workplace, including in Lesotho and broader southern Africa. ILAB will also focus on expanding membership of M-POWER, communicating priorities and the impact of collective action. **(Worker Voice Milestone 2024-2)**
- **M-POWER Urgent Action Mechanism:** In 2024, ILAB will continue to support the Urgent Action mechanism of M-POWER, through which M-POWER partners help identify and work to eliminate immediate threats against trade unionists or trade union rights, including violence against or imprisonment of trade unionists or imminent changes to the labor law that would undermine freedom of association and collective bargaining. Actions taken by M-POWER partners can include public statements on urgent cases; private meetings/communications with governments and/or employers; support of complaints, resolutions, or other interventions in international or regional forums; and amplification of decisions or reporting from outside entities. **(Worker Voice Milestone 2024-3)**
- **Global Labor Strategy:** ILAB will position itself as the leading voice within the interagency for driving technical and policy expertise in implementation of Biden-Harris Administration’s forthcoming Global Labor Strategy. **(ILAB-01, ILAB-02)**
- **Strengthening Women Workers’ Leadership, Collective Voice, and Action:** Stemming from opportunities identified through an ILAB convening in 2023, ILAB will coordinate with interagency and external stakeholders around concrete opportunities to uplift and strengthen women workers’ leadership, collective voice and action, particularly freedom of association and collective bargaining, to promote gender equity and inclusive economic development outcomes associated with key whole of USG initiatives, including the Global Women’s Economic Security Strategy, National Strategy on Gender Equity and Equality, forthcoming Global Labor Strategy, M-POWER, among others. This includes opportunities to link domestic and global strategies related to women workers through collaboration with DOL’s Women’s Bureau, including on addressing GBVH in the world of work. **(Worker Voice Milestone 2024-4)**

Strategy 1.6: Implementing Regional Initiatives in Central America

The Biden-Harris Administration's [Strategy to Address the Root Causes of Migration in Central America](#) (RCS) introduced strong language regarding labor rights and decent work, elevating these elements to the same level of attention as the three pillars of the previous strategy: economic prosperity, governance, and security. Consistent with the goals of the RCS, including to promote labor rights, the Vice President launched *Central America Forward (CAF)* in February 2023 as an expanded initiative to galvanize private sector actions in support of the Root Causes Strategy. The Administration's Collaborative Migration Management Strategy (CMMS), M-POWER initiative, and Executive Order to [advance racial equity](#) and the [Women's Economic Security Strategy](#) present further opportunities for ILAB to deepen and further equitable outcomes for traditionally vulnerable populations in its work in Northern Central America. This is an opportunity for ILAB to connect labor issues to holistic foreign policy and assistance, draw connections between domestic and foreign policy, provide expertise to drive the implementation of the strategy, and scale up existing activities in the region to achieve meaningful, sustainable results.

ILAB's strategy in Central America aims to draw the labor elements of the RCS, CAF, CMMS, and other Biden-Harris Administration initiatives together with ILAB's ongoing policy engagement, technical assistance, trade actions, diplomacy, inter- and intra-agency collaboration and coordination, research and reporting, stakeholder engagement, communications, and monitoring and evaluation to provide a framework to ensure that ILAB is strategically leveraging opportunities, resources, and mandates in pursuit of a common set of goals.

Activities:

- **Engaging and Promoting High Labor Standards:** ILAB will engage with USG and external stakeholders in Central America to build respect for labor rights across the region and local capacity to address labor issues.⁴ This includes building and leveraging stronger relationships with governments, worker organizations, and the private sector to allow ILAB to identify challenges, partner with willing actors, and jointly implement solution-oriented activities that promote inclusive and equitable economic outcomes through access to high labor standards and quality employment for traditionally vulnerable workers, including women, racial and ethnic minorities, LGBTQTI people, among other. Notably, ILAB placed a labor attaché in the U.S. Embassy in Guatemala during FY23 to help lead and carry out this work in Guatemala, as well as to support broader engagement in the region related to CAFTA-DR. **(ILAB-03, ILAB-04)**
- **Coordinating among Central American stakeholders:** ILAB will improve regional coordination among CAFTA-DR countries on labor issues, including sharing of lessons learned and best practices on topics

⁴ For purposes of this section, "Labor Rights" refers to (1) the right of association; (2) the right to organize and bargain collectively; (3) a prohibition on the use of any form of forced or compulsory labor; (4) a minimum age for the employment of children and the prohibition and elimination of the worst forms of child labor; (5) acceptable conditions of work with respect to minimum wages, hours of work, and occupational safety and health; and (6) the elimination of discrimination with respect to employment and occupation. "Labor Issues" refers to fundamental rights and their effective application, worst forms of child labor, labor administration, labor inspectorates and inspection systems, alternative dispute resolution, labor relations, working conditions, migrant workers, social assistance programs, labor statistics, employment opportunities, gender, and technical issues as defined by the [Labor Cooperation and Capacity Building Mechanism of the CAFTA-DR](#).

such as: labor law enforcement, fostering decent work, amplifying worker voice and tripartite dialogue, ensuring representation and promoting inclusion, eliminating child labor and forced labor, promoting fair recruitment and managing labor migration. (ILAB-03)

- **Educating Interagency Partners and Raising Public Awareness on Labor Standards:** ILAB advocates for and educates interagency partners on the importance of labor rights as human rights, the fundamental role of decent work in economic development, and the nexus between security and labor rights. This includes interagency collaboration and engagement with labor and private sector stakeholders to promote investment in gender equity and quality job outcomes through Central America Forward. In FY 2024, ILAB will also identify and leverage interagency tools to promote decent work, promote fair recruitment, improve working conditions and increase protection of worker rights, including the dissemination of a centralized website and outreach tools focused on migrant worker rights and resources. (Stakeholder Engagement 2024-1)
- **Protecting Migrant Workers through the CMMS:** ILAB will coordinate with and support U.S. agencies working to implement the Collaborative Migration Management Strategy and protect migrant workers, including promoting fair recruitment of workers for temporary work visas in line with the USG Guidance on Fair Recruitment Practices for Temporary Migrant Workers, protecting their labor rights once in the U.S. through the Consular Partnership Program and raising awareness of the differentiated challenges that workers from traditionally marginalized groups often face (e.g., gender and racial dimensions) (CMMS, CAFTA-DR). (ILAB-03)
- **Technical Assistance Programming:** ILAB will provide oversight, monitor progress, and evaluate its portfolio of technical assistance projects in Central America. (ILAB-01, ILAB-02, ILAB-03, ILAB-04, ILAB-04a, ILAB-04b, ILAB-04c, ILAB-04d, ILAB-07a, ILAB Equity 01)

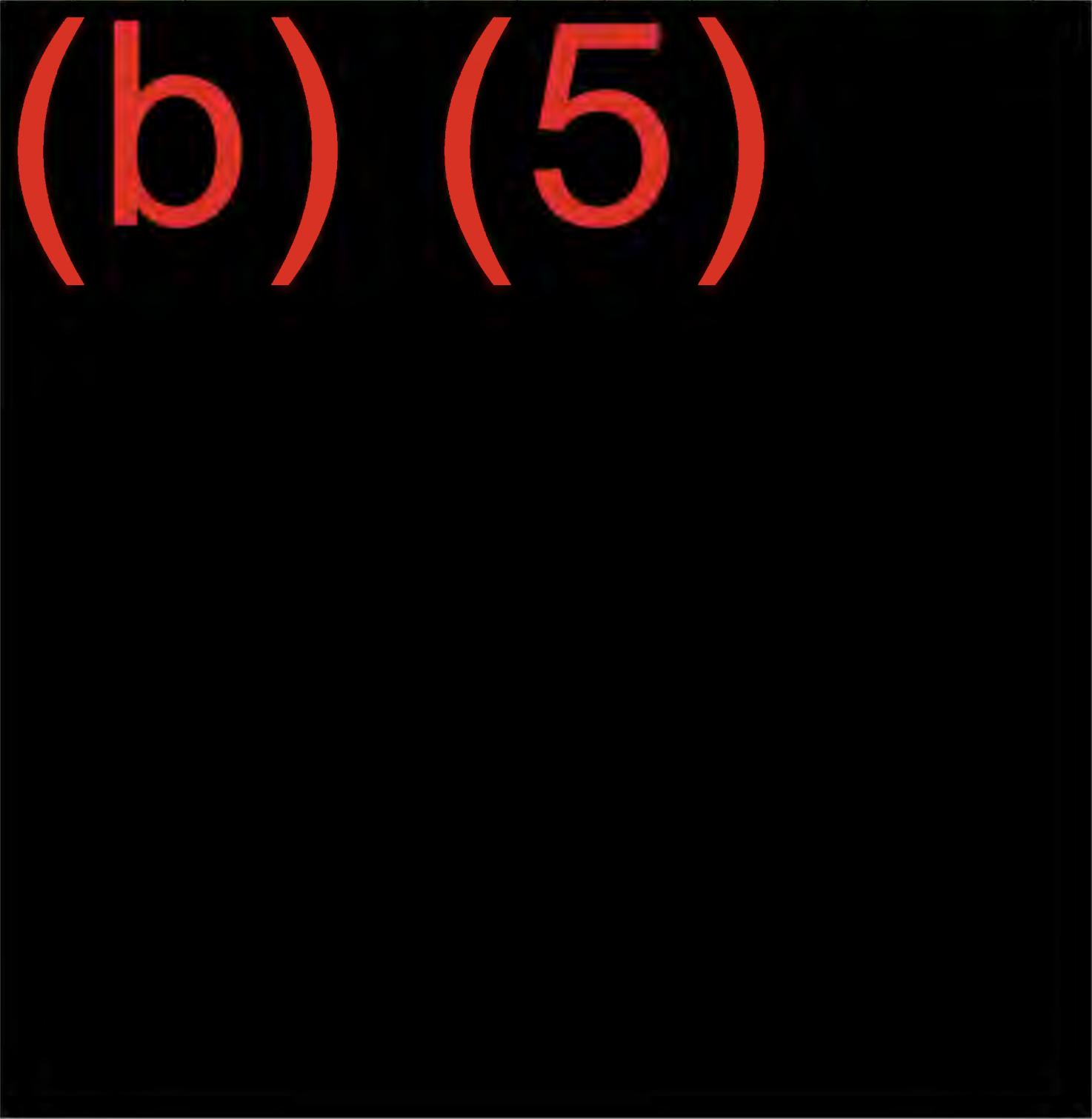
Performance, Risk, and Learning

Performance Measures

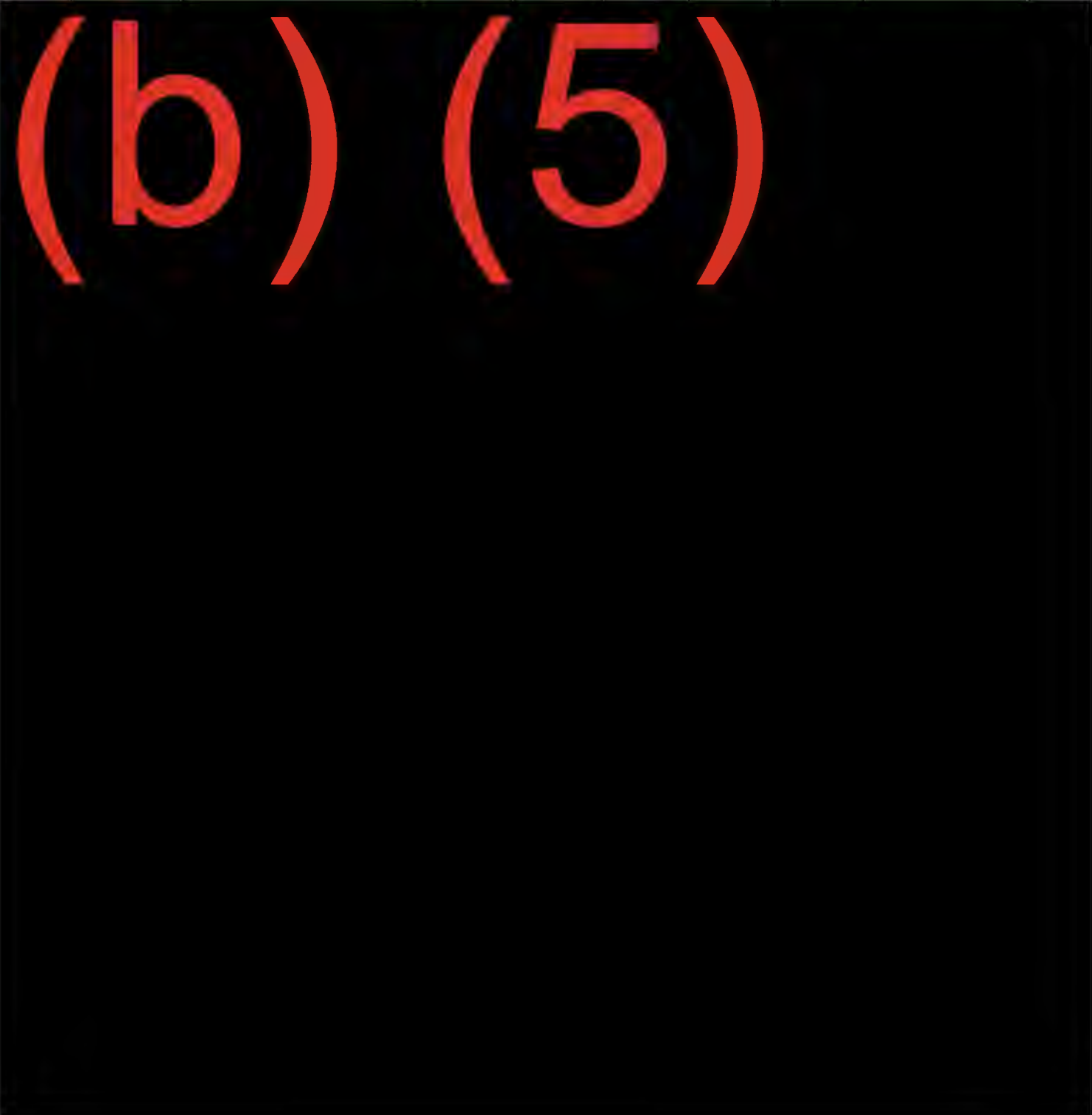
Measure ID	Measure Name	FY 2024 Annual Target	FY 2024 Q1 Target	FY 2024 Q2 Target	FY 2024 Q3 Target	FY 2024 Q4 Target	Applicable Categories (Options: Equity -All, DEIA Plan, Job Quality, Customer Experience, Climate, Hiring, Organizational Health, Agency Specific)
------------	--------------	-----------------------	-------------------	-------------------	-------------------	-------------------	---



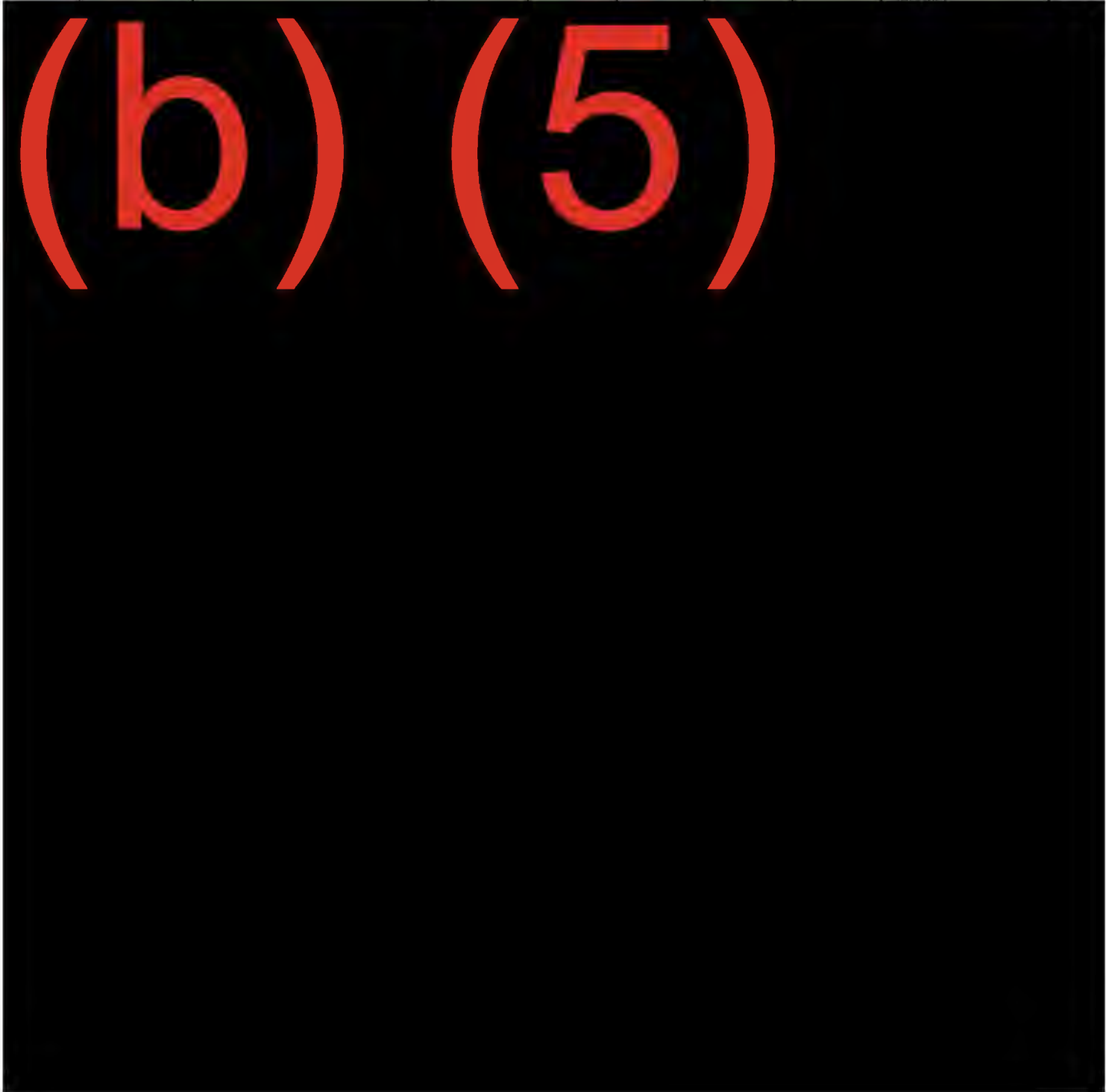
Measure ID	Measure Name	FY 2024 Annual Target	FY 2024 Q1 Target	FY 2024 Q2 Target	FY 2024 Q3 Target	FY 2024 Q4 Target	Applicable Categories (Options: Equity -All, DEIA Plan, Job Quality, Customer Experience, Climate, Hiring, Organizational Health, Agency Specific)
------------	--------------	-----------------------	-------------------	-------------------	-------------------	-------------------	---



Measure ID	Measure Name	FY 2024 Annual Target	FY 2024 Q1 Target	FY 2024 Q2 Target	FY 2024 Q3 Target	FY 2024 Q4 Target	Applicable Categories (Options: Equity -All, DEIA Plan, Job Quality, Customer Experience, Climate, Hiring, Organizational Health, Agency Specific)
------------	--------------	-----------------------	-------------------	-------------------	-------------------	-------------------	--



Measure ID	Measure Name	FY 2024 Annual Target	FY 2024 Q1 Target	FY 2024 Q2 Target	FY 2024 Q3 Target	FY 2024 Q4 Target	Applicable Categories (Options: Equity -All, DEIA Plan, Job Quality, Customer Experience, Climate, Hiring, Organizational Health, Agency
------------	--------------	-----------------------	-------------------	-------------------	-------------------	-------------------	---

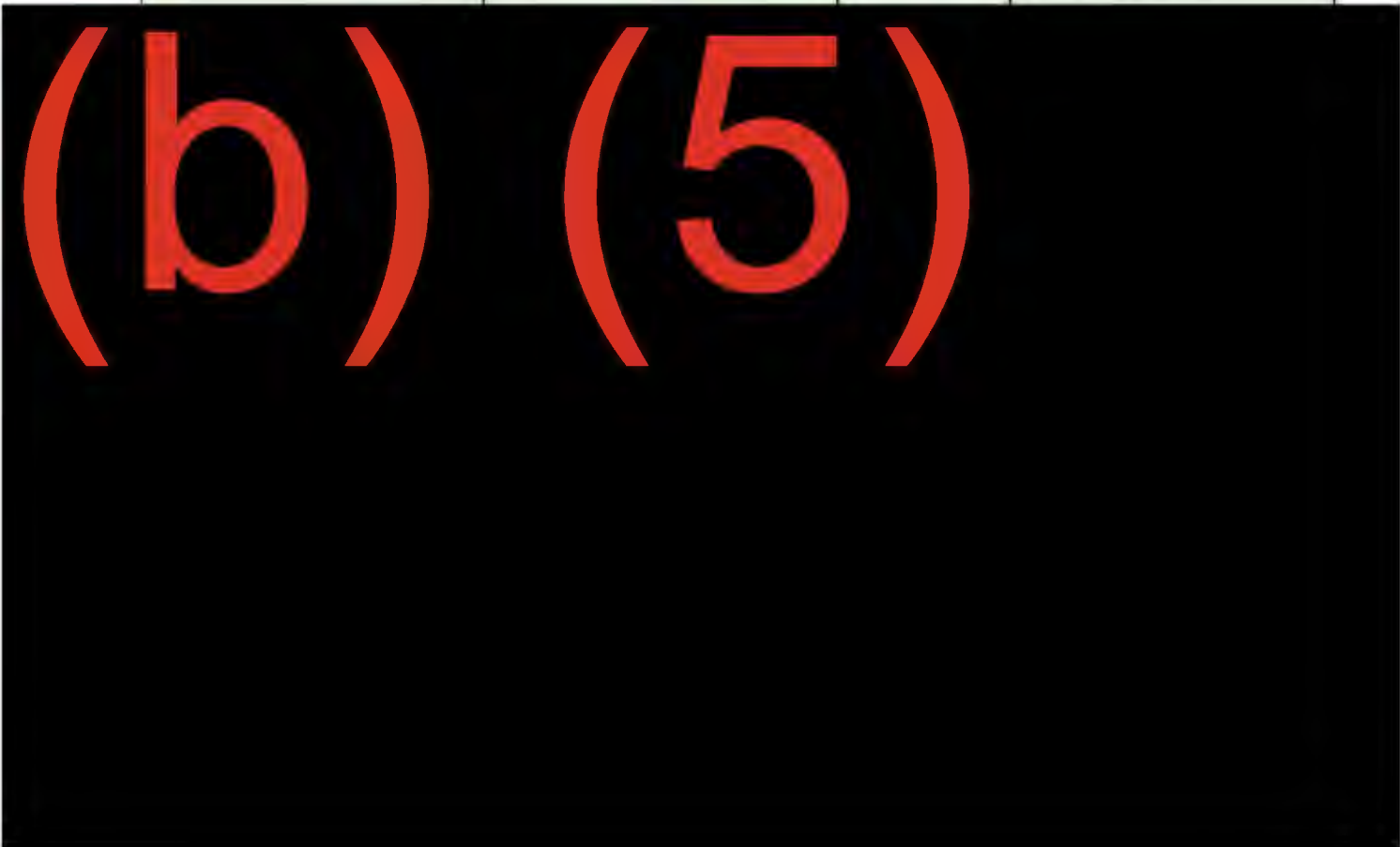


Measure ID	Measure Name	FY 2024 Annual Target	FY 2024 Q1 Target	FY 2024 Q2 Target	FY 2024 Q3 Target	FY 2024 Q4 Target	Applicable Categories (Options: Equity -All, DEIA Plan, Job Quality, Customer Experience, Climate, Hiring, Organizational Health, Agency Specific)
------------	--------------	-----------------------	-------------------	-------------------	-------------------	-------------------	---

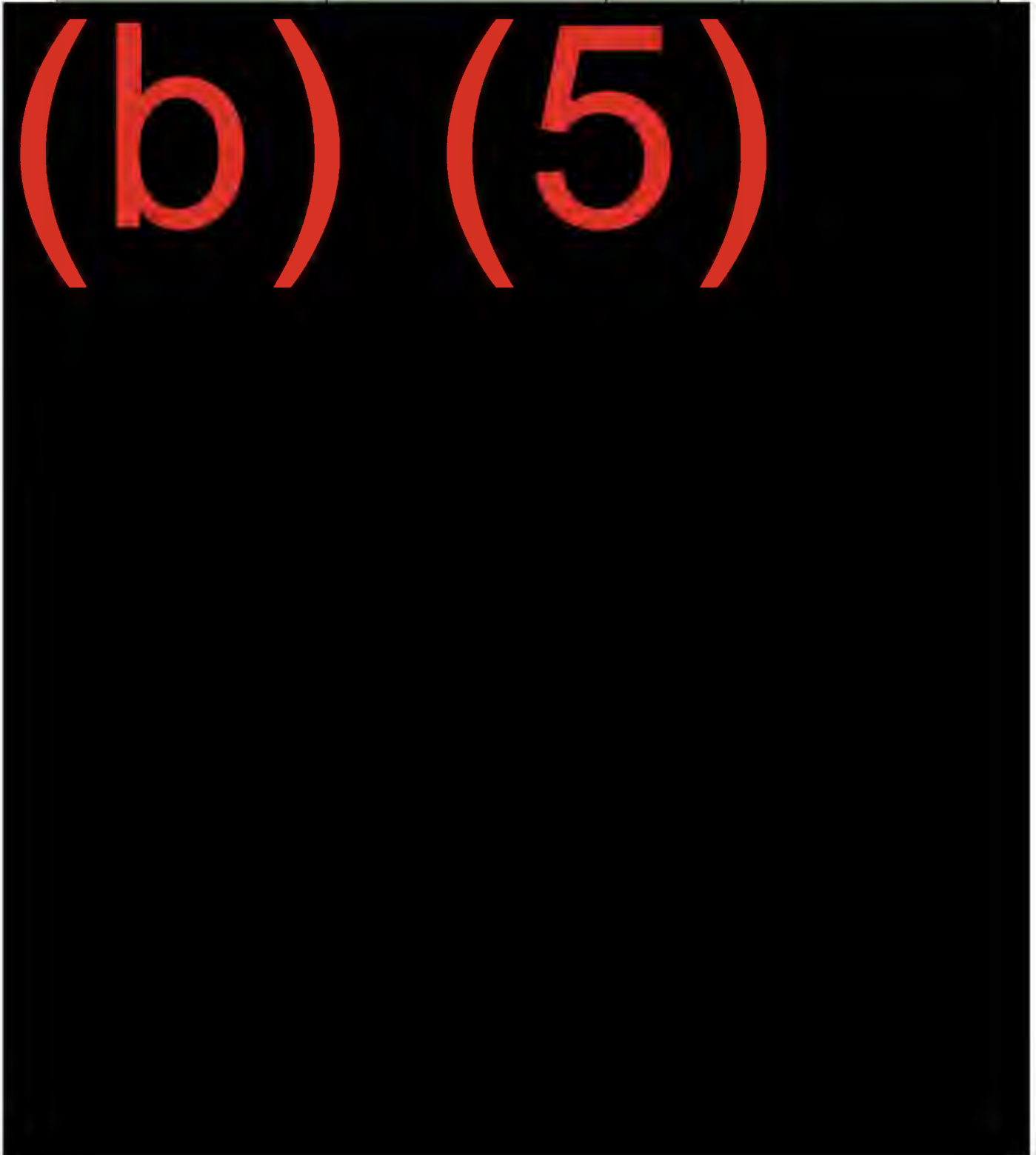


Performance Milestones

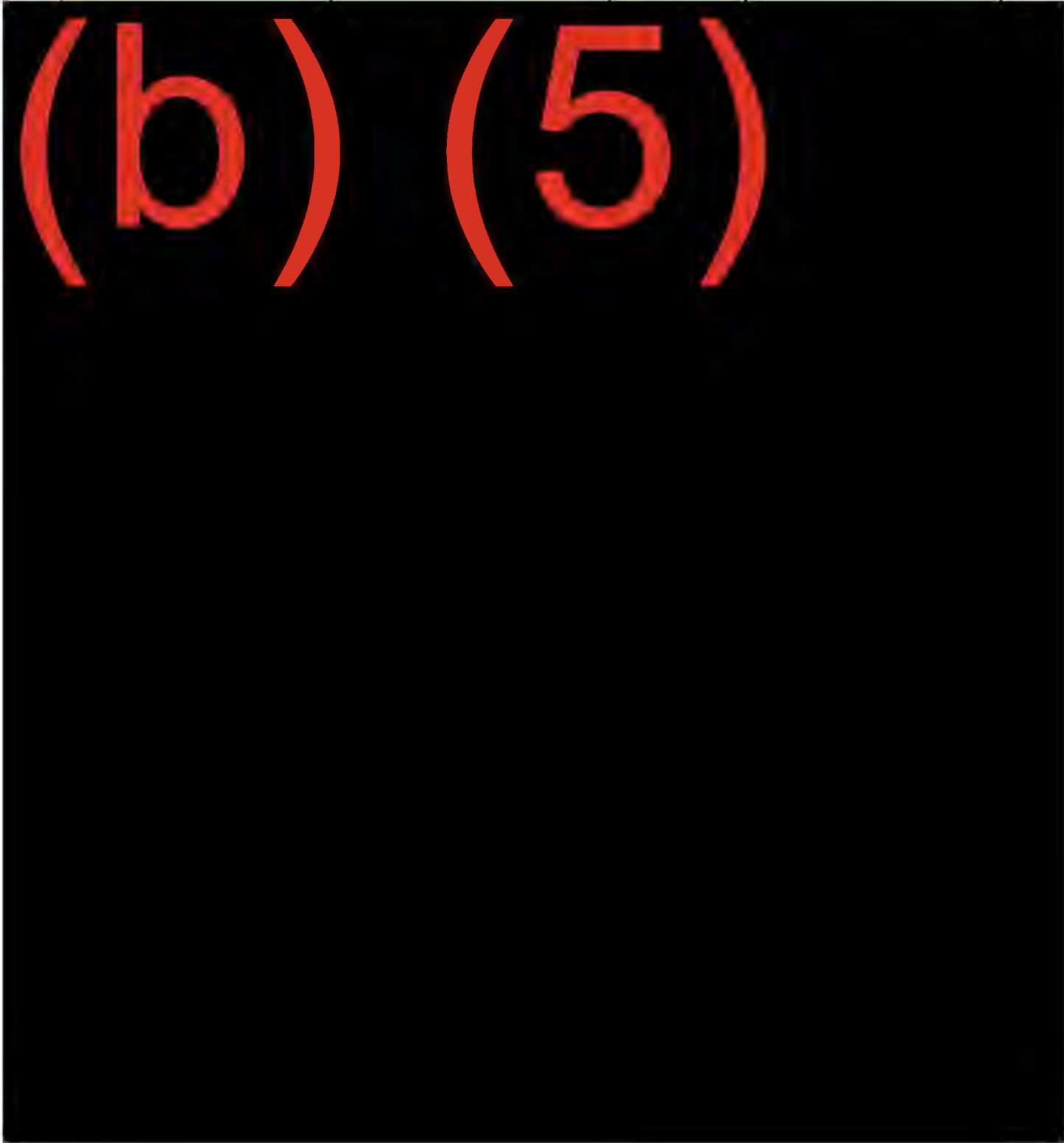
Milestone ID	Milestone Description	Milestone Due Date	Applicable Categories (Options: Equity -All, DEIA Plan, Job Quality, Customer Experience, Climate, Hiring, Organizational Health, Agency Specific)
--------------	-----------------------	--------------------	---



Milestone ID	Milestone Description	Milestone Due Date	Applicable Categories (Options: Equity-All, DEIA Plan, Job Quality, Customer Experience, Climate, Hiring, Organizational Health, Agency Specific)
--------------	-----------------------	--------------------	--

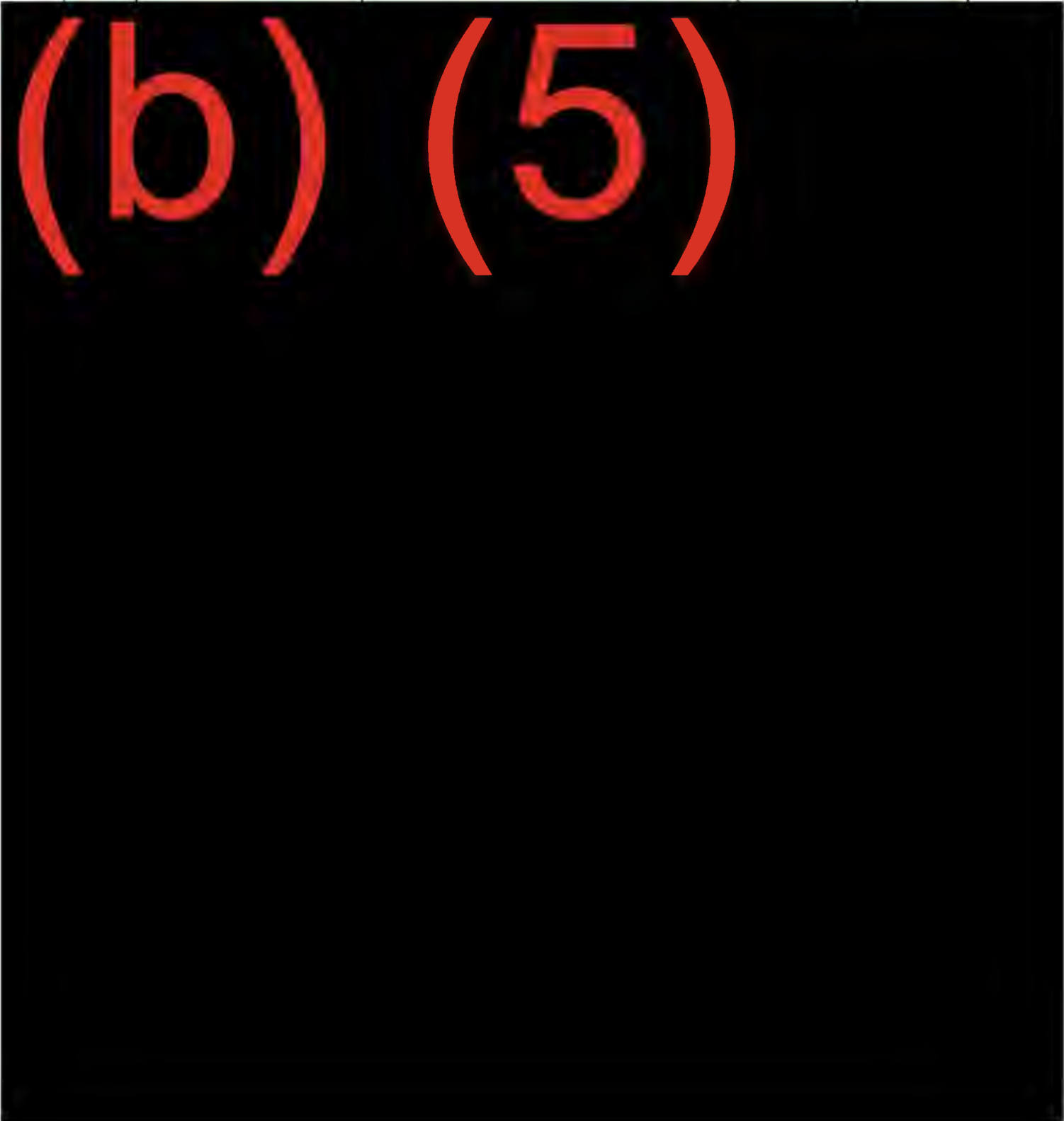


Milestone ID	Milestone Description	Milestone Due Date	Applicable Categories (Options: Equity-All, DEIA Plan, Job Quality, Customer Experience, Climate, Hiring, Organizational Health, Agency Specific)
--------------	-----------------------	--------------------	--



Enterprise Risk Management

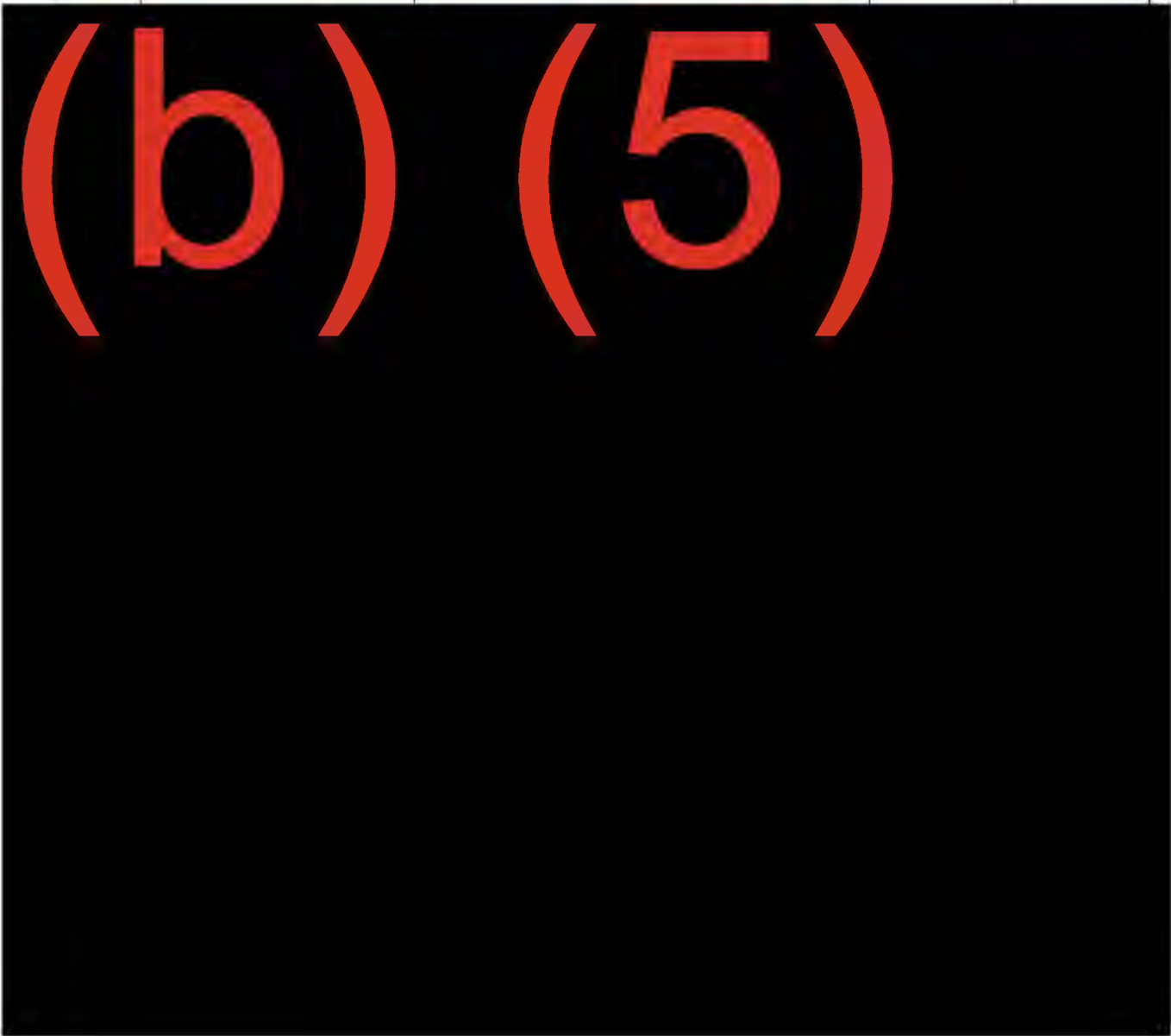
Risk ID	Risk Description	Mitigation Strategy (If applicable)	Risk Rating as of 10/1/23	Risk Tolerance
---------	------------------	-------------------------------------	---------------------------	----------------



(b)

(5)

Risk ID	Risk Description	Mitigation Strategy (if applicable)	Risk Rating as of 10/1/23	Risk Tolerance
---------	------------------	-------------------------------------	---------------------------	----------------



Learning: Completed, Underway, or Planned

Learning Item	Description of how evidence or evidence-building has or will inform the strategy
Performance Evaluations, Various (ongoing)	These evaluations of ILAB worker rights and child labor/forced labor projects will identify implementation successes and challenges and will provide recommendations for improvements. ILAB uses performance evaluations to help design future technical assistance programs and to make course-corrections for ongoing current projects.

Learning Item	Description of how evidence or evidence-building has or will inform the strategy
Cross-Program Evaluation: Effects of COVID-19 on ILAB’s technical assistance projects (completed)	This cross-program evaluation synthesized data and discern lessons learned and good practices pertaining to the effects of the COVID-19 pandemic on project implementation and outcomes. The findings of the evaluations inform the design of ILAB’s technical assistance projects to more effectively respond to the changing social and economic environments brought by the global pandemic.
Meta-Evaluation for Labor Outcomes for Technical Assistance Projects (completed)	This is a meta-evaluation identified levels of labor-related outcomes that are achievable within a designated timeframe. This evidence helps ILAB to appropriately scope both USMCA and other technical assistance projects.
Labor Rights Technical Assistance Projects: Ex-Post Feasibility Study (underway)	This project will assess ILAB’s existing repository of data and access to grantee data for the purposes of supporting ILAB in identifying promising approaches to measuring longer-term ILAB project outcomes and impacts.



Forced Labor Study in the Garment Sector in Argentina and Madagascar (underway)	The ILAB-supported Evidence to Action project will develop robust and replicable approaches to collecting and analyzing data on forced labor to inform evidence-based interventions. The project will provide new information on the prevalence and causes of forced labor in the garment sectors of Argentina and Madagascar; build capacity of national stakeholders to undertake and use such research; and catalyze actions to combat forced labor in global supply chains.
Labor Rights Technical Assistance Projects: Ex-Post Feasibility Study (completed)	This activity, conducted with the support of the Chief Evaluator’s Office, assessed ILAB’s existing repository of data and access to grantee data to help ILAB identify promising approaches and challenges to measuring longer-term ILAB project outcomes and impacts. ILAB has proposed an activity in its FY23 Learning Agenda to pilot ex-post evaluations in two closed ILAB technical assistance projects.
Vulnerability Study: MAP 16 – ILO (underway)	The MAP 16 project, implemented by ILO, will produce a report on vulnerability to child labor among indigenous populations. [REDACTED]

Learning Item	Description of how evidence or evidence-building has or will inform the strategy
Sectoral Meta-Evaluation: CL/FL Fishing and Cocoa Technical Assistance Interventions (completed)	Completed. This study synthesizes sectoral results from approximately 26 ILAB-funded projects with components to reduce child labor and/or forced labor in the cocoa and fishing/seafood sectors to produce 1 synthesis review report.



Worker Voice Policy Research (will be completed in October 2023)	ILAB 's research contract answers the question: "What is worker voice and what are the most effective methods for promoting worker voice through policy interventions and technical assistance programs?" ILAB completed a literature review, expert roundtables, and a final report and evidence gap map. ILAB plans to continue dissemination events in FY24 and continue to support building a body of evidence on worker voice.
USMCA Auto Sector Systems Evaluation (underway)	ILAB contracted a systems evaluation to take a wholistic approach to ILAB's programming in Mexico on the auto sector, a priority sector in the USMCA. ILAB will use this evidence to strengthen existing programming, identify opportunities for new engagement with the Government of Mexico, and potential new programming.



Learning Item	Description of how evidence or evidence-building has or will inform the strategy
---------------	--



Agency Theme 2: Elevating Labor Diplomacy

For ILAB to carry out its international work most effectively and for the Administration to successfully advance a foreign policy for the middle class, it is vital that ILAB and the interagency understand and effectively engage on labor and employment issues that impact working people at home and abroad. Crucial to this effort is building and strengthening bilateral and multilateral relationships that support bolstering labor protections for workers abroad through technical cooperation and building foreign governments’ internal capacities. ILAB has worked for decades with the State Department to monitor and advance worker rights and employment issues around the world and provide training to staff charged with promoting internationally recognized labor rights.

The ambition of the Biden-Harris Administration with respect to its international labor rights and worker-centered trade agendas has been and will continue to be matched by investments in coverage of labor issues overseas, including through the strategic deployment of additional DOL attachés and temporary assignments in priority countries. Effective bilateral and multilateral diplomacy, coupled with sound international economic research, will help shape policies in key countries, inform the development of domestic policies and programs, and support worker empowerment in the United States and abroad. By elevating labor diplomacy and leveraging international and inter-governmental organizations, we will position ILAB as a leading international agency in the Administration and elevate ILAB’s role as the leading USG agency that provides real time information, analysis and relationships with partner governments on labor rights enforcement.

Strategy 2.1: Implementing the Labor Attaché Program in ILAB

ILAB will work with the State Department and the White House, which has requested greater DOL presence overseas, to lift up labor diplomacy and increase the focus on domestic and international labor issues in the foreign policy of the administration. DOL established its labor attaché program in 2014 to place ILAB international labor experts in selected strategic countries with significant worker rights focus or challenges. DOL labor attachés engage intensively with international organizations, host country governments, workers and their organizations, and employers and their organizations to promote improvements in labor rights and compliance with ILO labor standards. They also play a central role in supporting labor compliance with U.S. trade agreements and preference programs, as well as the effective oversight of millions of dollars in DOL technical assistance. Over the past nine years, DOL has established ten attaché positions in Bangladesh, Colombia, Guatemala, Vietnam, Mexico, and Geneva, with temporary assignments in several additional countries, as needed. This expertise is important not only in strengthening worker rights in other countries, but it can also help bring lessons to the domestic agencies of DOL as they seek to address domestic labor and employment challenges. In years past, the United States was unusual in the richness of

its domestic data, evidence and analytical capabilities; therefore, other countries sought to tap into U.S. expertise. As other countries have become more technically sophisticated, the learning opportunities are reciprocal, and ILAB's labor diplomacy efforts can be elevated to build an evidence base of important learning for U.S. domestic labor policymaking.

(b) (5)



Finally, the program will reflect the Bureau's goal of promoting diversity, equity, inclusion and accessibility (DEIA) by focusing on recruitment and promotion of labor attachés and through DOL's participation on the Board of Foreign Service. To the extent practical, ILAB will increase DEIA among DOL labor attachés and among the labor reporting officers of the U.S. Foreign Service.

Activities:

Policy Engagement (ILAB-03, ILAB-07a, ILAB-4, ILAB-4a, ILAB-4b, ILAB-4c, Labor Attaché 01, ILAB Equity 01)

- Advance worker rights and improved working conditions, address the workplace exploitation of children and other vulnerable populations such as racial and ethnic minorities and indigenous groups, and through diplomatic reporting, help the USG understand and respond to changing labor market conditions in host countries.
- Implement DOL labor and employment mandates, policies, programs, and initiatives. Monitor and support host countries' compliance with the labor provisions of trade agreements and/or preference programs.
- Serve as experts on labor and employment issues and developments in host countries for DOL and other USG agencies, and work to increase the inclusion of labor rights priorities in broader, high-level dialogues (e.g., High-Level Economic Dialogues, Strategic Partnership Dialogues) and in Embassy Integrated Country Strategies and USAID Mission Country Development Cooperation Strategies, where applicable.
- Inform and support technical assistance projects to facilitate legal reforms consistent with the provisions of trade agreements and with international labor standards.
- Support U.S. representation at the International Labor Organization and relevant regional and international bodies.
- Provide training and expertise to those representing the USG overseas on labor and employment issues.

Strategy 2.2: Enhancing Multilateral and Bilateral Engagement

ILAB leads the representation of the U.S. government at the International Labor Organization and leads for the United States on labor and employment issues in the G20, the G7, the Organization for Economic Cooperation and Development (OECD), the Organization of American States (OAS), Asia-Pacific Economic

Cooperation (APEC), the International Association of Labor Inspection (IALI) and other relevant bodies. Through these multilateral engagements, in particular through US leadership positions within G20, APEC, and IALI, ILAB advances U.S. priorities such as protection of worker rights, including freedom of association and collective bargaining; policies and programs on expanding employment and job training; occupational safety and health (OSH) issues and promotion of OSH as a fundamental principle and right at work; racial and gender equity issues; expansion of social protection; and other important and emerging global labor and employment issues. (b) (5)

ILAB works with the world's major economies and international organizations to promote decent work and to foster an inclusive, sustainable and resilient recovery of labor markets from global crises. ILAB bilateral and multilateral engagement also includes developing labor dialogues, technical exchanges, country visits, joint research, MOUs, and other cooperation with counterparts of key countries and regional bodies. This effort enhances ILAB's diplomatic influence on labor and employment and lays the foundation for progressive engagement. ILAB also cooperates with the Interagency on draft reports, concept notes, and other documents concerning particular countries to promote government-wide engagement on worker rights. ILAB involves specialized DOL agencies and other experts to conduct technical exchanges and other joint action—both with countries with successful labor and employment practices that can inform U.S. policy, as well as countries that seek to address barriers to labor market access, workers' rights, and labor administration.

ILAB will also conduct bilateral exchanges with countries that have made successful efforts to implement social protection policies that prioritize gender, racial, and ethnic equity, as well as with those with effective employment training and apprenticeship programs. Finally, ILAB will carry out exchanges with other countries on addressing issues such as barriers to labor market participation faced by underserved communities, OSH, and administration of worker benefits and protections. ILAB couples these efforts with international economic research and effective bilateral diplomacy to help shape policies in key countries and to inform the development of domestic policies and programs to invest in the nation's care economy, build a modern, inclusive workforce, and support a lifetime of worker empowerment in the United States and abroad.

Activities:

Policy Engagement

- ILO: ILAB represents the U.S. government in the ILO Governing Body (GB) (the executive body of the ILO) and the International Labor Conference (ILC) (the highest-level policymaking body of the organization). (b) (5)

LAB will continue to support the Secretary of Labor and/or other high-level DOL officials participating in the ILC. (b) (5)

(b) (5)

(ILAB-P02)

- **G20 and G7:** ILAB will continue to represent the USG in the G7 Employment Working Group, in the G20 Employment Working Group, and in the G20 OSH Network, as well as prepare and provide substantive support for the Secretary of Labor and/or other high-level officials participating in the working groups, leading to the ministerial level meetings. The G20 and G7 serve to coordinate the economic policies of the world's major economies and provide an important forum for advancing the administration's priorities related to inclusive growth, workers' rights, the green economy, and building back better. As the USG lead on labor and employment issues in the G20 and G7, ILAB will develop statements, policy positions, reports, talking points, presentations, and other relevant documents to support participation in working groups, bilateral meetings, and ministerial meetings. ILAB will work to strengthen relationships with key countries in these groups to better engage in agenda-setting and multilateral policy development. (b) (5)

(ILAB-P02)

- **OECD Employment, Labor and Social Affairs Committee (ELSAC):** ILAB represents the U.S. Government on the ELSAC and the Working Party on Employment. In addition, ILAB serves as the Vice Chair of the Working Party bureau, the "executive committee" of the Working Party that meets to carry out business between sittings of the Working Party as a whole. (b) (5)

A key

focus of ILAB's work on the ELSAC will be on advocating for the planning and execution of projects with data disaggregation and analysis by race and ethnicity, and to work toward consensus on expanding data collection in OECD countries to facilitate this and to begin building capacity to collect and analyze data by LGBTQI+ status. (ILAB-P02, WP-OECD Engagement Milestone)

- **OECD Local Employment and Economic Development (LEED) Committee:** ILAB represents the U.S. Government on the LEED. The LEED adapts methodologies and frameworks developed and peer reviewed by other OECD technical committees, including the ELSAC, to analyze quantitative and qualitative data at subnational levels, for example, the state and local levels. (b) (5)

(ILAB-P02)

Developing and deepening cooperation on labor and employment: ILAB aims to establish labor dialogues and other cooperation with foreign government counterparts, and integrate labor and employment issues into broader, high-level dialogues (e.g., High-Level Economic Dialogues, Strategic Partnership Dialogues,

MOUs, and Labor Dialogues) to increase mutual trust and influence labor and employment policy to be in better alignment with international labor standards. Such dialogues are a platform for bilateral discussions on labor and employment issues that are of mutual interest to both sides. Technical exchanges allow for bilateral sharing of expertise and knowledge among those specialized in certain labor administration areas, such as inspections, wage and hour enforcement, and labor market analysis. Other cooperation includes MOUs that describe joint objectives or activity areas, such as research. In FY2024, ILAB will continue efforts to implement cooperation MOUs with Brazil, Switzerland, Japan, and South Africa; support an ongoing labor dialogue with Argentina; engage with the EU and EU Member States on emerging issues; and support OIRER's Deputy Director as the Lead Shepherd of the Human Resources Development Working Group in the Asia-Pacific Economic Cooperation. **(ILAB-P02)**

Research and Reporting

- **In-house economic research:** ILAB's economic research program keeps ILAB and DOL leadership and staff informed on various economic and labor issues for priority engagement countries and areas. Also, economic research products summarize international experiences in promoting gender and racial equality and highlights sources of vulnerability that affect economic and labor market outcomes of groups from disadvantage backgrounds. Other ILAB priority themes to explore includes mapping out the economic effects of labor unions, labor reforms, minimum wages, and labor right clauses in trade agreements. We also provide and interpret research results of empirical studies discussing the impact of labor policies and how trade affects employment, wages, and working conditions. In multilateral and bilateral contexts this information equips ILAB leadership and staff to understand issues of concern to their international colleagues, to engage knowledgeably on these issues, and to guide agendas for future cooperative research and policy deliberations. **(ILAB-12a)**
- **Labor Research Speaker Series.** To support ILAB mission through research and analysis, ILAB will continue a speaker series with special emphasis on the broad theme of labor rights in the Global South (wages, collective bargaining, migration, minimum wages, trade impacts, platform work, among other topics). Invited speakers will also highlight results based on equity analysis such as focusing on groups from traditionally disadvantaged backgrounds. The speaker series will raise awareness of cutting-edge research methodologies and topics; international experiences and best practices; and could help identify funded research projects for ILAB. **(Labor Research Speaker Series Milestone 2024)**

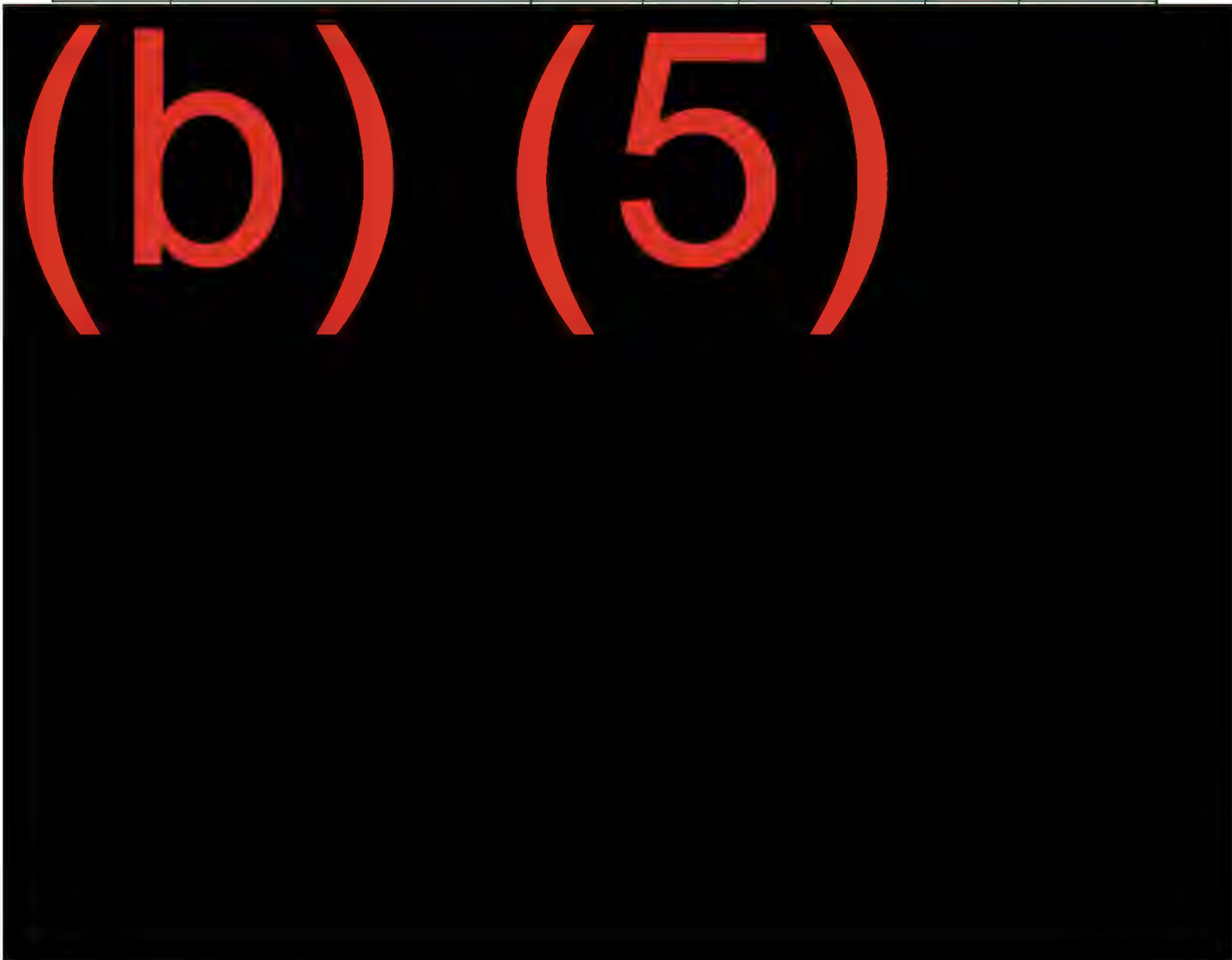
Awareness Raising

- The information gathered in participating in, and preparing for, its multilateral engagements often contain insights that can be important for U.S. domestic labor and employment policymaking. ILAB will disseminate its in-house research products to DOL and other USG staff who wish to receive them, will hold debriefing sessions on key issues of domestic interest that were deliberated rigorously in the multilateral and bilateral space, and, as appropriate, will reach out to the U.S. domestic-facing agencies to involve them first-hand in multilateral and bilateral engagement. **(ILAB-P02, ILAB-12a, ILAB-01, Labor Research Speaker Series Milestone 2024).**

Performance, Risk and Learning

Performance Measures

Measure ID	Measure Name	FY 2024 Annual Target	FY 2024 Q1 Target	FY 2024 Q2 Target	FY 2024 Q3 Target	FY 2024 Q4 Target	Applicable Categories (Options: Equity -All, DEIA Plan, Job Quality, Customer Experience, Climate, Hiring, Organizational Health, Agency Specific)
------------	--------------	-----------------------	-------------------	-------------------	-------------------	-------------------	---



Measure ID	Measure Name	FY 2024 Annual Target	FY 2024 Q1 Target	FY 2024 Q2 Target	FY 2024 Q3 Target	FY 2024 Q4 Target	Applicable Categories (Options: Equity -All, DEIA Plan, Job Quality, Customer Experience, Climate, Hiring, Organizational Health, Agency Specific)
------------	--------------	-----------------------	-------------------	-------------------	-------------------	-------------------	---

(b) (5)

Performance Milestones

Milestone ID	Milestone Description	Milestone Due Date	Applicable Categories (Options: Equity -All, DEIA Plan, Job Quality, Customer Experience, Climate, Hiring, Organizational Health, Agency Specific)
--------------	-----------------------	--------------------	---

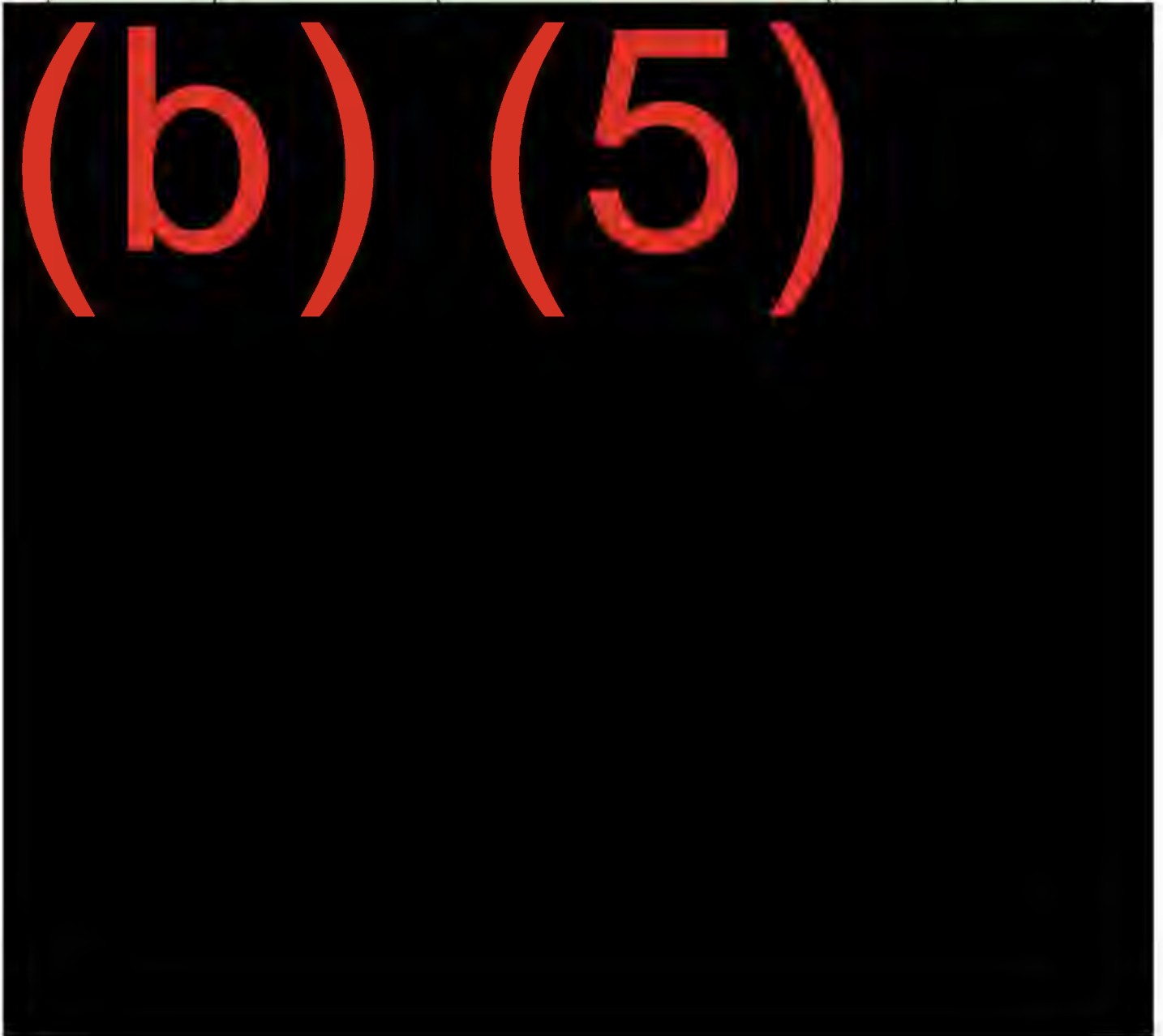


Enterprise Risk Management

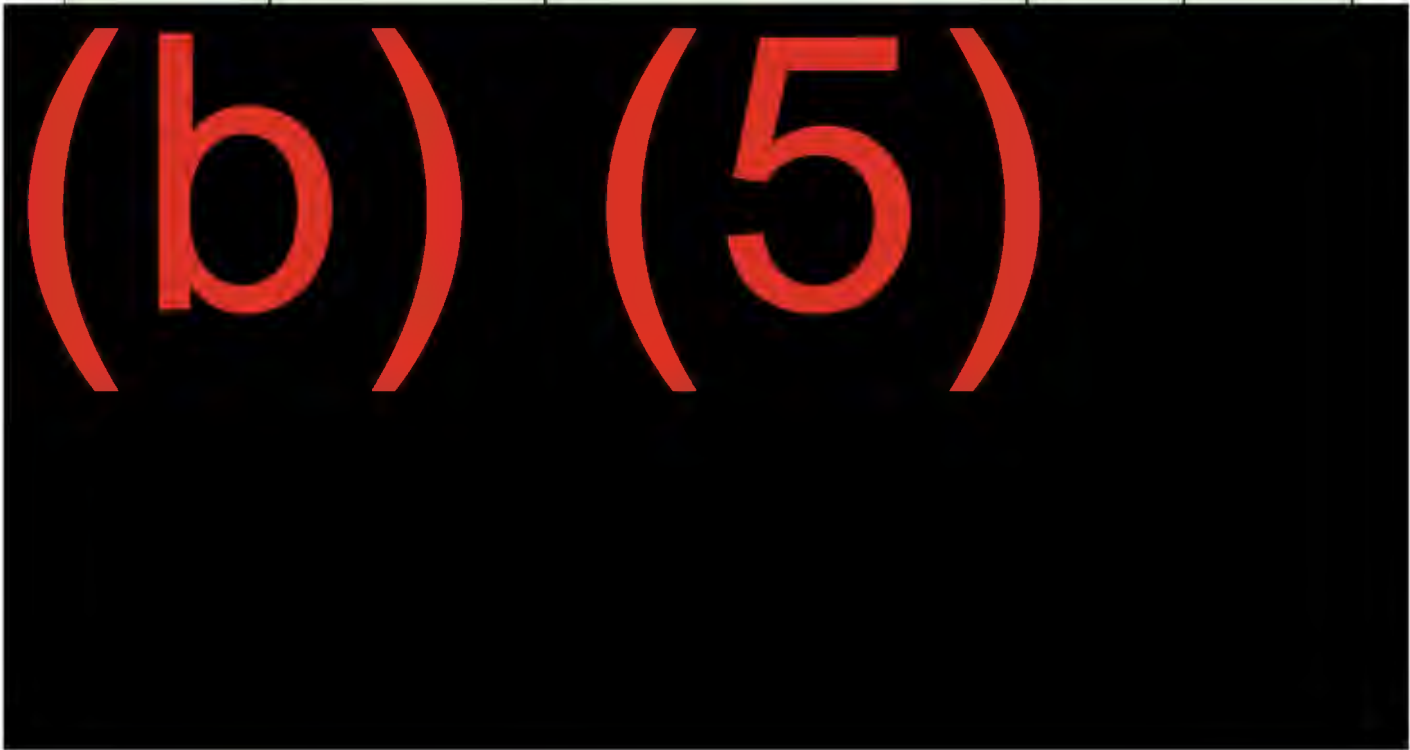
Risk ID	Risk Description	Mitigation Strategy (if applicable)	Risk Rating as of 10/1/23	Risk Tolerance
---------	------------------	--	---------------------------	----------------



Risk ID	Risk Description	Mitigation Strategy (if applicable)	Risk Rating as of 10/1/23	Risk Tolerance
---------	------------------	--	------------------------------------	-------------------



Risk ID	Risk Description	Mitigation Strategy (if applicable)	Risk Rating as of 10/1/23	Risk Tolerance
---------	------------------	--	---------------------------	----------------



Learning: Completed, Underway, or Planned

Learning Item	Description of how evidence or evidence-building has or will inform the strategy
In-house economic research	Equips leadership and staff to understand issues of concern to their international colleagues and to engage knowledgeably on these issues, or broadens the evidence base to inform domestic policymaking by analyzing approaches taken by other countries on relevant similar policies or programs. ILAB's economic research program informs DOL and ILAB leadership and staff on economic statistics for key countries and areas; international experiences in promoting equity, particularly by gender, and expanded in FY 2022 to cover issues of race and other sources of vulnerability that affect economic and labor market outcomes; sources of excess market power of employers over workers and the role of public policy and institutions of worker voice in addressing them; and provide and interpret research results on how trade affects the employment, wages, and working conditions.

Agency Theme 3: Worker Protection

The COVID-19 pandemic exposed the significant inequities in the labor markets and the need for stronger worker protections everywhere with a particular focus on workers traditionally vulnerable to labor rights abuses and frequently excluded from social protections, including women, people with disabilities, racial and ethnic minorities, migrants, precarious workers in the lower tiers of global supply chains, informal workers, including those in the care and platform economies, and those in non-traditional employment relationships. There is also concern for workers displaced by climate change, economic transitions to greener economies, and AI. ILO places a priority on promoting respect for and realization of fundamental worker rights, and on improving working conditions and enhancing social protection around the globe.

Strategy 3.1: Occupational Safety and Health

The devastating impact of the COVID-19 pandemic on workers and their communities has highlighted the urgent need to protect the lives and livelihoods of workers across the world. Even before the pandemic, nearly 3 million workers were dying each year due to largely preventable work-related illnesses and injuries. To respond to these challenges, ILO will significantly ramp up its efforts to ensure safe and healthy workplaces and build back better for vulnerable workers globally. ILO leads the Department of Labor's international efforts designed to promote better working conditions at home and abroad. Through bilateral and multilateral cooperation and technical assistance, ILO emphasizes workers' voices on safety and health matters, spotlights emerging issues like heat stress due to climate change, enhances occupational safety and health (OSH) standards, strengthens government enforcement, and increases employer compliance, while seeking improvements that technological innovation can offer. In addition, ILO works with countries that have trade agreements or participate in the U.S. Generalized System of Preferences program to ensure that beneficiary countries are complying with international labor standards and acceptable conditions of work.

Activities:

Policy Engagement (ILO-P02)

- ILO will work in the ILO to fully and effectively implement the resolution that recognizes occupational safety and health as a fundamental principle and right at work for the first time, drawing more focus and infusing new resources to OSH.
- ILO works directly with countries through senior policy dialogues, expert exchanges, and support for technical assistance projects to address specific OSH challenges throughout the world.
- ILO leads and supports multilateral initiatives of the G7, G20, the ILO Flagship OSH-GAP Programme, the World Health Organization's Health in the World of Work program, and the International Association of Labor Inspection. (b) (5)
- ILO co-chairs the G20 OSH Network, created in 2015 to coordinate global responses to common OSH challenges among G20 members. Through annual meetings, technical workshops, and international safety campaigns, ILO and co-chair Turkey led experts to develop strategies for remediating some of the most difficult OSH issues in the workplace. The Network will implement its 2023-2024 strategy to assist member countries and third countries to fully implement plans of

actions to ratify and implement core labor standards identified with OSH as a Fundamental Principle and Right at Work.

(b) (5)

The VZF is an initiative of the G7 and is a part of the ILO Flagship Programme on OSH. The VZF takes comprehensive actions to address the root causes of unsafe and unhealthy working conditions in supply chains and engages leading multinational corporations and millions of vulnerable workers in the world's least developed countries.

- ILAB will collaborate with OSHA in strategies to elevate worker voice and strengthen partnerships with worker organizations as core to protecting traditionally vulnerable workers from occupational safety and health risks at work, including a series of convenings and stakeholder engagements.

Strategy 3.2: Social Protection

Social protection⁵ measures should enable all working-age people, including people with disabilities, women, and disadvantaged groups, to enter and stay in the workplace; provide support for those unable to be in the workforce because of disability, age, or lack of employment opportunities; and provide needed support and protection for individuals and families during work and life transitions. In line with the Administration's priorities, ILAB will promote enhanced social protection systems and strengthen the institutions that provide these services. In the wake of the COVID-19 pandemic, which highlighted significant gaps in social protection coverage at home and across the globe, ILAB will advocate for the introduction of social protection measures that can help protect people's health, jobs, and incomes. Through bilateral and multilateral dialogue, ILAB will advocate for: implementation of effective social protection systems, with special emphasis on the needs of women and disadvantaged groups; addressing inadequate social protection caused by employee misclassification and access issues for those in diverse forms of work; development of strategies to mitigate the phasing out of emergency measures taken during the COVID-19 crisis while facing new challenges like inflation and supply chain disruptions; and increasing access to sustainable universal social protection schemes able to respond to future crises.

Activities:

Engagement at the ILO

(b) (5)

(ILAB-P02)

Engagement in OECD Work on Social Protection

⁵ Social protection, according to the ILO, "includes benefits for children and families, maternity, unemployment, employment injury, sickness, old age, disability, survivors, as well as health protection."

The Program of Work and Budget for the OECD allocated funding to produce various research reports on a wide variety of topics related to social protection. (b) (5)

[Redacted]

(ELSAO-OECD-Milestone 2024)

Performance Measures

Measure ID	Measure Name	FY 2024 Annual Target	FY 2024 Q1 Target	FY 2024 Q2 Target	FY 2024 Q3 Target	FY 2024 Q4 Target	Applicable Categories <small>(Options: Equity-All, DEIA Plan, Job Quality, Customer Experience, Climate, Hiring, Organizational Health, Agency Specific)</small>
------------	--------------	-----------------------	-------------------	-------------------	-------------------	-------------------	---

(b) (5)

Performance Milestones

Milestone ID	Milestone Description	Milestone Due Date	Applicable Categories <small>(Options: Equity-All, DEIA Plan, Job Quality, Customer Experience, Climate, Hiring, Organizational Health, Agency Specific)</small>
--------------	-----------------------	--------------------	---

(b) (5)

Learning: Completed, Underway, or Planned

Learning Item	Description of how evidence or evidence-building has or will inform the strategy
---------------	--



Agency Theme 4: DOL as a Model Workplace

Strategy 4.1: Implement activities in support of the Department's Diversity, Equity, Inclusion, and Accessibility (DEIA) Plan

The [President's Management Agenda](#) identifies as Priority 1 the need for strengthening and empowering the federal workforce, and further specifies as Strategy 1 the need to attract and hire the most qualified employees, who reflect the diversity of our country, in the right roles across the federal government. [The Department of Labor's FY 2022-26 Strategic Plan](#) identified the need to promote a diverse, inclusive, and engaged workforce. DOL leadership has continued to emphasize the importance of [unleashing our full power, centering equity in everything we do, and building our team](#). The DOL DEIA Strategic Plan 2022-2026 includes specific goals for each aspect of diversity, equity, inclusion, and accessibility.

The ILAB DEIA committee was formed in 2016 and focused its efforts on fostering a culture that promotes and supports a diverse, equitable, inclusive, and accessible workforce as outlined by the [U.S. Department of Labor's Equal Employment Opportunity Policy](#) and aligned with the Executive Order 14035 "*Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce*." Having a diverse, equitable, inclusive, and accessible workforce ensures that ILAB benefits from the backgrounds, creativity, perspectives, and unique experiences that a broad array of individuals bring to the job by attracting, developing, and retaining the most committed, skilled, and talented working professionals. Diversity, equity, inclusion, and accessibility are vital for ILAB to achieve its mission to safeguard the dignity of work in the United States and around the world by enforcing trade commitments; strengthening labor standards; and combating international child labor, forced labor, and human trafficking. With this goal in mind, ILAB ensures that principles of diversity, equity, inclusion, and accessibility are included, to the fullest extent possible, in all aspects of human resources, operations, policies, and programs.

ILAB has taken these guiding statements into consideration as it implements the activities listed here.

Activities:

- **Annual recruitment and hiring strategies** – The ILAB HR Liaison will develop and submit an annual recruitment and hiring strategic plan that will identify actions the agency will take to increase outreach and hiring efforts, particularly focused on underserved communities. The strategic plan may include the following subjects: review of recruitment packages, increasing outreach and recruitment through use of OHR's Diversity Recruitment and Outreach Branch and strategic partnerships with diverse entities, mandating review of the Workforce Recruitment Program (WRP) database before posting vacancy announcements, maintaining a network of recruitment champions in partnership with OHR's Division of Staffing, and utilizing DOL's recruitment toolkit. This will be tracked through milestone **ILAB Recruitment 2024-1**.
- **Implement internships, fellowships, and apprenticeships** – ILAB offices will conduct trainings for supervisors promoting the use of internships, fellowships, and apprenticeships, including but not limited to the PMF, PMC, SkillBridge, WRP, and ROAD programs, to address potential staffing needs and report utilization of these programs through their monthly staffing plans. This will be tracked through milestones **ILAB Internships 2024-1 and 2024-2**.

- **Conduct equity gap analysis and implement best practices to address potential gaps** – ILAB will review the results of our FY 2023 barrier analysis, which included a review of GS-13 to SES-level employment disaggregated by race and gender, and implement recommended practices to address potential equity gaps. **ILAB Equity Gap 2024-1.**
- **Accessibility in hiring** – ILAB will create a “first 90 days” pulse survey for new hires to evaluate the information and communications technology used during our onboarding processes and identify barriers that may disparately impact underserved communities, particularly people with disabilities, and implement solutions based on these survey results to improve our current processes. This will be tracked through milestone **ILAB Accessibility 2024-1.**

Strategy 4.2: Engaging Employees in Building a Modernized Workforce

Activities:

- **Encourage participation in leadership and career development training** – ILAB managers and supervisors will encourage participation in non-mandatory leadership and career development programs through written messaging, presentations at all-ILAB meetings, and supervisory conversations at PMP establishment and midpoint reviews. ILAB will ensure staff coverage for training during work hours. This will be tracked through milestone **ILAB Career Development 2024-1.**
- **Inclusive language** – ILAB’s chief communication officer will begin reviewing handbooks, guidance materials, workplace internal policies, and other materials to use inclusive language and up-to-date terminology for all employees such as gender-neutral titles (e.g., spouse instead of husband or wife) or preferred identifiers (e.g., employees with disabilities instead of “handicapped persons”). This will be tracked through milestone **ILAB Inclusive Language 2024-1.**
- **Federal Employee Viewpoint Survey (FEVS)** – ILAB will communicate FEVS participation rates weekly to staff while the survey is open. ILAB senior leadership will analyze FEVS data and develop an employee engagement action plan. This will be tracked through measure **ILAB FEVS 1** and milestone **ILAB Employee Engagement 2024-1.**
- **Language Access** – Language access is an essential component of advancing DEIA. Continuing to build upon ILAB’s FY 2023 AMP, ILAB will include activities that demonstrate focus on ongoing efforts to address the deepest barriers faced by the most vulnerable workers. Understanding the language needs of, and improving language access for, the most vulnerable and marginalized workers is an important way to target limited resources. These activities will be tracked through milestones **ILAB-Language Access-2024-1, ILAB-Language Access-2024-2, ILAB-Language Access-2024-3, ILAB-Language Access-2024-4, ILAB-Language Access-2024-5, and ILAB-Language Access-2024-6.**

Strategy 4.3: Organizational Health and Performance

OMB Memo M-23-15, *Measuring, Monitoring, and Improving Organizational Health and Organizational Performance in the Context of Evolving Agency Work Environments*, outlines new guidance to help ensure that agency decisions regarding their work environments are aimed to **continually improve their organization's health and performance**.

The memo focuses on three key activities:

1. Establishing routines – at the major operating unit level of agencies – to assess and implement these workplace policy changes on an ongoing basis,
2. Making updates to Work Environment plans based on previously-submitted agency reentry plans to reflect their post-pandemic posture, and
3. Identifying more coordinated and integrated set of indicators to measure, monitor, and improve organizational health and organizational performance to serve as the evidence base for these decisions.

This guidance reinforces that organizational health and organizational performance should be the foundation for agency operational decisions, ensuring we give close attention to strong, sustainable organizational health and culture over time while applying learning and evidence to sustain high-performing, innovative organizations.

To assist in maturing ILAB's Organizational Health and Performance framework, it is essential to identify gaps in ILAB's current ability to measure, monitor, and identify ways to improve its organizational health capacity. The activities listed below are mechanisms that ILAB will establish to gauge its organizational health.

Activities:

- **Pulse Surveys and Listening Sessions** - ILAB has a variety of modes for gathering input and data related to organizational performance and health. ILAB's pulse surveys and listening sessions have become a regular opportunity to assess organizational performance and health with a clear process for soliciting feedback, presenting that feedback to senior leaders for discussion, a presentation to employees at all-ILAB meetings, documentation of commitments in the ILAB Employee Engagement Plan, and regular review of commitments to ensure their completion. In FY 2024, ILAB will establish a structure and cadence for these pulse surveys and listening sessions. This will be tracked through milestone **ILAB Pulse Surveys 2024-1**.
- **Exit Surveys** – ILAB will coordinate with the Office of Human Resources to develop a structure and cadence for receiving updates on exit surveys on a regular basis. This will be tracked through milestone **ILAB Exit Surveys 2024-1**.
- **Barrier Analysis** - ILAB will develop an action plan in response to the gaps identified in the barrier analysis that it conducted in FY 2023. This will be tracked through milestone **ILAB Barrier Analysis 2024-1**.

Performance, Risk and Learning

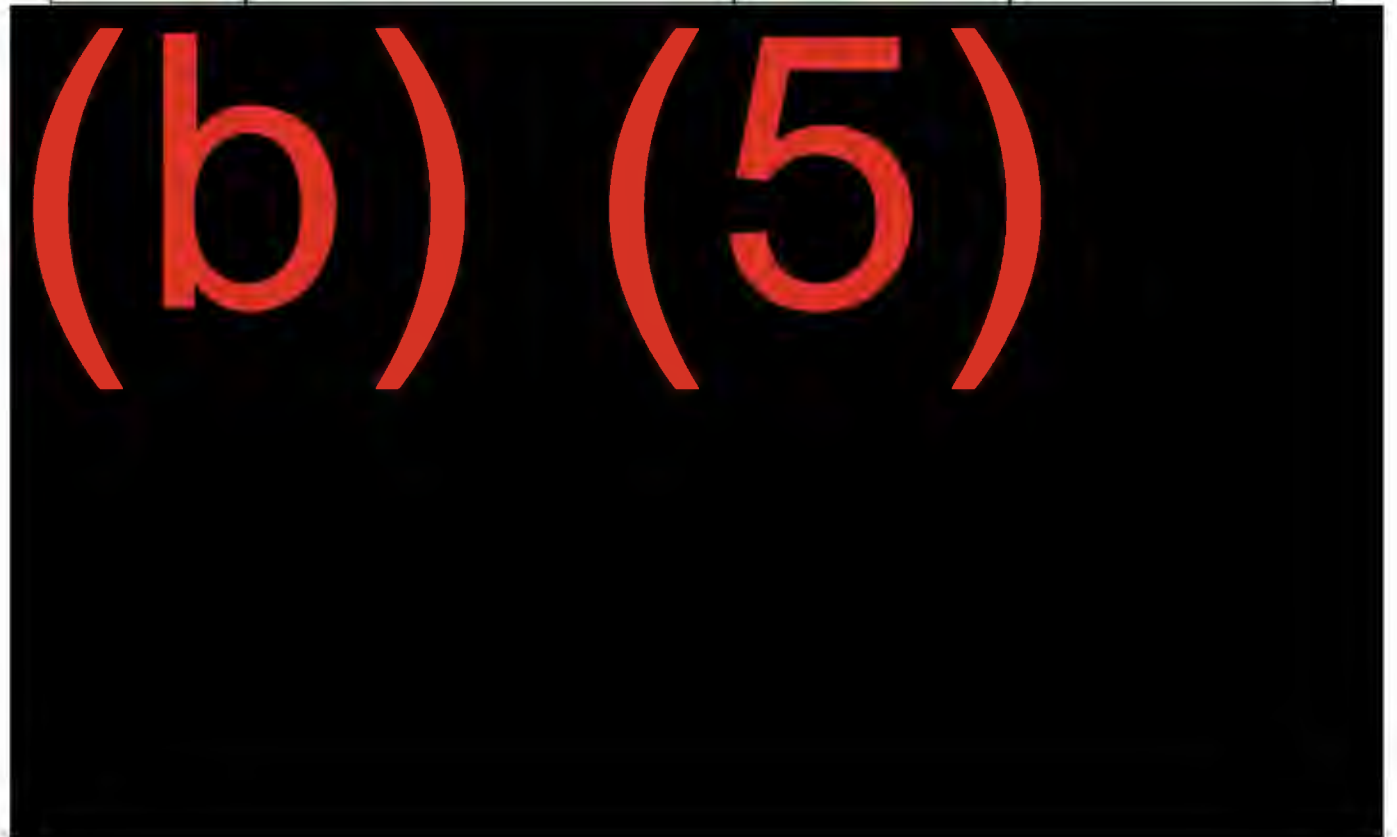
Performance Measures

Measure ID	Measure Name	FY 2024 Annual Target	FY 2024 Q1 Target	FY 2024 Q2 Target	FY 2024 Q3 Target	FY 2024 Q4 Target	Applicable Categories (Options: Equity-All, DEIA Plan, Job Quality, Customer Experience, Climate, Hiring, Organizational Health, Agency Specific)
------------	--------------	-----------------------	-------------------	-------------------	-------------------	-------------------	--

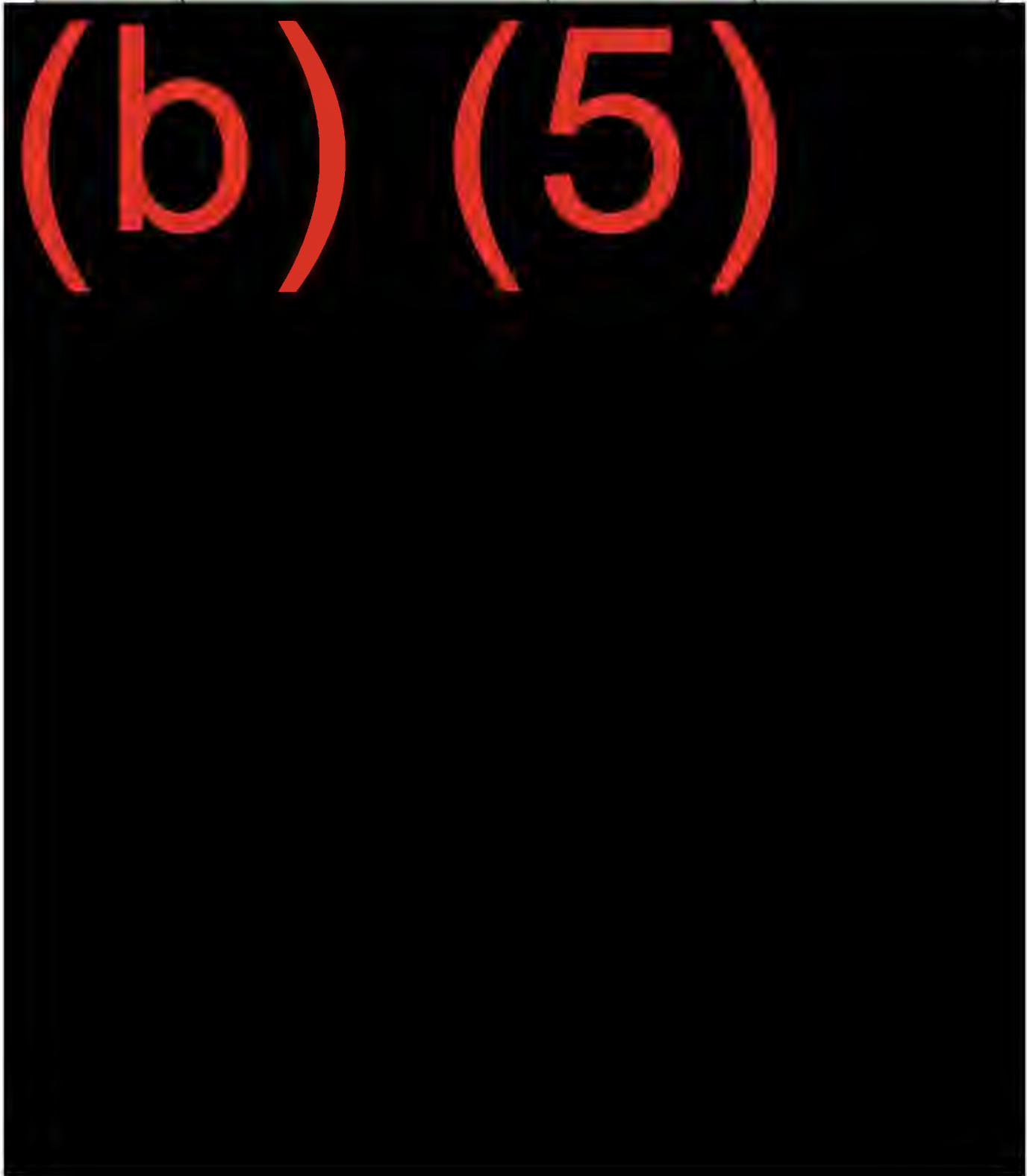


Performance Milestones

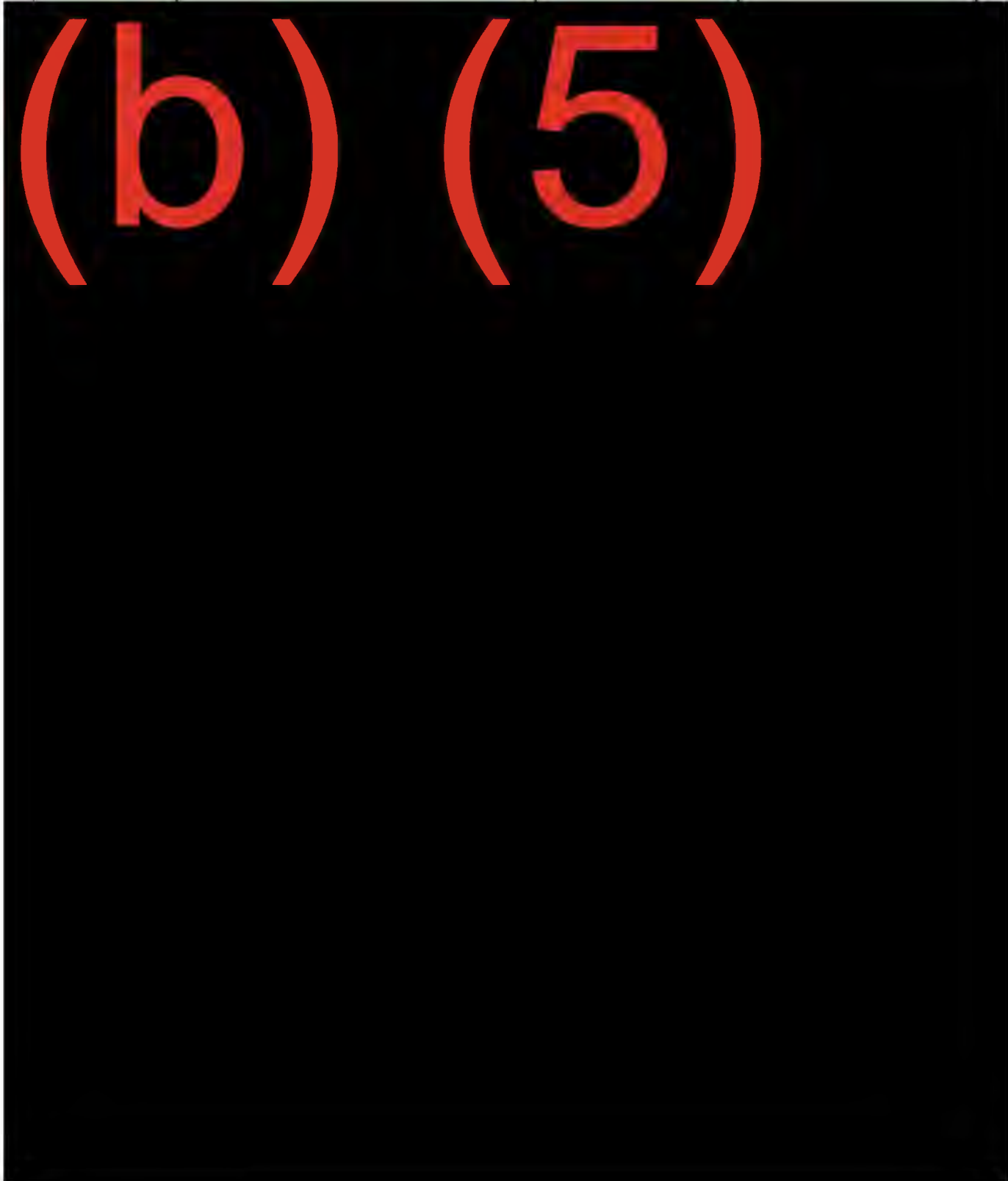
Milestone ID	Milestone Description	Milestone Due Date	Applicable Categories (Options: Equity-All, DEIA Plan, Job Quality, Customer Experience, Climate, Hiring, Organizational Health, Agency Specific)
--------------	-----------------------	--------------------	--



Milestone ID	Milestone Description	Milestone Due Date	Applicable Categories (Options: Equity -All, DEIA Plan, Job Quality, Customer Experience, Climate, Hiring, Organizational Health, Agency Specific)
--------------	-----------------------	--------------------	---



Milestone ID	Milestone Description	Milestone Due Date	Applicable Categories (Options: Equity -All, DEIA Plan, Job Quality, Customer Experience, Climate, Hiring, Organizational Health, Agency Specific)
--------------	-----------------------	--------------------	---



Milestone ID	Milestone Description	Milestone Due Date	Applicable Categories (Options: Equity -All, DEIA Plan, Job Quality, Customer Experience, Climate, Hiring, Organizational Health, Agency Specific)
--------------	-----------------------	--------------------	---



Agency Theme 5: Data as a Strategic Asset

ILAB’s use of data is essential to informing policy and delivering efficiently and effectively on ILAB's mission. In alignment with the principles and goals of the DOL Data Strategy and building the previous year's work, ILAB has identified ongoing and prospective projects that focus on data as a strategic asset for the coming year. These projects fall within three overarching Strategies (Data Governance, Data Access, and Data Use). The projects are prioritized to better leverage, house, and format data in ways that best serve ILAB's mission and the needs of its stakeholders, as well as to build the capacity of the Bureau regarding the importance and use of our data. Data talent is expected to grow in strength as data governance efforts include a widening range of datasets, analysis tools, and public access platforms. Including ILAB staff in these efforts builds awareness of good practices and standards for effective data management.

Strategy 5.1: Data Governance

Data Governance (Strategy 5.1) involves putting controls on the definitions, collection, and management of data to ensure that the resulting information is fit for purpose. In practical terms, this often creates new data, adds new data elements to existing data, assesses and improves the quality of data collected, and creates more helpful and comprehensible documentation for the data.

Activities:

- ILAB's Data Council will convene quarterly to review ILAB's key data assets in consultation with data stewards representing each office (Data Governance Milestone 2024-1). The ILAB team will do the following:
 - o Provide quarterly updates for supervisors to keep supervisors apprised of its plans and activities and will put forward recommendations on behalf of the ILAB Data Council to ODUS and Office Heads for future ILAB activities and plans.
 - o Recommend assets to be added to DOL's data inventory and open data portal;
 - o Update ILAB Taxonomy;
 - o Address data formatting issues so new data can be harmonized with existing data sets to maximize interoperability;

- o Review how the use of identified data assets aligns with ILAB strategic goals, including supporting greater equity and inclusion for populations served through ILAB-funded projects;
- o ILAB's Chief Data Steward, in consultation with ILAB data stewards, will update ILAB's Enterprise Data Inventory (EDI) by identifying needed updates to metadata and new datasets appropriate for public reporting for data.gov, in compliance with the Foundations for Evidence-Based Policymaking Act. **(Data Governance Milestone 2024-2)**

The ILAB Data Council will develop and adopt an **ILAB Data Maturity Model**. A data maturity model is a schematic representation of the stages that an agency should pass through to maximize its capacity for using its data assets. The model would be based on DOL's Data Maturity Model. See: [Data Management Maturity Model | U.S. Department of Labor \(dol.gov\)](#). **(Data Governance Milestone 2024-3)**

The Data Council will adapt sample Data Quality language provided by the DOL Office of Data Governance (ODG) initially for datasets intended to be published on the DOL Data Portal. This language provides a set of optional data quality standards for preparing ILAB data assets for public consumption (such as on dataportal.dol.gov), that comply with the Open Government Data Act. These help ensure data collected will be formatted, structured, and documented in a manner that supports public and internal use. **(Data Governance Milestone 2024-4)**

Strategy 5.2: Data Access

Data Access (Strategy 5.2) requires making agency data and data documentation easy to retrieve by both humans and computers. For data to be accessible, clear instructions for downloading data should be provided, and comprehensive data documentation should be available, including codebooks and data dictionaries that describe the who, when, where, why, and how the data are collected. Data sharing is another important aspect of data access.

Activities:

- Review & Update formal **ILAB Taxonomy**: complete review and update of ILAB's taxonomy of terms, which provides a consistent controlled vocabulary describing project interventions, topics, goods, geographic locations, and other descriptors. **(Data Access Milestone 2024-1)**
- **ILAB will contribute datasets to Open Data Portal**: The ILAB Data Stewards will coordinate with their respective offices to identify datasets for inclusion in DOL's Open Data Portal, providing public access to the datasets (or only documentation for restricted datasets). **(Data Access Milestone 2024-2)**
- **Enterprise Data Inventory (EDI) Quarterly Updates**: Publish newly identified datasets to data.gov in compliance with the Foundations for Evidence-Based Policymaking Act. Note: Data Governance 2024-2 tracks the identification of updates needed in consultation with office data stewards, whereas this activity tracks the publication of needed updates on data.gov. **(Data Access Milestone 2024-3)**

Strategy 5.3: Data Use

Data Use (Strategy 5.3) involves turning data into information and program-relevant insights that optimally guide planning, actions, and resource allocation. The use of data resources includes practices related to data documentation, emerging technologies for protecting confidential data, and federal data expertise.

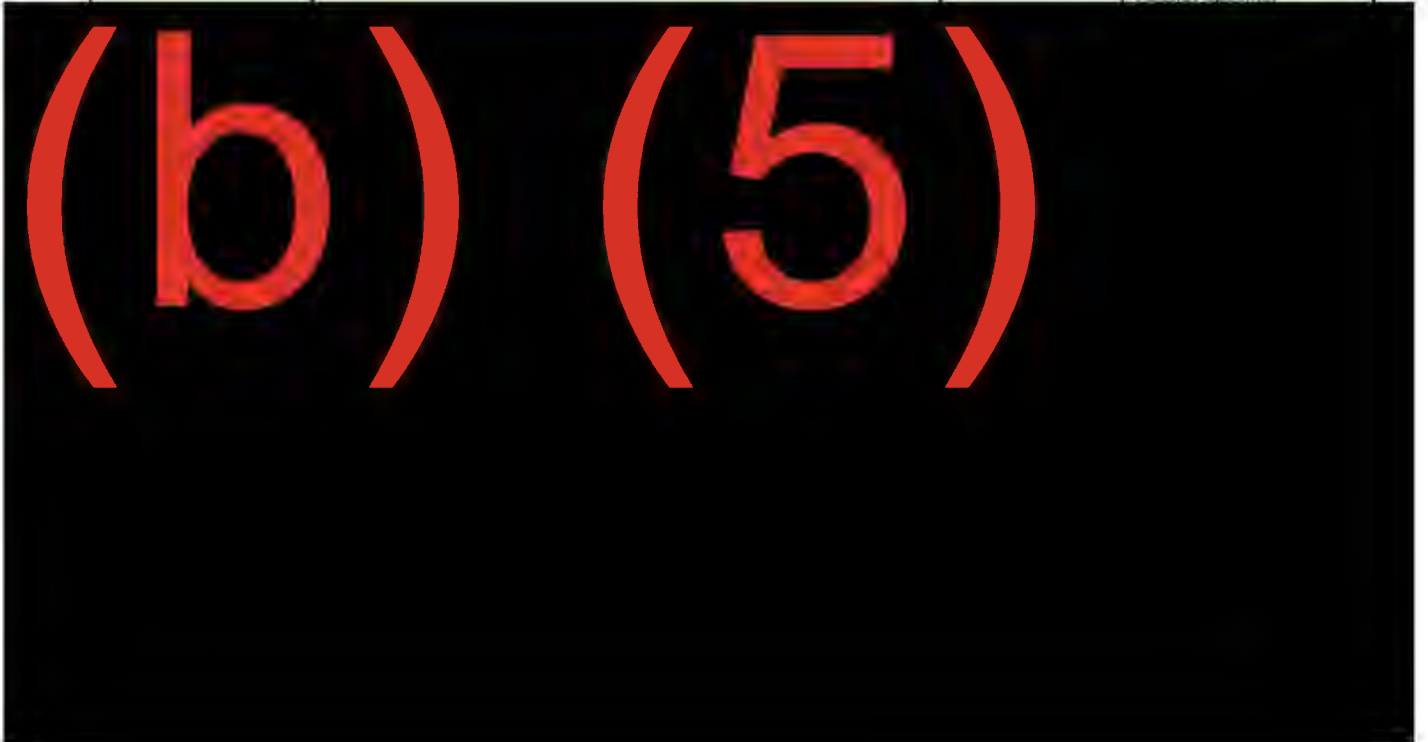
Activities:

- Present ILAB knowledge tools, research, or resources for at least one public conference whether in-person or online. (Data Use Milestone 2024-1)
- (b) (5) [Redacted] (Data Use Milestone 2024-2)
- (b) (5) [Redacted] (Data Use Milestone 2024-3)
- [Redacted] (Data Use Milestone 2024-4)

Performance, Risk and Learning

Performance Milestones

Milestone ID	Milestone Description	Milestone Due Date	Applicable Categories (Options: Equity -All, DEIA Plan, Job Quality, Customer Experience, Climate, Hiring, Organizational Health, Agency Specific)
--------------	-----------------------	--------------------	---





Enterprise Risk Management

Risk ID	Risk Description	Mitigation Strategy (if applicable)	Risk Rating as of 10/1/23	Risk Tolerance
---------	------------------	--	------------------------------	-------------------



Appendix A – Federal Advisory Committees

Federal Advisory Committees	Description
Labor Advisory Committee on Trade Negotiations and Trade Policy (LAC)	<p>The LAC, which is part of the U.S. international trade policy advisory committee structure, reflects the voice and advice of organized labor on U.S. trade policy and trade negotiation objectives. It also provides the Executive Branch with information and advice with respect to current U.S. trade negotiations and trade policy. The LAC reports to the Secretary of Labor and the United States Trade Representative, who jointly appoint its membership.</p>
President’s Committee on the International Labor Organization (PC/ILO)	<p>Under the chairmanship of the Secretary of Labor, the PC/ILO formulates and coordinates U.S. policy towards the ILO; monitors and assesses the work of the ILO; makes recommendations to the President, the Secretary of Labor, or other officers of the federal government, including with regard to U.S. ratification of ILO Conventions; and performs other functions relevant to relations with the ILO as requested by the President or the Committee Chair. The PC/ILO serves as the principal means by which the United States complies with its treaty obligations under ILO Convention No. 144 on Tripartite Consultations to Promote the Implementation of International Labor Standards, which the United States ratified on June 15, 1988. The PC/ILO comprises seven ex officio members representing government, employers and workers: the Secretary of Labor, the Secretaries of State and Commerce, the Assistant to the President for National Security Affairs, the Assistant to the President for Economic Policy, and the President of the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) and the President/CEO of the U.S. Council for International Business (USCIB). The Bureau of International Labor Affairs, in its capacity as the lead agency representing the U.S. government at the ILO, provides policy and staff support for the work of the PC/ILO, and chairs the tripartite ILO Consultative Group a sub-group of the PC/ILO.</p>

Labor Advisory Committee for Trade Negotiations and Trade Policy

Federal Advisory Committee Timelines

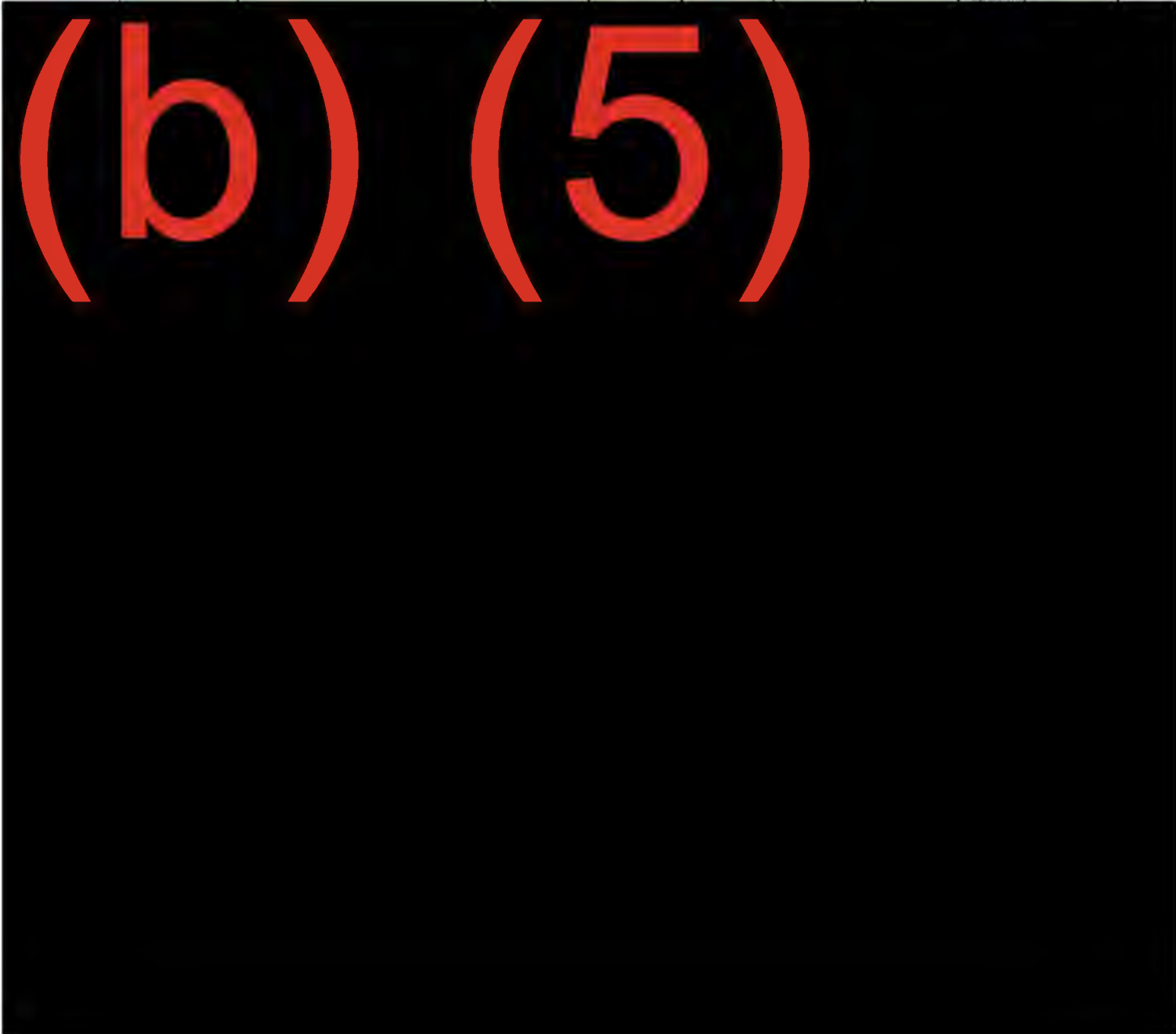
Advisory Committee Deliverable	Action	Timeline*	Agency FY24 Date
Chartering	Provide charter renewal clearance portfolio to ExecSec	Six weeks before current charter expires (May 4, 2024)	April 8, 2024
Meetings	Route meeting <i>Federal Register</i> notice (FRN) to agency <i>FR</i> team/OASP	30 days before meeting	TBD

Meetings	Publish committee meeting FRN	At least 15 days, but no earlier than 45 days, before meeting	TBD
Committee Reports or Recommendations	Provide report or recommendations clearance portfolio to ExecSec	30 days after committee provides report or recommendations to DOL	TBD
Membership	Publish member solicitation FRN	Four months before current membership expires	N/A. ILAB is not required to publish member solicitation FRNs.
Membership	Provide member appointment clearance portfolio to ExecSec	Six weeks before current membership expires	April 8, 2024
Oversight – General Services Administration	Annual Comprehensive Review – First Submission	October 13, 2023 (GSA determined date)	October 13, 2023
Oversight – General Services Administration	Annual Comprehensive Review – Revised Submission (if required)	48 hours after revised submission requested	TBD

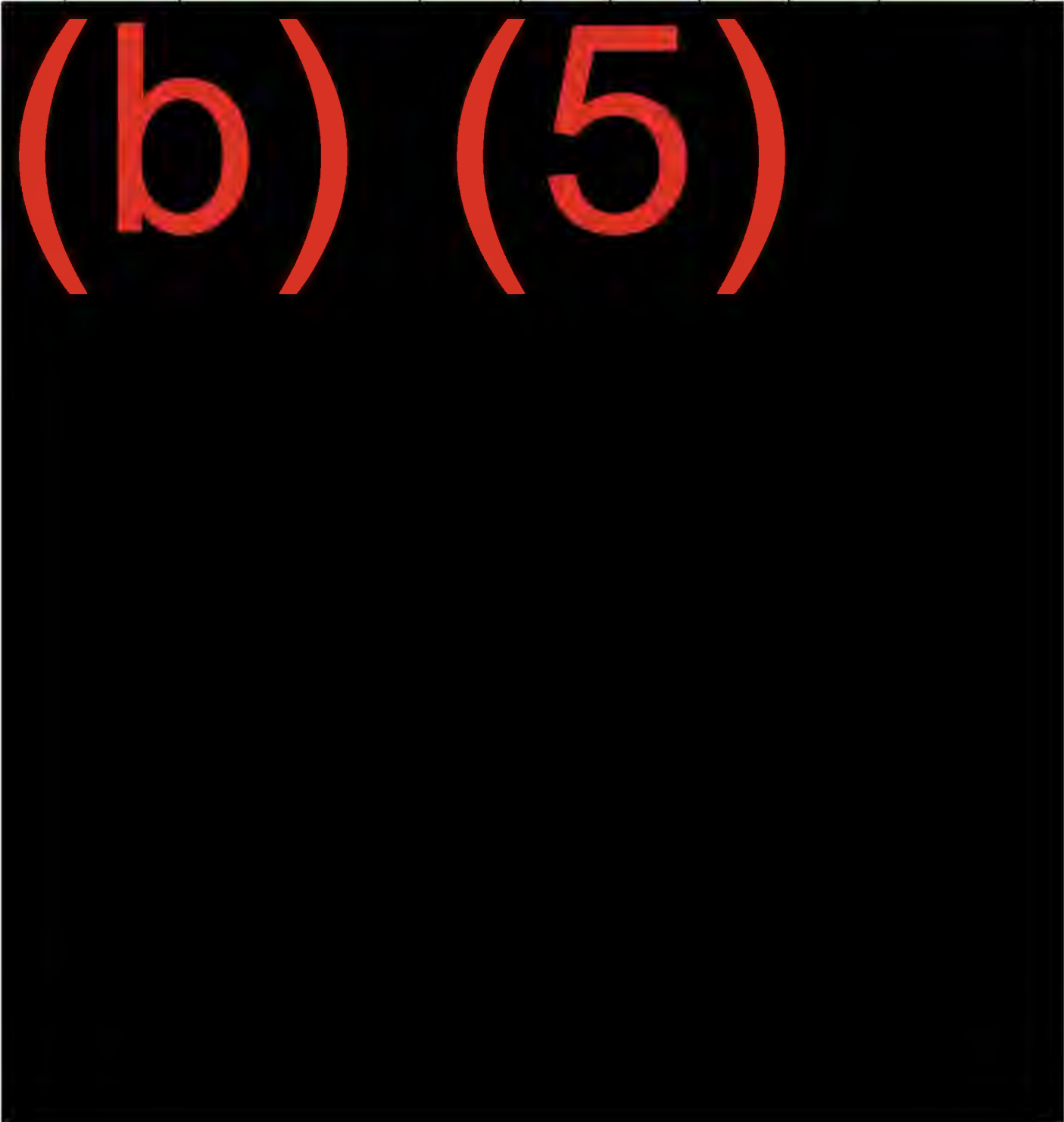
*The Office of the Secretary (OSEC) requests a minimum of 30 days to consider a deliverable requesting an OSEC decision *after* it has completed Departmental clearance. Timelines do not include CMO consultation or preview.

Appendix B – Complete List of DEBS Performance Measures and Milestones
Performance Measures

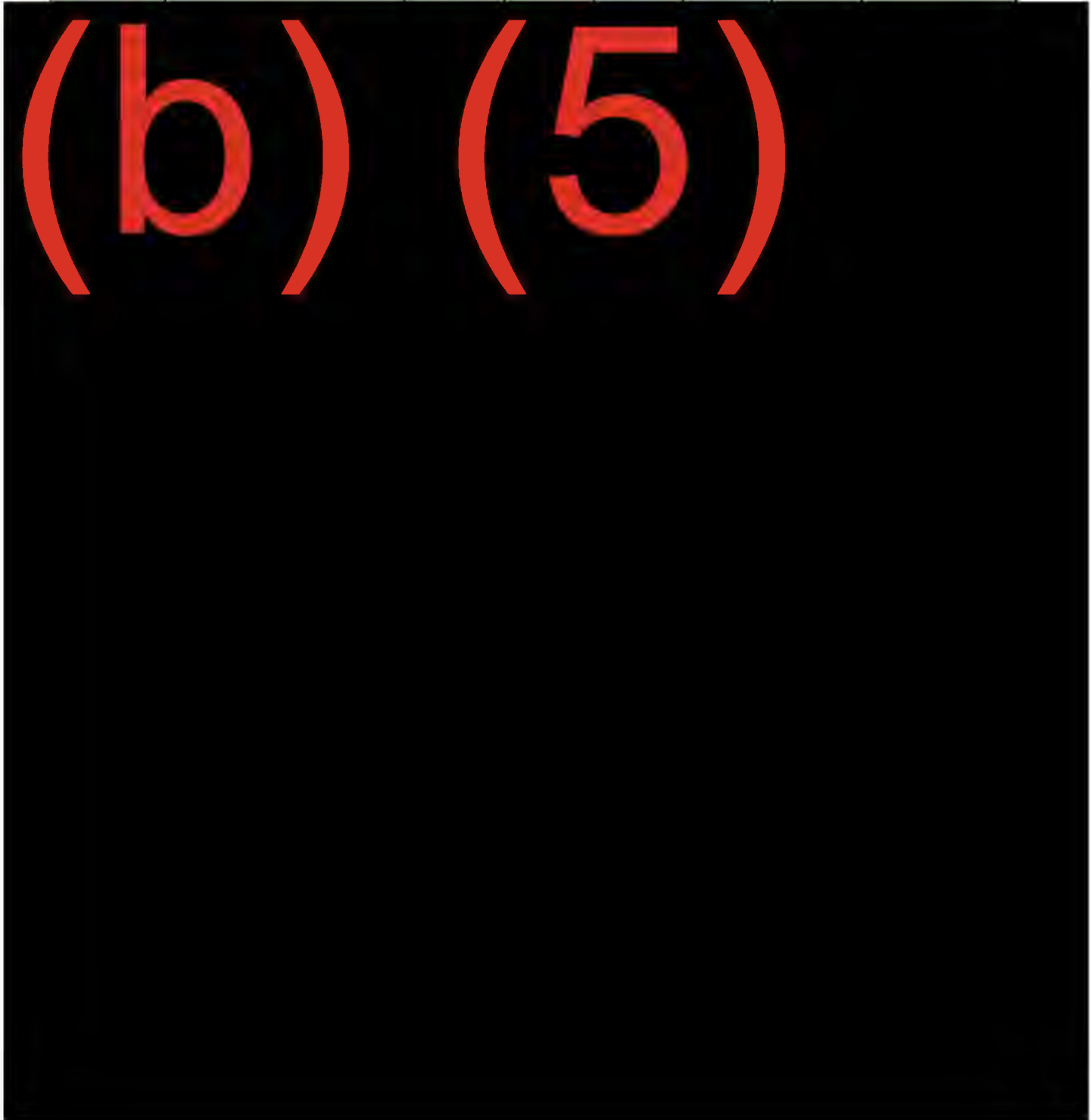
Measure ID	Measure Name	FY 2024 Annual Target	FY 2024 Q1 Target	FY 2024 Q2 Target	FY 2024 Q3 Target	FY 2024 Q4 Target	Applicable Categories (Options: Equity - All, DEIA Plan, Job Quality, Customer Experience, Climate, Hiring, Organizational Health, Agency Specific)
------------	--------------	-----------------------	-------------------	-------------------	-------------------	-------------------	--



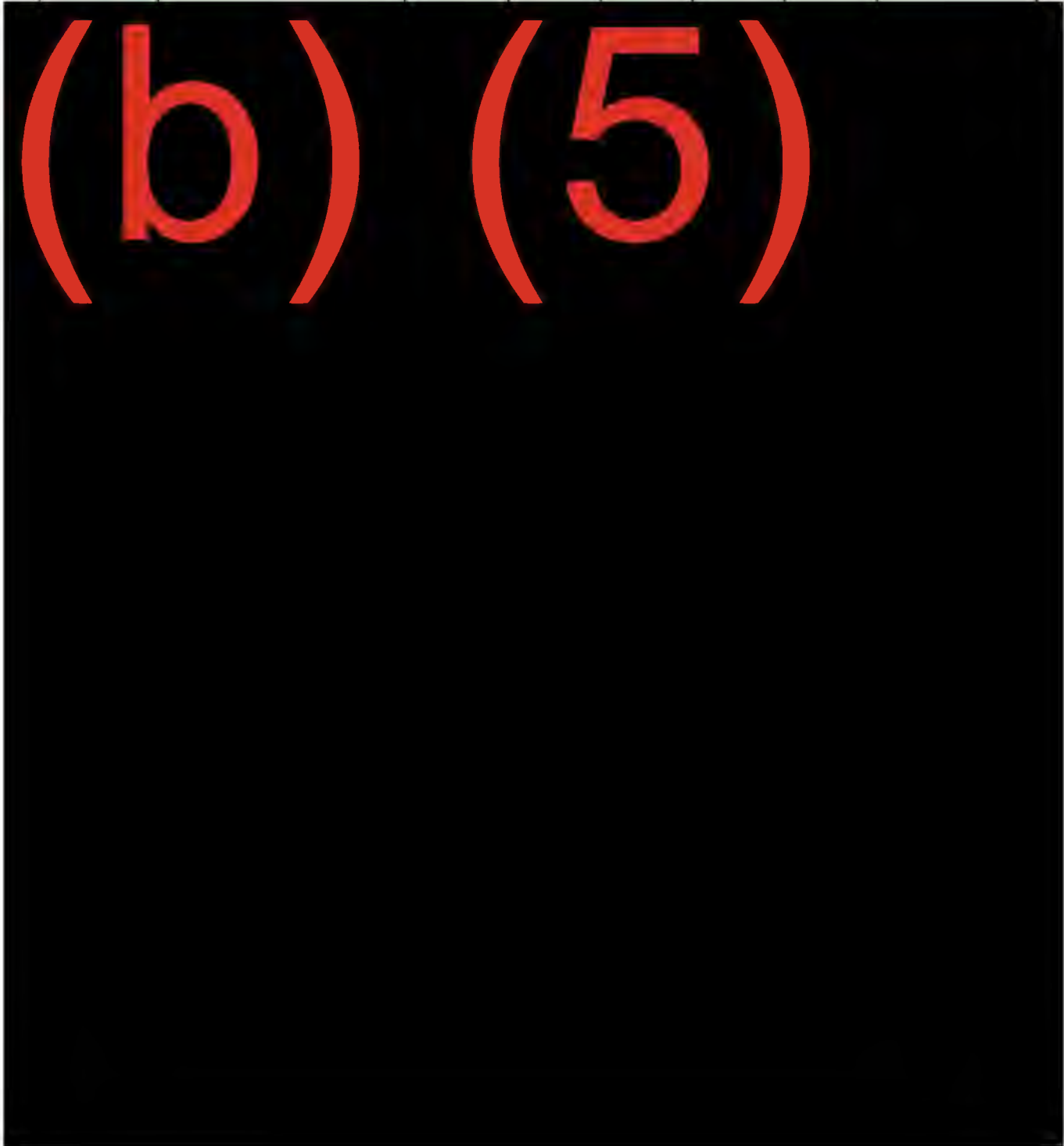
Measure ID	Measure Name	FY 2024 Annual Target	FY 2024 Q1 Target	FY 2024 Q2 Target	FY 2024 Q3 Target	FY 2024 Q4 Target	Applicable Categories (Options: Equity - All, DEIA Plan, Job Quality, Customer Experience, Climate, Hiring, Organizational Health, Agency Specific)
------------	--------------	-----------------------	-------------------	-------------------	-------------------	-------------------	--



Measure ID	Measure Name	FY 2024 Annual Target	FY 2024 Q1 Target	FY 2024 Q2 Target	FY 2024 Q3 Target	FY 2024 Q4 Target	Applicable Categories (Options: Equity - All, DEIA Plan, Job Quality, Customer Experience, Climate, Hiring, Organizational Health, Agency Specific)
------------	--------------	-----------------------	-------------------	-------------------	-------------------	-------------------	--



Measure ID	Measure Name	FY 2024 Annual Target	FY 2024 Q1 Target	FY 2024 Q2 Target	FY 2024 Q3 Target	FY 2024 Q4 Target	Applicable Categories (Options: Equity - All, DEIA Plan, Job Quality, Customer Experience, Climate, Hiring, Organizational Health, Agency Specific)
------------	--------------	-----------------------	-------------------	-------------------	-------------------	-------------------	--



Measure ID	Measure Name	FY 2024 Annual Target	FY 2024 Q1 Target	FY 2024 Q2 Target	FY 2024 Q3 Target	FY 2024 Q4 Target	Applicable Categories (Options: Equity - All, DEIA Plan, Job Quality, Customer Experience, Climate, Hiring, Organizational Health, Agency Specific)
------------	--------------	-----------------------	-------------------	-------------------	-------------------	-------------------	--

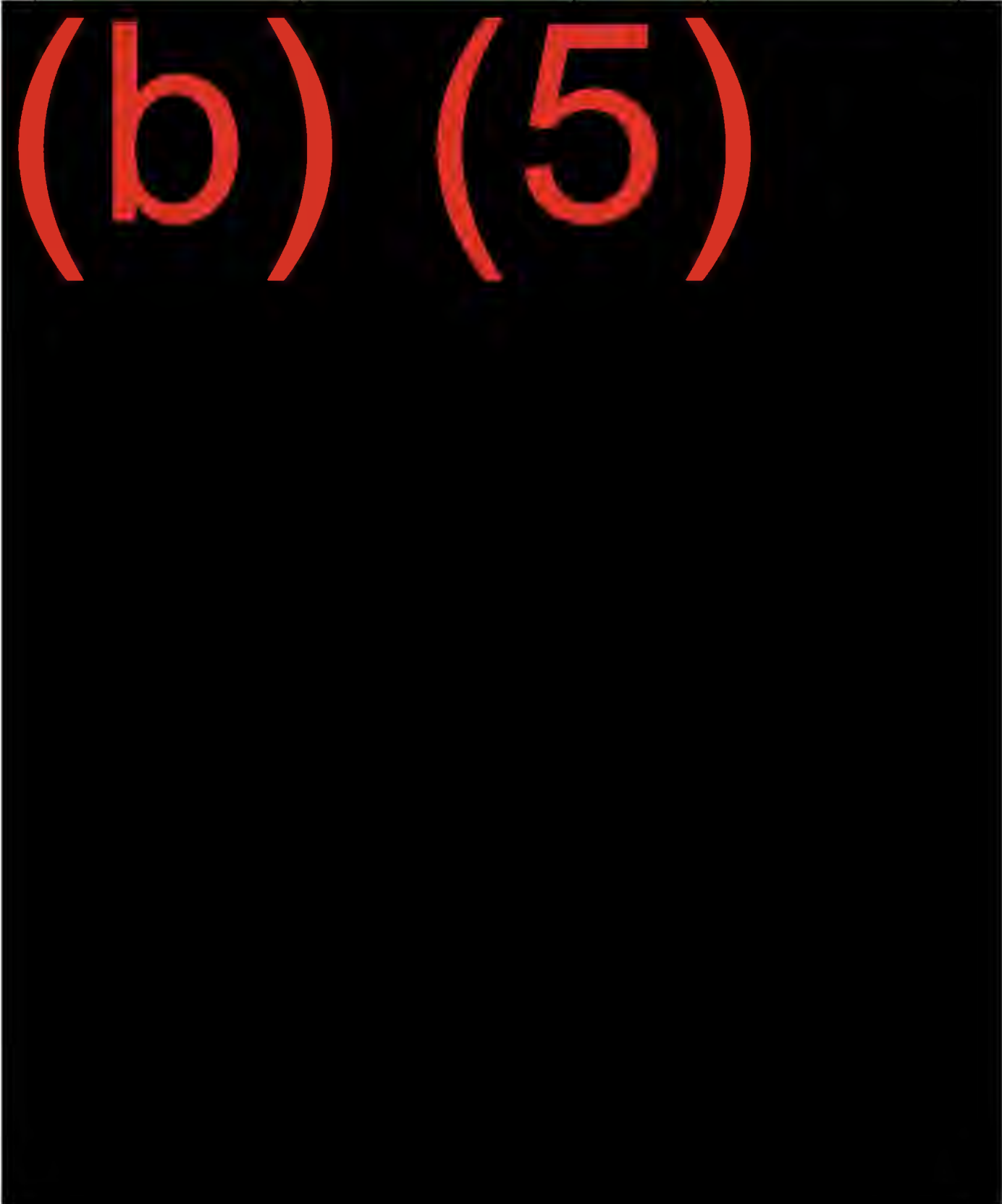
(b) (5)

Performance Milestones

Milestone ID	Milestone Description	Milestone Due Date	Applicable Categories (Options: Equity-All, DEIA Plan, Customer Experience, Climate, Agency Specific, Hiring)
--------------	-----------------------	--------------------	--

(b) (5)

Milestone ID	Milestone Description	Milestone Due Date	Applicable Categories (Options: Equity -All, DEIA Plan, Customer Experience, Climate, Agency Specific, Hiring)
--------------	-----------------------	--------------------	---



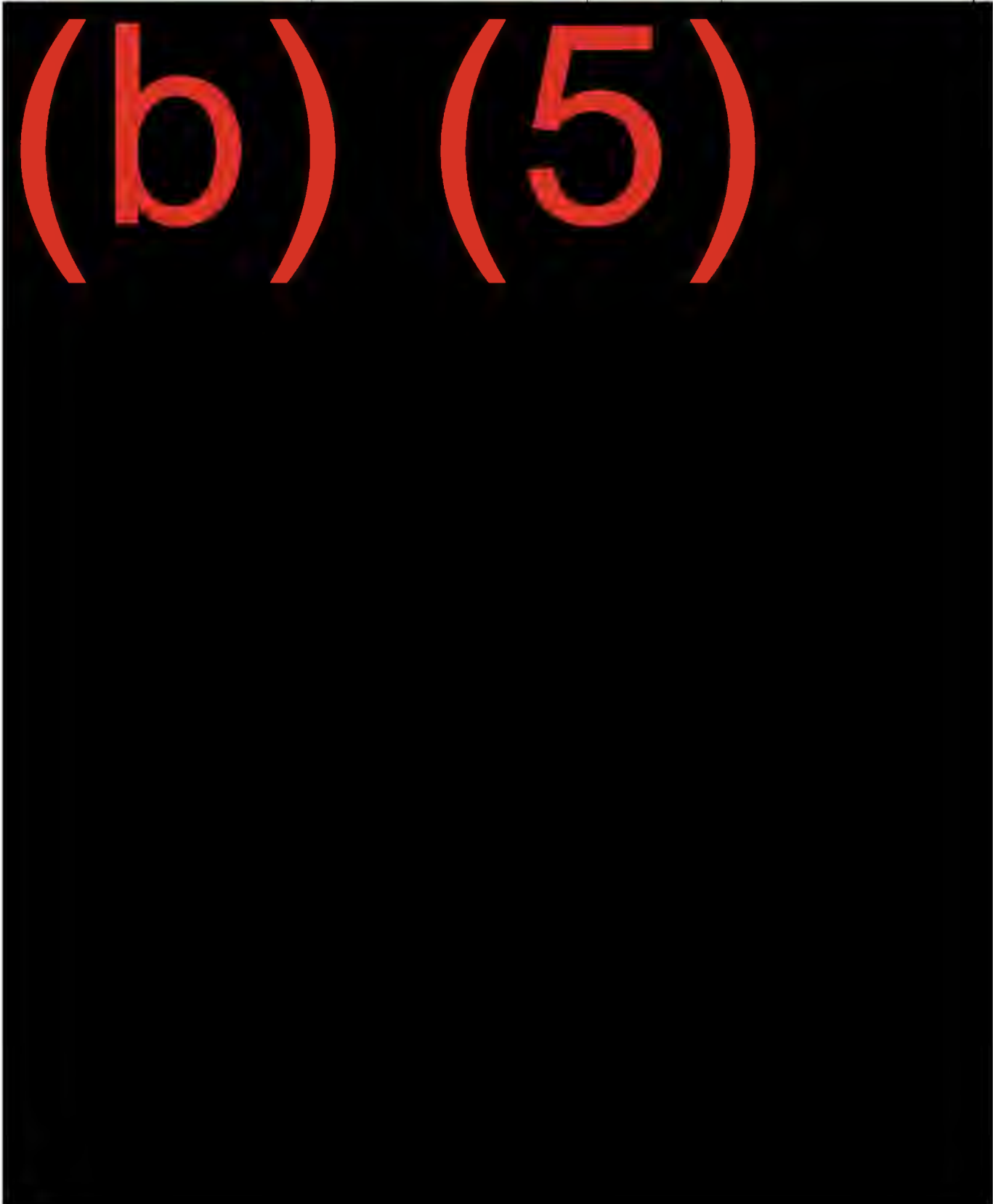
Milestone ID	Milestone Description	Milestone Due Date	Applicable Categories (Options: Equity -All, DEIA Plan, Customer Experience, Climate, Agency Specific, Hiring)
--------------	-----------------------	--------------------	---

(b) (5)

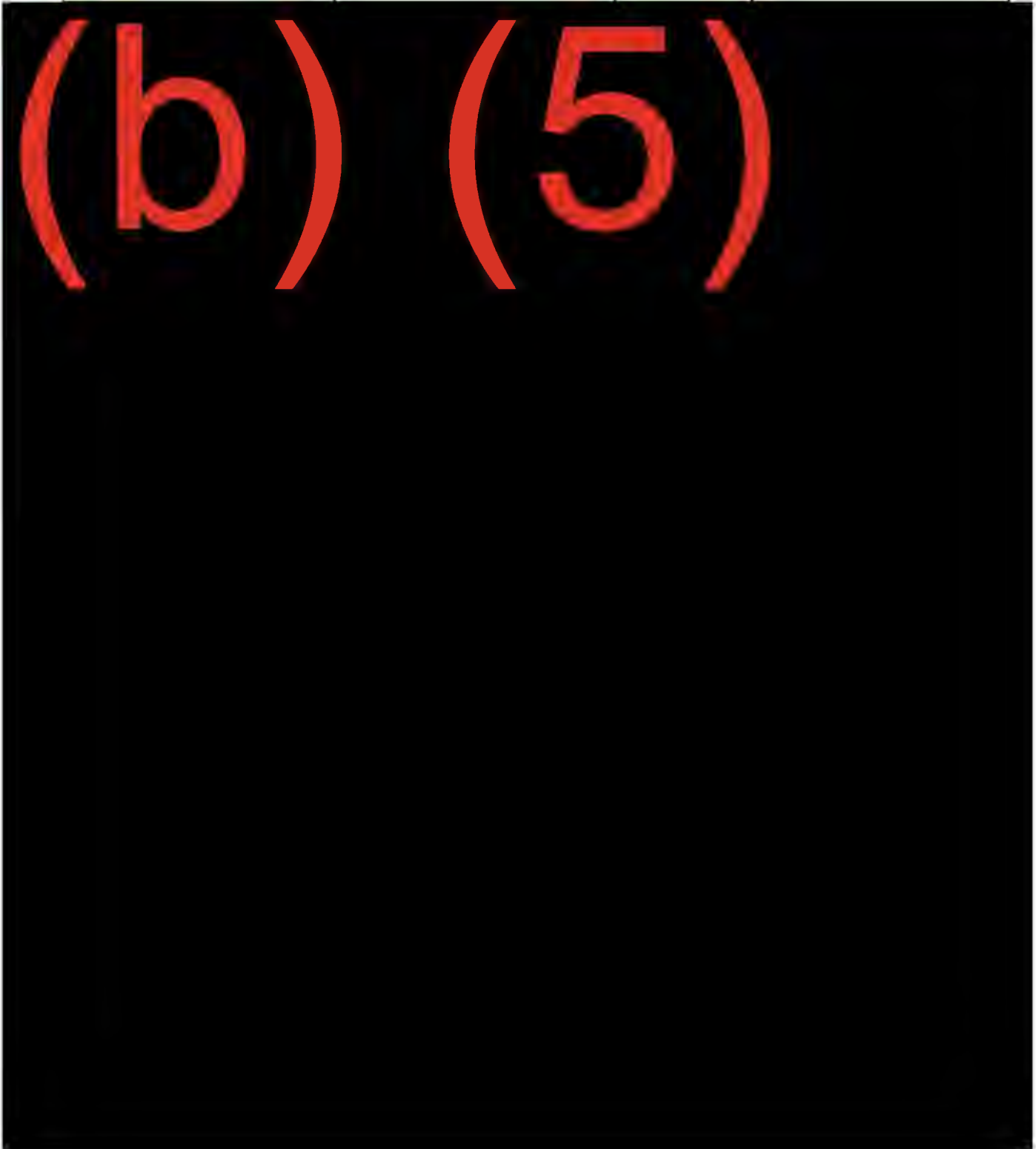
Milestone ID	Milestone Description	Milestone Due Date	Applicable Categories (Options: Equity -All, DEIA Plan, Customer Experience, Climate, Agency Specific, Hiring)
--------------	-----------------------	--------------------	---

(b) (5)

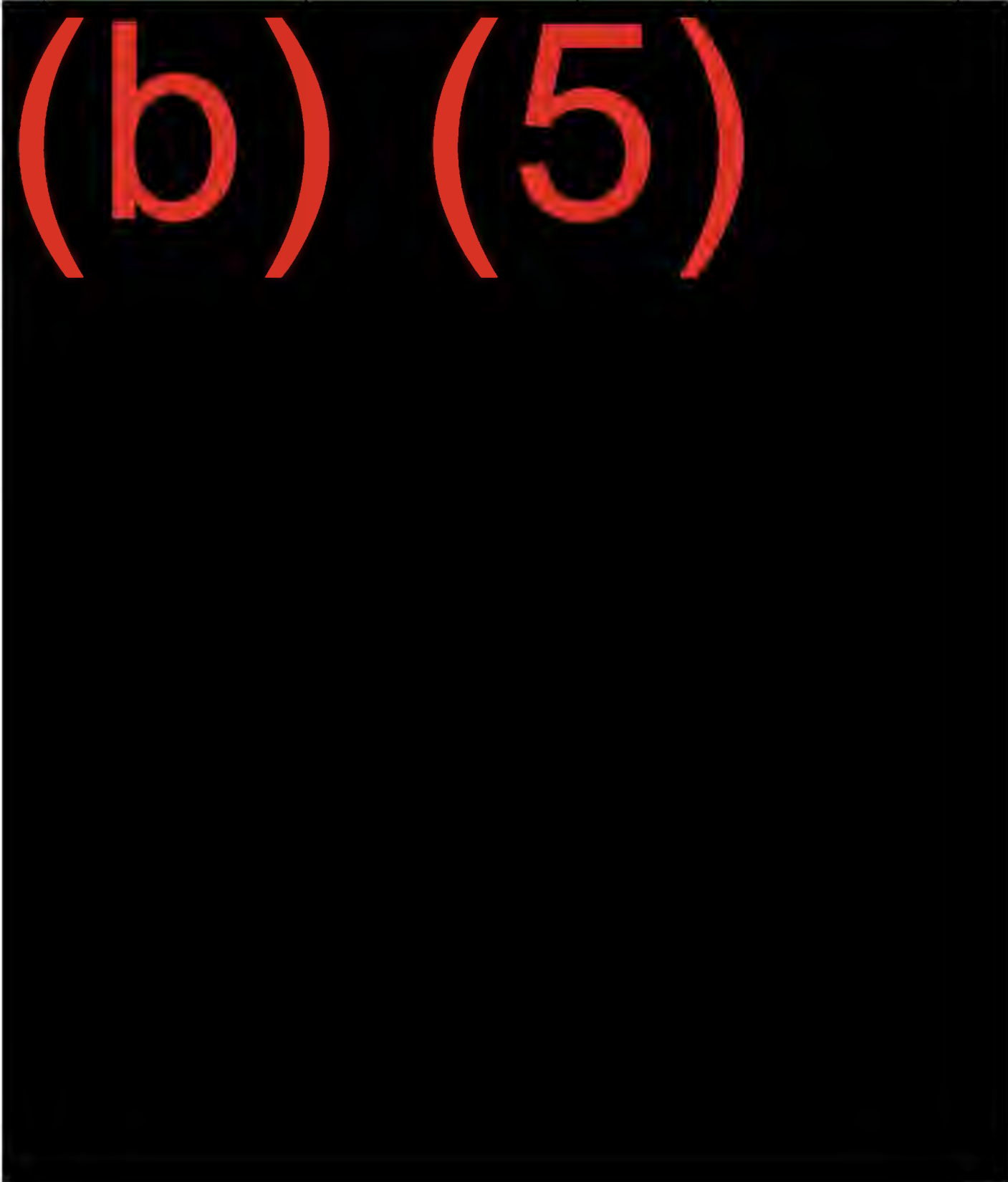
Milestone ID	Milestone Description	Milestone Due Date	Applicable Categories (Options: Equity -All, DEIA Plan, Customer Experience, Climate, Agency Specific, Hiring)
--------------	-----------------------	--------------------	---



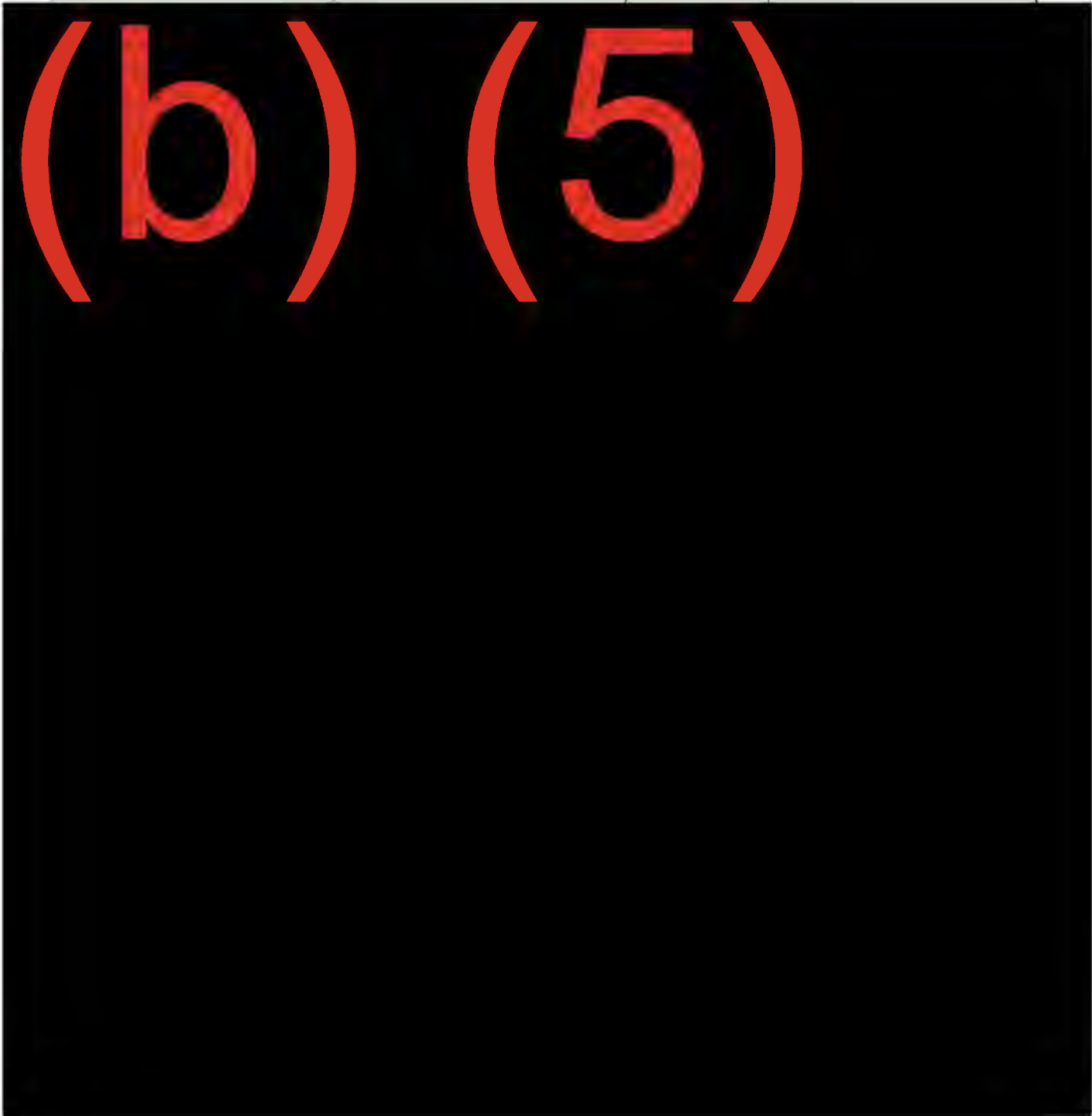
Milestone ID	Milestone Description	Milestone Due Date	Applicable Categories (Options: Equity -All, DEIA Plan, Customer Experience, Climate, Agency Specific, Hiring)
--------------	-----------------------	--------------------	---



Milestone ID	Milestone Description	Milestone Due Date	Applicable Categories (Options: Equity -All, DEIA Plan, Customer Experience, Climate, Agency Specific, Hiring)
--------------	-----------------------	--------------------	---



Milestone ID	Milestone Description	Milestone Due Date	Applicable Categories (Options: Equity -All, DEIA Plan, Customer Experience, Climate, Agency Specific, Hiring)
--------------	-----------------------	--------------------	---



United States Department of Labor

Agency Management Plan Bureau of International Labor Affairs (ILAB)

Fiscal Year 2025 Agency Management Plan

Table of Contents

United States Department of Labor..... 0

Agency Management Plan 0

Bureau of International Labor Affairs (ILAB)..... 0

Fiscal Year 2025 Agency Management Plan 0

Introduction 3

 FY 2025 Budget Resources..... 3

THEME 1: LEVERAGING TRADE TOOLS TO PROMOTE WORKERS’ RIGHTS 6

 Strategy 1.1: Implementing the Labor Provisions of the USMCA 6

 Strategy 1.2: Monitoring Labor Commitments and Promoting Compliance with Labor Standards..... 9

 Strategy 1.3: Strengthening U.S. Leadership on Combating Child Labor and Forced Labor..... 12

 Strategy 1.4: Promoting Fundamental Rights and Ending Labor Rights Abuses in Global Supply Chains
..... 15

 Strategy 1.5 Ensuring Compliance and Advancing Labor Rights Through Technical Assistance
Programming..... 18

 Performance Measures..... 23

 Enterprise Risk Management..... 33

 Learning: Completed, Underway, or Planned..... 37

THEME 2: STRENGTHENING WORKERS’ VOICE, RIGHTS, AND PROTECTION..... 40

 Strategy 2.1: Implementing the Presidential Memorandum on Global Labor Rights (Global Labor
Strategy)..... 40

 Strategy 2.2: Strengthening Collective Worker Voice..... 40

 Strategy 2.3: Elevating Labor Diplomacy through the Labor Attaché Program..... 42

 Strategy 2.4: Enhancing Multilateral, Bilateral, and Interagency Engagement..... 44

 Strategy 2.5: Promoting Occupational Safety and Health 49

 Strategy 2.6: Addressing Gender-based Violence and Harassment in the World of Work 50

 Performance Measures..... 53

 Performance Milestones..... 58

 Enterprise Risk Management..... 61

 Learning: Completed, Underway, or Planned..... 63

THEME 3: DOL AS A MODEL WORKPLACE 64

 Strategy 3.1: Implement Activities in Support of the Department’s Diversity, Equity, Inclusion, and
Accessibility (DEIA) Plan..... 64

 Strategy 3.2: Organizational Health and Performance 66

 Performance Measures..... 68

 Performance Milestones..... 71

THEME 4: DATA AS A STRATEGIC ASSET	74
Strategy 4.1: Leveraging the Strategic Value in Data	74
Strategy 4.2: Strengthening Data Governance	74
Strategy 4.3: Ensuring Data are Fit for Purpose.....	75
Enterprise Risk Management.....	77
THEME 5: CLIMATE, SUSTAINABILITY, AND ENERGY RESILIENCE	79
Strategy 5.1: Promoting Departmental Efforts in Environmental Stewardship, Energy Conservation, and Climate Resilience	79
Strategy 5.2: Promoting a Just Transition Worldwide	79
Performance Measures.....	81
Performance Milestones.....	82
Appendix A: Federal Advisory Committees	83
Federal Advisory Committee Timelines*	83
Appendix B: Complete List of DEBS Performance Measures and Milestones	0
Performance Measures.....	0
Performance Milestones.....	18

Introduction

The Bureau of International Labor Affairs (ILAB) contributes to the Department of Labor (DOL) FY 2022-2026 Strategic Plan through Strategic Goal 2 – *Ensure Safe Jobs, Essential Protections, and Fair Workplaces*, and Strategic Objective 2.4 – *Strengthen labor rights, improve working conditions, promote racial and gender equity, and empower workers around the world.*

ILAB employs research, technical assistance, trade policy, and labor diplomacy to strengthen global labor standards and their implementation; enforce labor commitments among trading partners; combat discrimination and promote racial and gender equity; and combat international child labor, forced labor, and human trafficking. When other countries or companies do not uphold or respect internationally recognized workers' rights, fail to enforce or comply with labor laws, limit workers' ability to freely organize and advocate for their rights, or export goods produced under exploitative labor conditions, they may gain an unfair advantage that harms American workers and businesses. ILAB positions the United States as a leader on international labor rights by demonstrating the U.S. commitment to working with other governments, international organizations, workers, unions, civil society organizations, and the private sector to advance the rights of workers globally.

Taken together, these activities support U.S. Government efforts to advance equity on all fronts, particularly in countries and supply chains where underserved and marginalized populations are most susceptible to labor abuse and exploitation. By supporting efforts to address exploitative labor conditions, empower workers, and advance equity in key countries, ILAB helps combat poverty and structural forms of discrimination and exclusion due to race, gender, sexual orientation, age, immigration status, disability, or other characteristics in underserved and marginalized communities. ILAB's efforts to advance equity on all fronts contribute to DOL's overall Agency Priority Goal, Strategy 2: Employing Historically Underserved Workers in Quality Jobs through Workforce Development Programs.

In line with the Presidential Memorandum on Advancing Worker Empowerment, Rights, and High Labor Standards Globally (the Global Labor Strategy), by promoting a level global playing field with respect to workers' rights, ILAB's work supports U.S. workers who have been disproportionately impacted by imports and outsourcing, especially in the Midwest, mid-Atlantic, and Southeast regions, in sectors such as apparel, electronics, furniture, auto, seafood, agriculture, and aerospace. Protecting workers' rights globally is not a quick fix for the challenges facing American workers, but it is an essential pre-condition for ensuring that workers and businesses at home do not face unfair competition.

FY 2025 Budget Resources

Annual Appropriations

Budget Activity	Budget Authority (whole dollars)	FTE	Period of Availability
ILAB – Salaries and Expenses	34,400,000	139	September 30, 2025
ILAB – Technical Assistance	81,725,000	-	December 31, 2025
ILAB – Total	116,125,000	140	--

ILAB’s FY 2024 appropriation included the following language:

Provided, That \$81,725,000 for the Bureau of International Labor Affairs shall be available for obligation through December 31, 2024: Provided further, That funds available to the Bureau of International Labor Affairs may be used to administer or operate international labor activities, bilateral and multilateral technical assistance, and microfinance programs, by or through contracts, grants, subgrants and other arrangements: Provided further, That not less than \$30,175,000 shall be for programs to combat exploitative child labor internationally and not less than \$30,175,000 shall be used to implement model programs that address worker rights issues through technical assistance in countries with which the United States has free trade agreements or trade preference programs.

ILAB is continuing to cautiously plan for all activities in FY 2025 in the face of continued budgetary pressures and may consider scaling back on the intensity and/or frequency of some engagements with stakeholders. Despite this budgetary pressure, ILAB intends to continue efforts in the areas of research, technical assistance, trade policy, and labor diplomacy to support its mission to strengthen global labor standards, enforce labor commitments among trading partners, promote racial and gender equity, and combat international child labor, forced labor, and human trafficking.

USMCA Implementation Act Supplemental Appropriations

Budget Activity	Budget Authority (whole dollars)	FTE	Period of Availability
USMCA – Salaries and Expenses	30,000,000	20*	September 30, 2027
USMCA – Technical Assistance	180,000,000	--	December 31, 2023
USMCA – Total	210,000,000	--	--

* Estimate supporting approximately 20 FTE in FY 2025.

The USMCA Implementation Act included the following language:

For an additional amount for “Salaries and Expenses,” \$210,000,000, for the Bureau of International Labor Affairs to administer or operate international labor activities, bilateral and multilateral technical assistance, and microfinance programs, by or through contracts, grants, subgrants and other arrangements; of which \$180,000,000, to remain available until December 31, 2023, shall be used to support reforms of the labor justice system in Mexico, including grants to support worker-focused capacity building, efforts to reduce workplace discrimination in Mexico, efforts to reduce child labor and forced labor in Mexico, efforts to reduce human trafficking, efforts to reduce child exploitation, and other efforts related to implementation of the USMCA; and of which \$30,000,000, to remain available until September 30, 2027, shall be available to provide for additional capacity of the Bureau of International Labor Affairs during fiscal years 2020 through 2027 to monitor compliance with labor obligations (as such term is defined in section 701 of this Act), including the necessary expenses of additional full-time employees of the Bureau to participate in the Interagency Labor Committee for Monitoring and Enforcement established pursuant to section 711 of this Act: Provided, That the Secretary of Labor may detail or assign up to 5 additional full-time employees of the Bureau to the United States Embassy or consulates in Mexico to (1) assist in monitoring and enforcement actions with respect to the labor

obligations of Mexico, and (2) prepare a report, to be submitted on a quarterly basis to the Interagency Labor Committee for Monitoring and Enforcement through September 30, 2027, on the efforts of Mexico to comply with labor obligations (as such term is defined in section 701 of this Act): Provided further, That such employees, while detailed or assigned, shall continue to receive compensation, allowances, and benefits from funds made available to the Bureau for purposes related to the activities of the detail or assignment, in accordance with authorities related to their employment status and agency policies: Provided further, That such amount is designated by the Congress as being for an emergency requirement pursuant to section 251(b)(2)(A)(i) of the Balanced Budget and Emergency Deficit Control Act of 1985.

THEME 1: LEVERAGING TRADE TOOLS TO PROMOTE WORKERS' RIGHTS

ILAB uses all available tools – including promoting core international labor standards globally, negotiating strong labor provisions in our trade agreements and preference programs, monitoring for compliance, enforcing trade agreement and preference program commitments, partnering with interagency counterparts, proactive engagement with relevant external stakeholders, labor diplomacy, sharing technical expertise, and providing technical assistance – to make sure that U.S. trade partners fulfill their promises and play by the rules, and that American workers and businesses are able to compete on a level playing field.

Strategy 1.1: Implementing the Labor Provisions of the USMCA

The United States-Mexico-Canada Agreement (USMCA) contains the strongest labor provisions of any trade agreement in the world. Unlike the North American Free Trade Agreement (NAFTA), the USMCA labor chapter¹ is incorporated into the core text of the agreement and is fully enforceable, subject to dispute resolution. The dispute settlement chapter establishes a first-of-its-kind rapid response mechanism (RRM) that provides for monitoring and expedited enforcement of labor rights in Mexico at facilities in priority sectors.

Some of the highlights of the agreement include:

- Requires the parties to adopt and maintain core labor rights as recognized by the International Labor Organization (ILO), including: freedom of association and collective bargaining; the elimination of forced labor; the effective abolition of child labor and prohibition of the worst forms of child labor; elimination of discrimination in respect of employment and occupation; and to adopt and maintain acceptable conditions of work with respect to minimum wage, hours of work and occupational safety and health.
- Requires the parties to prohibit the import of goods produced by forced labor, including forced child labor.
- Requires the parties to ensure migrant workers are protected under labor laws.
- Requires the parties to address violence against workers for exercising their labor rights.
- Makes obligations more easily enforceable by clarifying the meaning of “manner affecting trade” and “sustained or recurring.”

Activities:

Monitoring Compliance with Labor Commitments

ILAB oversees Mexico’s compliance with its trade commitments related to international labor standards. This monitoring and analysis form the foundation of ILAB’s engagement and enforcement efforts.

- **On-the-ground monitoring led by labor attachés in Mexico:** Labor attachés in three strategic locations in Mexico allow ILAB to meet the Congressional directive to monitor and enforce USMCA labor obligations. The attachés serve as the principal experts on labor and employment issues and developments in Mexico for officials of DOL and other U.S. Government agencies. ILAB deployed two labor attachés to Mexico City in FY 2021 and three additional labor attachés to Mexico City, Monterrey, and Tijuana in FY 2022, bringing our total to five. In FY 2025, labor

¹ [Labor Chapter](#) (USMCA, Chapter 23, Starts on Page 23-1)

attachés will: (1) assist the USMCA Interagency Labor Committee (USMCA-ILC) to monitor and enforce Mexico's labor obligations; (2) submit quarterly reports to the USMCA-ILC on Mexico's efforts to comply with its labor obligations, particularly with the implementation of the landmark Mexican labor law reform enacted on May 1, 2019; (3) travel on a monthly basis to build contacts among stakeholders, conduct interviews and data gathering on labor reform implementation; and (4) support the development and implementation of DOL technical assistance programs in Mexico. ILAB anticipates redeploying a labor attaché to Mexico City in 2025. **(ILAB-03, ILAB-04, ILAB-04a, ILAB-04b, ILAB-04c, ILAB-04d, Labor Attaché 01)**

Engagement with government and stakeholders

ILAB routinely conducts outreach within the U.S. Government and with external stakeholders (including labor, business, civil society, international organizations, and foreign governments) about the USMCA obligations and tools.

- **Raise awareness of USMCA tools and resources:** ILAB and labor attachés in Mexico will implement an information campaign to disseminate DOL-supported USMCA tools and resources through social media, traditional media, and technical assistance project implementers, among other networks, focusing additional outreach activities in geographic areas that produce significant amounts of goods for export. This effort will raise awareness and develop outreach materials on the Rapid Response Labor Mechanism (RRM) based on ILAB's Procedural Guidance (PGs) and Frequently Asked Questions (FAQs) about the mechanism, and will coordinate with other technical assistance implementers, and the universities, labor support organizations, and other stakeholders that are part of their project to disseminate them widely, including on social media. **(Labor Attaché 01, USMCA-1a, USMCA-1b, USMCA 2, USMCA-3a, USMCA-4a)**
- **Increase visibility of DOL work on USMCA:** ILAB will develop public-facing information for broad dissemination through the media on ILAB's Mexico strategy and tell impact stories about successful outcomes of monitoring and enforcement and technical assistance projects, focused on independent unions and emergence of new young, female and indigenous labor leaders. ILAB will also disseminate the lessons from the USMCA Lessons Learned report to interagency partners and other strategic stakeholders based on intended messages and target audiences. **(USMCA-1a, USMCA-1b, USMCA 2, USMCA-3a, USMCA-4a)**
- **Deepen and amplify interactions with U.S. stakeholders:** ILAB will engage with key U.S. stakeholders, including the Labor Advisory Council (LAC), Independent Mexico Labor Expert Board (IMLEB), private sector stakeholders, and U.S. unions and community-based organizations, to amplify labor rights efforts, including those efforts focused on migrant workers' rights. **(USMCA-1a, USMCA-1b, USMCA 2, USMCA-3a, USMCA-4a)**
- **Strengthen protections for Mexican workers participating in temporary foreign worker programs:** ILAB will focus on addressing key bilateral priorities on U.S.-Mexico labor mobility, including: 1) Strengthening shared mechanisms to prevent, report, and investigate violations of workers' rights; 2) Holding employers and their agents accountable for violations; and 3) Connecting workers who experienced harm or exploitation to assistance and care in the United States and Mexico. ILAB will coordinate with DOL agencies including WHD, OSHA and ETA, Mexican government counterparts, and migrant worker advocates on both sides of the border. ILAB will lead the coordination and maintenance of USG commitments in the U.S.-Mexico Labor Mobility MOU by convening and facilitating quarterly interagency meetings to monitor the

enforcement of employment laws, rules, and regulations that apply to temporary foreign workers. In collaboration with other DOL bureaus and USG entities, ILAB will release and promote outreach resources, including short videos in indigenous languages, informational materials for distribution at U.S. consular sections, and an online information hub (www.MigrantWorker.gov), to ensure migrant workers- including migrant women workers- know their rights and how to access resources available to them. These activities align with the priorities identified in the U.S.-Mexico Labor Mobility MOU. **(ILAB-03, ILAB-04a, ILAB-04b, ILAB-04c, ILAB-04d, Labor Attaché 01)**

- **Labor diplomacy led by DOL attachés:** DOL’s Mexico labor attachés complement the engagement of U.S. State Department officials and play a leading role in advancing ILAB’s activities in Mexico through direct and regular interaction and coordination with other USG agencies, the Mexican government, other foreign governments, international organizations, and non-governmental stakeholders (e.g., labor, business, academics, and civil society). In FY 2025, DOL’s labor attachés in Mexico will participate in speaking engagements and engage with stakeholders, comprising of workers, including women and those from other traditionally marginalized groups, unions, employers and industry groups, and the media. They will organize worker and labor advocate roundtables for high-level visitors and increase the visibility and recognition of DOL priorities. These efforts include providing input on briefing memos for Embassy and Consulate leadership, providing input to and reporting on the Mexico Integrated Country Strategy, participating in weekly meetings at the Embassy and Consulates to share labor updates, and prepare, brief and support the travel of Embassy and Consulate leadership on labor issues in priority states. **(ILAB-03, ILAB-04, ILAB-04a, ILAB-04b, ILAB-04c, ILAB-04d, USMCA-1a, USMCA-1b, USMCA-2, USMCA-3a, USMCA-3b, USMCA-3c, USMCA-3d, USMCA-3e, USMCA-4a, USMCA-4b, USMCA-4c)**

Enforcing Labor Commitments with the Office of the United States Trade Representative (USTR) and Interagency Labor Committee (USMCA-ILC)

The USMCA implementing legislation called for the USMCA-ILC, co-chaired by DOL and USTR, to coordinate U.S. government efforts to monitor USMCA labor obligations and Mexican labor reform and to strengthen compliance. Other members of the USMCA-ILC are Department of State, Department of the Treasury, Department of Agriculture, Department of Commerce, Department of Homeland Security, and United States Agency for International Development. The USMCA-ILC was established through Executive Order on April 28, 2020, and held its inaugural meeting on April 30, 2020. The USMCA-ILC meets every 90 days and receives and reviews submissions under the USMCA labor chapter and the Rapid Response Labor Mechanism (RRM). The USMCA-ILC makes assessments and recommendations to the U.S. Trade Representative for enforcement action and reports to Congress every 180 days on the state of Mexican labor issues and the functioning of the committee.

■ (b) (5)
[Redacted text block]

(b) (5) [REDACTED]
[REDACTED]
[REDACTED] (USMCA-1a, USMCA-1b, USMCA-2, USMCA-3a, USMCA-3b, USMCA-3c, USMCA-3d, USMCA-3e, USMCA-4a, USMCA-4b, USMCA-4c, USMCA-5)

- (b) (5) [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] (USMCA-1a, USMCA-1b, USMCA-2, USMCA-3a, USMCA-3b, USMCA-3c, USMCA-3d, USMCA-3e, USMCA-4a, USMCA-4b, USMCA-4c, USMCA-5)
- **Collection of evidence and worker testimony for case building and enforcement:** Labor attachés travel monthly to build contacts among stakeholders, conduct worker interviews, and set up interviews for ILAB DC-based staff to pursue USMCA enforcement cases. (**Labor Attaché 01, USMCA-1a, USMCA-1b, USMCA-2, USMCA-3a, USMCA-3b, USMCA-3c, USMCA-3d, USMCA-3e, USMCA-4a, USMCA-4b, USMCA-4c, USMCA-5**)
- *See also Strategy 1.5 for technical assistance activities under the USMCA.*

Strategy 1.2: Monitoring Labor Commitments and Promoting Compliance with Labor Standards

ILAB promotes adherence to international labor standards and robust enforcement of labor rights to secure stable and inclusive economic growth by, among other strategies, strengthening trade unions, safeguarding worker protections, and ensuring equal and inclusive economic opportunities to advance democratic norms around the world. ILAB does this through government-to-government engagement, incorporating the protection of labor rights into U.S. Government political and economic policies and programs, including international economic agreements, supply chain commitments/investments, free trade agreements, trade preference programs², and through the work of multilateral investment banks. ILAB uses its expertise with these tools to press partner governments to ensure their labor laws are in compliance with international standards and to adequately enforce those laws. ILAB works closely with USTR, the Department of Commerce (Commerce), the Department of State (State), Department of Homeland Security (DHS), and the U.S. Agency for International Development (USAID) to coordinate a strategic approach to protect workers' rights in partner countries and in top export sectors, engaging

² These include the Generalized System of Preferences (GSP), the African Growth and Opportunity Act (AGOA), and the Haitian Hemispheric Opportunity through Partnership Encouragement Act of 2008 (HOPE II)

with the private sector to improve workers' rights in supply chains; strengthening the capacity of worker organizations to shape policy outcomes and collectively bargain; and advancing compliance with the labor obligations undertaken by partner countries, including in trade agreements and trade preference programs. ILAB uses a multifaceted approach to help ensure that trade partners comply with their labor-related commitments and encourage the extension of labor protections to workers traditionally exposed to abuse and exploitation, including women, migrants, racial and ethnic minorities, as well as LGBTQ+ workers, workers with disabilities, and those working in the informal economy or at the lower tiers of global supply chains.

Activities:

Negotiating Labor Provisions in Trade Agreements and Policy (support realization of International Labor Standards)

- **ILAB works with other U.S. Government agencies** to ensure U.S. economic and political engagements, policies, and programs promote adherence to international labor standards and commitments, including those under trade tools, ILO, and Organization for Economic Cooperation and Development (OECD) recommendations when applicable. The Presidential Memorandum on Advancing Worker Empowerment, Rights, and High Labor Standards Globally (Global Labor Strategy) provides new focus to this line of effort, and opportunity for greater policy coherence. ILAB supports the negotiation of strong labor provisions in new economic trade and investment agreements, such as economic frameworks, free trade agreements (FTAs), bilateral investment treaties (BITs), trade and investment framework agreements (TIFAs), and policies covering development finance (e.g., World Bank lending guidelines and multilateral bank projects). These provisions seek to commit governments and private sector partners to uphold international labor standards, including non-discrimination, thereby contributing to a fairer playing field for workers in the U.S. and around the world. ILAB also works with governments on a bilateral basis to provide advice on how to meet international labor standards and the provisions contained in economic, trade and investment agreements, as well as ILO and OECD recommendations. **(ILAB-03, ILAB-04, ILAB-04a, ILAB-04b, ILAB-04c, ILAB-04d)**
- In support of the Global Labor Strategy, **ILAB advises interagency partners**, including USTR, Commerce, Energy, and State, on international labor standards and protection of workers' rights globally. ILAB works with interagency partners to elevate their engagement on labor rights, including by recommending actions and priorities that put workers' rights at the center of U.S. international economic policies. This work often involves sensitizing interagency partners to the role that labor standards and workers' rights play in sustainable, high-road economic development as well as in building democracy. ILAB uses its deep expertise, multiple tools, and experience to advance workers' rights in numerous engagements and forums. In FY 2025, ILAB plans to continue its work with the U.S. Coast Guard and Regional Fisheries Management Organizations on identifying labor rights abuses in illegal, unreported and unregulated (IUU) fishing operations. **(ILAB-03, ILAB-04, ILAB-04a, ILAB-04b, ILAB-04c, ILAB-04d, Labor Attaché 01)**

Monitoring and Promoting High Labor Standards, including through Regional Initiatives in Central America

- **Monitoring labor standards:** ILAB oversees countries' compliance with their trade and investment commitments related to international labor standards. ILAB increases compliance and promote high labor standards by assisting governments and other stakeholders in key trading partner countries (e.g., labor inspectorates, workers' organizations, employers' organizations, international brands, supply chains, and civil society organizations) with capacity-building support. ILAB's monitoring is supported by robust information gathering; sustained, proactive, and expanded stakeholder engagement; and on-the-ground presence in priority countries. Monitoring and subsequent analysis form the foundation of ILAB's engagement and cooperative and enforcement efforts and are the basis for all other activities of ILAB's trade-related work. Analysis is conducted through an intersectional lens that intentionally assesses the unique impacts of noncompliance on workers from traditionally marginalized groups. For example, in the Indo-Pacific Economic Framework, ILAB will continue monitoring the labor commitments in the three agreements and conduct engagement with key stakeholders. **(ILAB-03, ILAB-04, ILAB-04a, ILAB-04b, ILAB-04c, ILAB-04d, Labor Attaché 01)**
- **External engagement:** ILAB's monitoring and engagement work focuses on external stakeholders, such as independent, democratic unions; community-based organizations; and workers who are traditionally and systematically underserved, as well as in strategic sectors in which there are high concentrations of women workers, migrants, or ethnic and racial minorities to strengthen protection of labor rights and decent work outcomes. ILAB's monitoring and engagement also includes strengthening our strategic communications capacity and activities to uplift and share ILAB's equities and impact, and engaging with worker and civil society organizations, private sector actors, researchers and philanthropy to coordinate and complement efforts as well as to leverage broader resources towards the goals and mission of the bureau. ILAB will continue to coordinate efforts among CAFTA-DR countries on labor issues, including sharing of lessons learned and best practices on topics such as: labor law enforcement, fostering decent work, amplifying worker voice and tripartite dialogue, ensuring representation and promoting inclusion, eliminating child labor and forced labor, promoting fair recruitment and managing labor migration. **(ILAB-03)**
- **Labor diplomacy led by DOL attachés:** DOL's labor attachés play a leading role in advancing ILAB's activities in key trading partner countries through direct and regular interaction and coordination with other USG agencies, foreign governments, international organizations, and non-governmental stakeholders (e.g., labor, business, and civil society). Through their sustained presence, vigilance and direct connections to U.S. and foreign authorities, labor attachés complement the engagement of State Department officials and provide an important layer of protection for workers who risk reprisals for sharing testimony and/or exercising their fundamental labor rights. Notably, ILAB placed a labor attaché in the U.S. Embassy in Guatemala during FY23 to help lead and carry out this work in Guatemala and Honduras, as well as to support broader engagement in the region related to CAFTA-DR. **(ILAB-03, ILAB-04, ILAB-04a, ILAB-04b, ILAB-04c, ILAB-04d, Labor Attaché 01)**
- **Enforcing Labor Commitments:** ILAB enforces the labor provisions of FTAs, investment instruments, and trade preference programs. This includes engaging with countries to address compliance issues, developing and overseeing the implementation of work plans and remediation plans with defined criteria and timelines for progress, and assessing complaints and submissions from the public. Dispute settlement under preference programs can result in formal

reviews and may eventually lead to trade sanctions and loss of preference program eligibility. ILAB also assists with reviewing the labor standards and projects of multilateral development finance institutions, such as the World Bank, and represents the interests of U.S. workers through USG inter-agency processes and in international trade and international economic forums. In FY 2025, ILAB will use its additional leverage from the Global Labor Strategy to emphasize countries' efforts or lack thereof around workers' rights, including their cooperation with ILAB technical cooperation efforts, as a consideration for African Growth and Opportunity Act (AGOA) eligibility. **(ILAB-03, ILAB-04, ILAB-04a, ILAB-04b, ILAB-04c, ILAB-04d)**

- **Protecting Migrant Workers through the Collaborative Migration Management Strategy (CMMS):** ILAB will coordinate with and support U.S. agencies working to implement the CMMS and protect migrant workers, including by promoting fair recruitment of workers for temporary work visas in line with the USG Guidance on Fair Recruitment Practices for Temporary Migrant Workers, protecting their labor rights once in the U.S. through the Consular Partnership Program, and raising awareness of the differentiated challenges that workers from traditionally marginalized groups often face (e.g., gender and racial dimensions) (CMMS, CAFTA-DR). In collaboration with other DOL agencies and USG entities, ILAB will release, promote and expand outreach resources, including short videos in Spanish and English on key topics relevant to migrant workers' rights, informational materials for distribution at U.S. consular sections and through migrant worker stakeholders, and an online information hub (www.MigrantWorker.gov), to ensure migrant workers- including migrant women workers - know their rights and how to access resources available to them. **(ILAB-03)**
- *See also Strategy 1.5 for technical assistance activities addressing Monitoring and Promoting High Labor Standards.*

Strategy 1.3: Strengthening U.S. Leadership on Combating Child Labor and Forced Labor

As the only U.S. government agency solely dedicated to improving working conditions and countering labor abuses around the world, ILAB is uniquely positioned to address child labor and forced labor on a global level. ILAB leads efforts to combat these labor abuses by conducting research and publishing reports spotlighting abuses, funding targeted technical assistance projects, and engaging with foreign governments and other stakeholders to raise global awareness and provide concrete strategies for addressing the problems.

Activities:

- **Research and Reporting**

ILAB's research and reporting on child labor and forced labor provide specific, actionable information to stakeholders around the world. ILAB's three flagship reports, outlined below, inform advocacy efforts and campaigns, promote positive actions by foreign governments to strengthen laws, policies, and enforcement, and inform private sector risk assessments and due diligence.

- **Publish the 2024 *Findings on the Worst Forms of Child Labor Report (TDA Report)*.** The TDA Report, which (b) (5) raises global awareness of

child labor exploitation and promotes efforts to combat it. The report is mandated by the Trade and Development Act (TDA) of 2000, which requires countries benefitting from the Generalized System of Preferences (GSP) program to take steps to eliminate the worst forms of child labor. The Act mandates that the President of the United States submit to the United States Congress the Secretary of Labor’s annual findings with respect to each “beneficiary country’s implementation of its international commitments to eliminate the worst forms of child labor.” ILAB carries out this responsibility on behalf of the Secretary by reporting on the efforts of 131 countries and territories designated as GSP beneficiaries, including former GSP recipients that have negotiated free trade agreements with the United States. (b) (5)

[REDACTED]
[REDACTED]
[REDACTED] (ILAB-03, ILAB-04, ILAB-04d, and CL/FL Milestone 2025-1)

- **Conduct Research for the twelfth edition of the List of Goods Produced by Child Labor or Forced Labor (TVPRA List) and the List of Products Produced by Forced or Indentured Child Labor (EO 13126 List)** (b) (5)

[REDACTED]
[REDACTED] This List is mandated by the Trafficking Victims Protection Reauthorization Act (TVPRA) of 2005 and subsequent reauthorizations. The List serves as a vital resource to U.S. Government agencies, foreign governments, civil society, and businesses. It highlights where risk exists and encourages targeted action to address forced labor and child labor. The 2018 TVPRA reauthorization requires ILAB to include on the List, to the extent practicable, goods that are produced with inputs that are produced with forced labor or child labor. As of September 2024, the List includes 204 goods from 82 countries and areas. ILAB maintains a separate list of products and their source countries of which it has a reasonable basis to believe are produced by forced or indentured child labor, pursuant to Executive Order 13126. Referred to as the EO List, this list is intended to ensure that U.S. federal agencies do not procure goods made by forced or indentured child labor. Under procurement regulations, federal contractors who supply products on the List must certify that they have made a good faith effort to determine whether forced or indentured child labor was used to produce the items supplied. This List is updated as needed, with the next update expected in September 2024, which will reflect 33 products from 25 countries. (ILAB-03, ILAB-04, ILAB-04d and CL/FL Milestone 2025-2)

- **Forced Labor Enforcement Task Force (FLETF):** The USMCA implementing legislation also established the FLETF, chaired by the Secretary of Homeland Security. The FLETF is mandated to monitor U.S. enforcement of the prohibition on importing goods produced with forced labor under section 307 of the Tariff Act of 1930. Under section 744 of the USMCA Implementation Act, the FLETF is also tasked with reporting concerns to the ILC related to the enforcement of the prohibition under section 307 of the Tariff Act with respect to Mexico, including any allegations pertaining to forced labor in Mexico. Finally, the FLETF is required to develop an enforcement plan regarding

goods included in ILAB’s most recent “Findings on the Worst Forms of Child Labor” and “List of Goods Produced by Child Labor or Forced Labor”. As a principal member of the FLETF, DOL/ILAB has contributed significantly to the interagency efforts required to monitor CBP’s enforcement of the import prohibition of goods made, wholly or in part, with forced labor. ILAB prioritizes its active participation and contribution to the FLETF in all related activities and deliverables. This includes co-leading working group efforts, development of biannual Congressional reports, and interagency coordination. **(CL/FL Milestone 2025-3)**

- **Uyghur Forced Labor Prevention Act (UFLPA):** The UFLPA was enacted on December 23, 2021, to strengthen the existing prohibition against the importation of goods made wholly or in part with forced labor into the United States and to end the systematic use of forced labor in the Xinjiang Uyghur Autonomous Region (Xinjiang). The UFLPA placed additional responsibilities on the FLETF, including developing a strategy for supporting enforcement of section 307. **(b) (5)**

[REDACTED]

(CL/FL Milestone 2025-4)

Stakeholder and Public Engagement

- **Refine and Implement a Strategic Communications Plan:** ILAB will further refine its strategic communications plan to increase the impact of ILAB’s mandated reports and technical assistance programming in galvanizing action among key stakeholders to eradicate child and forced labor. The plan includes strategies to: amplify global awareness of ILAB’s child and forced labor reports and technical assistance through outreach to traditional and social media outlets and high-influencing journalists; equip and empower priority stakeholders to take meaningful action through targeted outreach; and highlight ILAB’s successes and best practices in eradicating child and forced labor in priority sectors. Key stakeholders for targeted outreach include Congress, foreign governments, companies and industry groups, labor organizations, NGOs, and other civil society actors. Progress on successful outreach will be measured through increased page views on ILAB’s child labor and forced labor reports. **(CL/FL Milestones 2025-5)**
- **Stakeholder Engagement to Combat Child Labor and Forced Labor:** ILAB will undertake targeted engagement with foreign governments, unions and other worker organizations, civil society organizations, the private sector, and donor agencies to spur broader momentum to combat child labor and forced labor around the world, including targeted actions focused on commodities such as cobalt, cocoa, and coffee.
 - **Host a Foreign Government Briefing:** ILAB will host a foreign government briefing in October 2024 immediately following the release of the 2023 TDA Report and updated 2024 TVPRA list. **(b) (5)**

share the findings, recommendations, and best practices captured in the TDA Report. The briefing will also provide ILAB an opportunity to expand its network of foreign government partners, establish new relationships with key government officials, and facilitate follow-up country-specific bilateral engagements to support and monitor government efforts against child and forced labor. **(CL/FL Milestone 2025-6)**

- **Host Public Events:** ILAB will host public events to raise awareness about global child labor and forced labor issues, and the Bureau’s research, technical assistance, and resources. These events will include an event commemorating the 2025 World Day Against Child Labor in June 2025 and the launch of the 2024 TDA Report in September 2025. **(CL/FL Milestones 2025-7 and 8)**
- **Host Private Sector Briefings:** ILAB will host private sector briefings focused on specific industries, such as consumer goods, garments, and sugarcane, that will communicate learnings from our tools and reports to key stakeholders. These will include meetings with major trade and industry associations and promote engagement with over 100 companies. **(CL/FL Milestone 2025-9)**
- **Public Procurement:** ILAB will map the “List of Goods Produced by Child Labor or Forced Labor” to procurement-related Product Service Codes (PSC) and country information to increase use by the U.S. government’s acquisition workforce. Mapping the named products to PSC will facilitate analysis of procurement data by country of origin and, where there is a heightened risk of forced labor issues, assist contractors in implementing additional protections, such as those outlined in M-20-01, Anti-trafficking Risk Management Best Practices & Mitigation Considerations. ILAB will also develop training materials for federal agencies on forced labor indicators to support their efforts to engage federal contractors to combat labor risks in U.S. procurement supply chains. ILAB will disseminate trainings directly to USG procurement officers through ILAB’s participation in the Senior Policy Operating Group. ILAB will make this information accessible for acquisition officers by creating a designated webpage with information about USG resources, including ILAB’s child labor and forced labor reports. **(CL/FL Milestone 2025-10)**

Strategy 1.4: Promoting Fundamental Rights and Ending Labor Rights Abuses in Global Supply Chains

Violations of fundamental labor rights regarding freedom of association and the effective recognition of the right to collective bargaining, child labor, forced labor, discrimination, and the right to a safe and healthy workplace, have no place anywhere, including in global supply chains. These abuses gravely harm workers and their families, worsen development outcomes, and pose significant risks for companies and government procurement processes. ILAB addresses these abuses through research and reporting, technical assistance projects, trade enforcement, and bilateral, multilateral, interagency, and strategic engagement with relevant stakeholders, including worker organizations and private sector actors, as well as international organizations. Through our work in this area, ILAB plays a leading role in communicating and advancing the USG’s expectations and orientation to ensuring responsible business conduct and accountability for labor rights outcomes throughout the supply chains of US businesses and

multinational companies seeking access to the U.S. market. In addition, ILAB works with the interagency to ensure U.S. government procurement is free of forced labor, promotes decent work and strengthens collective worker voice and wellbeing globally. ILAB's work also ensures that labor protections extend to workers traditionally vulnerable to abuse and exploitation and who lack access to decent work, including women, migrants, racial and ethnic minorities, as well as workers who are LGBTQ+, disabled, in the lower tiers of global supply chains and in the informal labor market.

ILAB's leadership in supply chain issues is demonstrated through participation in interagency working groups, such as the Senior Policy Operating Group's Supply Chain and Procurement Subcommittee, as well as contributing expertise to whole-of-government efforts like EO 14017 *Securing America's Critical Supply Chains* and the updating and implementation of the *National Action Plan for Responsible Business Conduct*. ILAB's technical assistance programming and stakeholder engagement efforts related to supply chains strengthen the capacity of and coordination among governments, the private sector, worker organizations, and NGOs to respond to and prevent labor abuses globally, including providing resources they can use to prevent and remedy abuses, ensure respect for the broad spectrum of labor rights, and promote a race to the top with quality jobs and decent work.

ILAB promotes frameworks of supply chain accountability for labor rights and quality work conditions through the negotiation, monitoring and enforcement of labor provisions of trade agreements and preference programs, as well as geographic and sector-focused approaches to create binding and enforceable agreements between labor organizations and private sector stakeholders in complement to public enforcement and government action.

Activities:

- **Promote Better Trade Tool to Strengthen Business Due Diligence:** ILAB will strengthen business due diligence by updating data in the Better Trade Tool. Originally released in 2021, the tool combines ILAB's research with the U.S. harmonized tariff schedule to identify goods imported into the U.S. at high risk of being produced with child labor, forced labor or forced child labor. The tool provides increased visibility into risks of listed goods and countries in global supply chains; promotes strategic coordination with the U.S. inter-agency, including the Forced Labor Enforcement Task Force; and improves access to our researching and reporting data for businesses and external stakeholders. (b) (5)
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] (Data Use Milestone 2025-1)
- **Promote the Responsible Business Conduct and Labor Rights InfoHub:** ILAB will also continue to work with the interagency to strengthen and communicate a whole-of-government approach to responsible business conduct through the *National Action Plan for Responsible Business Conduct* and other mechanisms. This includes maintaining and disseminating the Responsible Business Conduct and Labor Rights InfoHub, an online repository to communicate an all-of-government point of view, approach and suite of resources to advance labor rights outcomes in business operations and value chains. We will also work with other governments, including the

European Union through the Trade and Technology Council’s Trade and Labor Dialogue, to share best practices and lessons learned, and identify opportunities for cooperative engagement to strengthen due diligence and accountability for labor rights outcomes in supply chains. **(Supply Chain Milestone 2025-1)**

- **Building Capacity of Interagency Partners:** Engage and collaborate with key U.S. government agencies on forced labor issues to enhance the U.S. government’s ability to prevent the importation or procurement of goods made with forced labor, including with key U.S. government agency personnel on Federal Acquisition Regulation (FAR) procurement requirements related to Executive Order (EO) 13126. The FAR, under EO 13126, requires federal contractors to certify that they have made a good faith effort to determine whether forced or indentured child labor was used to produce the items supplied that are included on DOL’s *List of Products Produced by Forced or Indentured Child Labor*. (b) (5) [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] (Supply Chain Milestone 2025-2)

- **Innovative approaches to Corporate Accountability and Human and Labor Rights Due Diligence:** ILAB works within the interagency to press for new and stronger approaches to corporate accountability and business due diligence, including working with labor organizations, U.S. companies and industry associations, and multilateral partners to incorporate the full suite of internationally recognized workers’ rights into due diligence and promoting attention to freedom of association as an important enabling right that serves to improve working conditions, including in global supply chains. To this end, ILAB is identifying opportunities to build upon existing due diligence systems and responsible business approaches, or to support innovative models and practices to promote enforceable private sector commitments to due diligence that engage trade unions, cover all relevant labor rights, offer strong grievance mechanisms, and provide full remediation to workers. In FY 2025, ILAB will release and broadly disseminate commissioned research and related materials that highlight best practices and promising outcomes-based and worker-driven models of labor rights accountability in supply chains that can be scaled through policy and business practice. ILAB will also play a leadership role with interagency partners to ensure policy coherence on labor issues in engaging the private sector, particularly with agencies operating abroad, in line with the Global Labor Strategy. This will include promoting the Good Jobs Principles where appropriate and engaging with labor and other interested stakeholders to encourage scaling of best practices of effective, rights-based strategies focused in key sectors, including garment/apparel, mining, agriculture, sugarcane, and IUU fishing. **(Supply Chain Milestone 2025-3)**

• ³ The Entity List is a trade restriction list published by the U.S. Department of Commerce’s Bureau of Industry and Security (BIS), consisting of certain foreign persons, entities, or governments.

- **Comply Chain:** Comply Chain is a webtool that provides guidance for companies and industry groups that either do not have a social compliance system in place or need to strengthen their existing systems for more robust human rights due diligence. Comply Chain encourages worker voice and best practices by companies, as worker input is vital to identifying and addressing these labor abuses. Comply Chain responds to the Trafficking Victims Protection Reauthorization Act (TVPRA) of 2005 mandate that ILAB work to create a standard set of business practices that will reduce production of goods using forced or child labor. (b) (5)

[Redacted]

(b) (5)

(Supply Chain Milestone 2025-4)

- **Perform Global Research in Supply Chain Risks:** (b) (5)
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- (Supply Chain Milestone 2025-5).

Strategy 1.5 Ensuring Compliance and Advancing Labor Rights Through Technical Assistance Programming

ILAB’s technical assistance program supports targeted projects to strengthen labor laws and their implementation; protect international labor rights; and combat child labor, forced labor, and human trafficking around the world. These projects pilot strategies and build capacity in areas such as strengthening labor law enforcement and compliance; protecting marginalized populations from labor abuse and exploitation; increasing occupational safety and health; fighting discrimination; and eliminating child labor, forced labor, and human trafficking. ILAB’s technical assistance strategies involve active participation of governments, unions and other worker organizations, private sector, and civil society actors to ensure each does their part to sustain improvements in working conditions and workers’ rights, and to end abusive labor practices.

Activities:

- **Strengthening Compliance with Labor Laws and Advancing Labor Rights with Trade Partner Countries** (*Linked with Strategy 1.2 Monitoring Labor Commitments and Promoting Compliance with Labor Standards*): ILAB’s Office of Trade and Labor Affairs (OTLA) has approximately 34 active technical assistance projects operating in 26 countries. (b) (5)

desired results. OTLA's projects focus on underserved populations, including migrant workers, rural workers, women, workers with disabilities, indigenous communities, and LGBTQI+ workers.

- **Improving Compliance with Labor Law Reform in Mexico through Technical Assistance** (*Linked with Strategy 1.1: Implementing the Labor Provisions of the USMCA*): ILAB has approximately 20 technical assistance projects in Mexico and continues to implement and evaluate them to improve compliance with the labor law reform and support labor rights. Several evaluations will be finalized in the summer of 2024, including on the USMCA projects related to the auto sector and worker empowerment programming. In FY 2025, ILAB will be implementing recommendations from these evaluations for existing projects and will also take them into account for FY 2025 technical assistance programming. ILAB has also funded a portfolio evaluation assessing the overall results of USMCA implementation, which will be finalized in FY 2025. **(ILAB-01, ILAB-02, ILAB-03, ILAB-04, ILAB-04a, ILAB-04b, ILAB-04c, ILAB-04d, ILAB-07a, ILAB Equity-01)**
- **Addressing Gender-Based Violence and Harassment through Technical Assistance** (*linked with Strategy 2.6 Addressing GBVH*) In FY 2025, ILAB plans to fund a technical assistance project to improve occupational safety and health of workers and to address gender-based violence and harassment in the workplace. The project is a competitive award and will be awarded by December 2024. **(ILAB Equity-01, GBVH Milestone 2025-01)**
- **Promoting a Just Transition to Clean Energy through Technical Assistance (linked with Strategy 6.2 Promoting a Just Transition to Clean Energy Worldwide):** (b) (5)
[REDACTED]
[REDACTED]
[REDACTED] **(ILAB Equity-01, Just Transition Milestone-2025-01)**
- **Elevating Worker Voice in Project Design** (*Linked with Strategy 2.2 Strengthen Collective Worker Voice*) ILAB prioritizes technical assistance projects that include an explicit focus on worker organizations, freedom of association and collective bargaining. This includes supporting legal, institutional and regulatory reforms aimed at creating an enabling environment for the full, free exercise of the right to organize, freedom of association and collective bargaining. ILAB also supports efforts to expand access to freedom of association and collective bargaining rights to workers who have traditionally faced challenges – either legally or practically – to forming and joining trade unions, such those in the agriculture and care sectors; women, racial and ethnic minorities; migrants; workers at the lower tiers of supply chains; and those in the informal economy or in non-standard forms of employment. Funding Opportunity Announcements explicitly include objectives to improve outcomes related to representative worker organizations, collective worker voice, workers' access to representation and dialogue, remedy or conciliation mechanisms, the right to bargain collectively and influence regulation at all levels, from the workplace to industry, and national and international labor policies. (b) (5)
[REDACTED]
[REDACTED]
[REDACTED] Also, ILAB will continue to prioritize such outcomes for workers and worker organizations in new technical assistance projects and will strive to integrate input from workers (e.g., from labor roundtables, surveys, evaluations and other fora)

to ensure worker voice is informing project design and strategies. **(Worker Voice Milestone 2025-02)**

- **Fighting Child Labor and Forced Labor through Targeted Technical Assistance Programming:** *(Linked with Strategy 1.3: Strengthening U.S. Leadership on Combating Child Labor and Forced Labor and Strategy 1.4: Strategy 1.4: Promoting Fundamental Rights and Ending Labor Rights Abuses in Global Supply Chains.)* ILAB's Office of Child Labor, Forced Labor and Human Trafficking (OCFT) has approximately 49 active technical assistance projects operating in 32 countries. (b) (5)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] (ILAB-01, ILAB-02, ILAB-07a, ILAB-04d, ILAB

Equity-01)

- **Reducing Vulnerability to Labor Exploitation and Increasing Access to Decent Work for Persons with Disabilities:** (b) (5)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] (ILAB Equity 01, Disability Milestone-2025-01)

- **Increasing Access of LGBTQ+ Youth to Safe Work Environments:** (b) (5)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] (ILAB Equity 01, LGBTQ+ Milestone-2025-01)

- **Addressing Child Labor in Small-scale Gold Mining:** (b) (5)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] (ILAB Equity 01, Global Supply Chains-2025-1 Milestone-2025-01)

- **Promoting Good Jobs in Procurement Mechanisms:** ILAB's technical cooperation projects, with their focus on increasing adherence to labor rights, improving worker safety and health, and combating labor exploitation, support Good Jobs Principles such as DEIA, empowerment and representation, and working conditions. (b) (5)

[REDACTED]

[REDACTED]

[REDACTED]

- Assess which principles of Good Jobs Initiative are emphasized or targeted in ILAB work based on feedback from the offices engaged in funding awards. **(ILAB-JQ-01)**

- ILAB FOAs include language linking to relevant principles of the Good Jobs Initiative. **(ILAB-JQ-02)**
- Update ILAB's Management Procedures and Guidelines to include references to the Good Jobs Principles that are relevant to ILAB awards. **(ILAB-JQ-03)**
- Evaluate a sample of currently collected grantee performance data and its linkages to job quality. **(ILAB-JQ-04)**
- Assess whether and how grantees are collecting evidence to demonstrate job quality. Survey current ILAB grants to determine whether or how they are collecting evidence relating to job quality. **(ILAB-JQ-05)**
- Assess how grant performance evaluations are collecting job quality evidence and develop additional means to integrate job quality into their Terms of Reference. **(ILAB-JQ-06)**
- **Strengthening Technical Assistance Development, Monitoring Program Performance, and Facilitating Access to ILAB Grants**
 - **Strengthening DEIA in ILAB Grantmaking:** ILAB took additional steps in FY2024 to incorporate language on DEIA into all its new funding opportunity announcements (FOAs). For example, ILAB is focusing new project development on specific populations especially vulnerable to labor exploitation, such as persons with disabilities and LGBTQI+ youth. **(b) (5)**
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] **(ILAB Equity 01, ILAB Equity Milestone-2025-01)**
 - **Increasing Access to ILAB grants:** In FY2024, ILAB took steps to increase access to ILAB grants, such as securing translation services from the US Embassy in Cambodia to translate the Cambodia disability FOA into Khmer so that local organizations can more easily apply. **(b) (5)**
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] **(ILAB Equity 01, ILAB Equity Milestone-2025-02)**
 - **Innovations in Monitoring Program Performance:** ILAB has longstanding and rigorous grantee reporting requirements in place. Grantees must submit to ILAB semi-annual progress reports, which include narrative and performance data on a set of indicators from their performance monitoring plan (PMP). The PMP is established in the early stages of project implementation, in collaboration with ILAB. ILAB reviews the progress reports, shares feedback with grantees, and works with them on any course corrections needed. ILAB uses grantee performance reporting, along with information from site visits and independent performance evaluations to inform future projects. ILAB has a longstanding requirement for grantees to submit semi-annual progress reports including

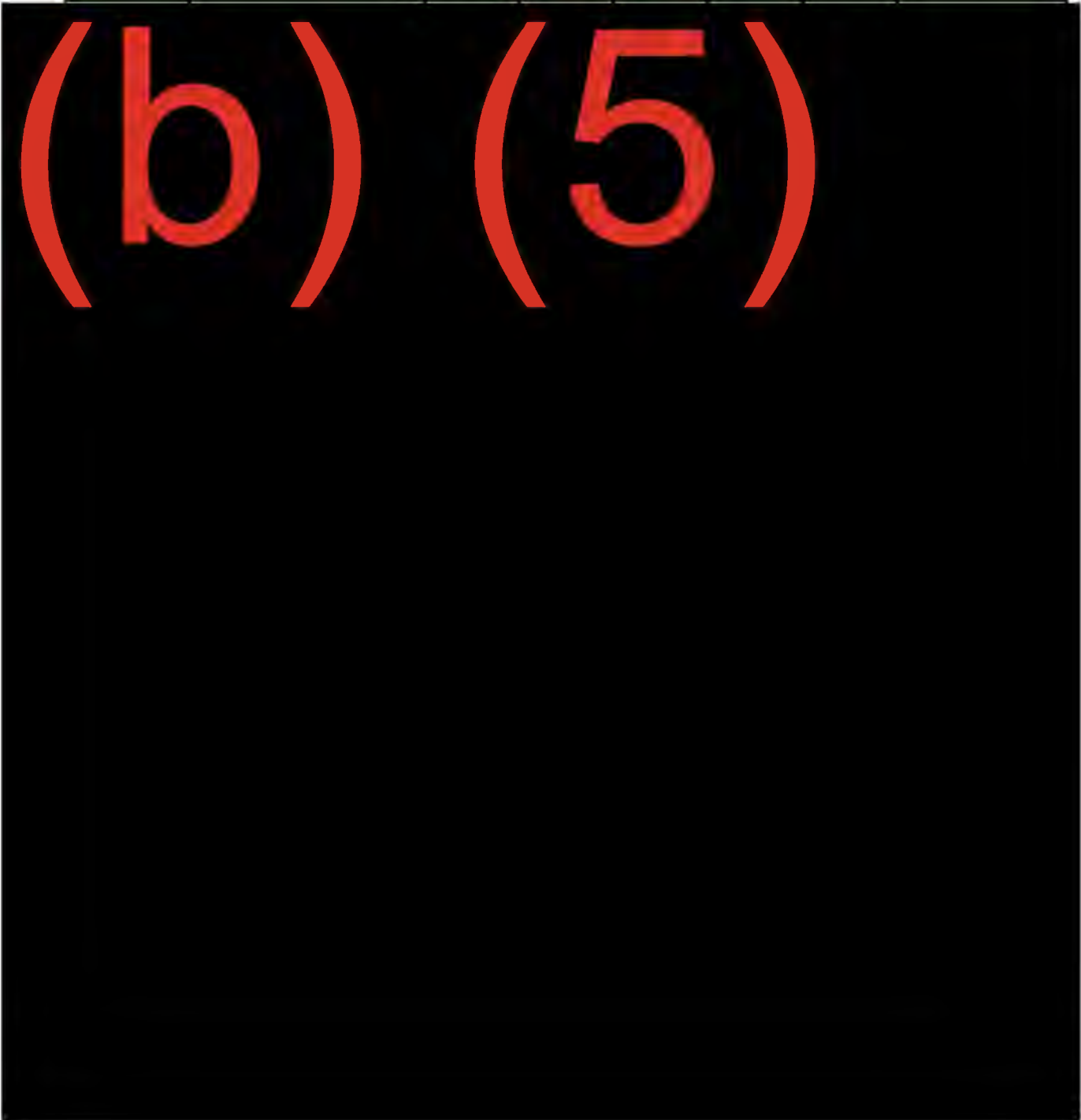
performance data. In FY 2024, ILAB updated its guidance to require grantees to conduct an analysis of performance data on an annual basis and to submit, at a minimum, the results of the first analysis to ILAB for review. (b) (5)

[REDACTED]

[REDACTED] (ILAB Equity 01, Monitoring Milestone-2025-01)

Performance Measures

Measure ID	Measure Name	FY 2025 Annual Target	FY 2025 Q1 Target	FY 2025 Q2 Target	FY 2025 Q3 Target	FY 2025 Q4 Target	Applicable Categories (Options: Equity -All, DEIA Plan, Job Quality, Customer Experience, Climate, Hiring, Organizational Health, Agency Specific)
------------	--------------	-----------------------	-------------------	-------------------	-------------------	-------------------	---



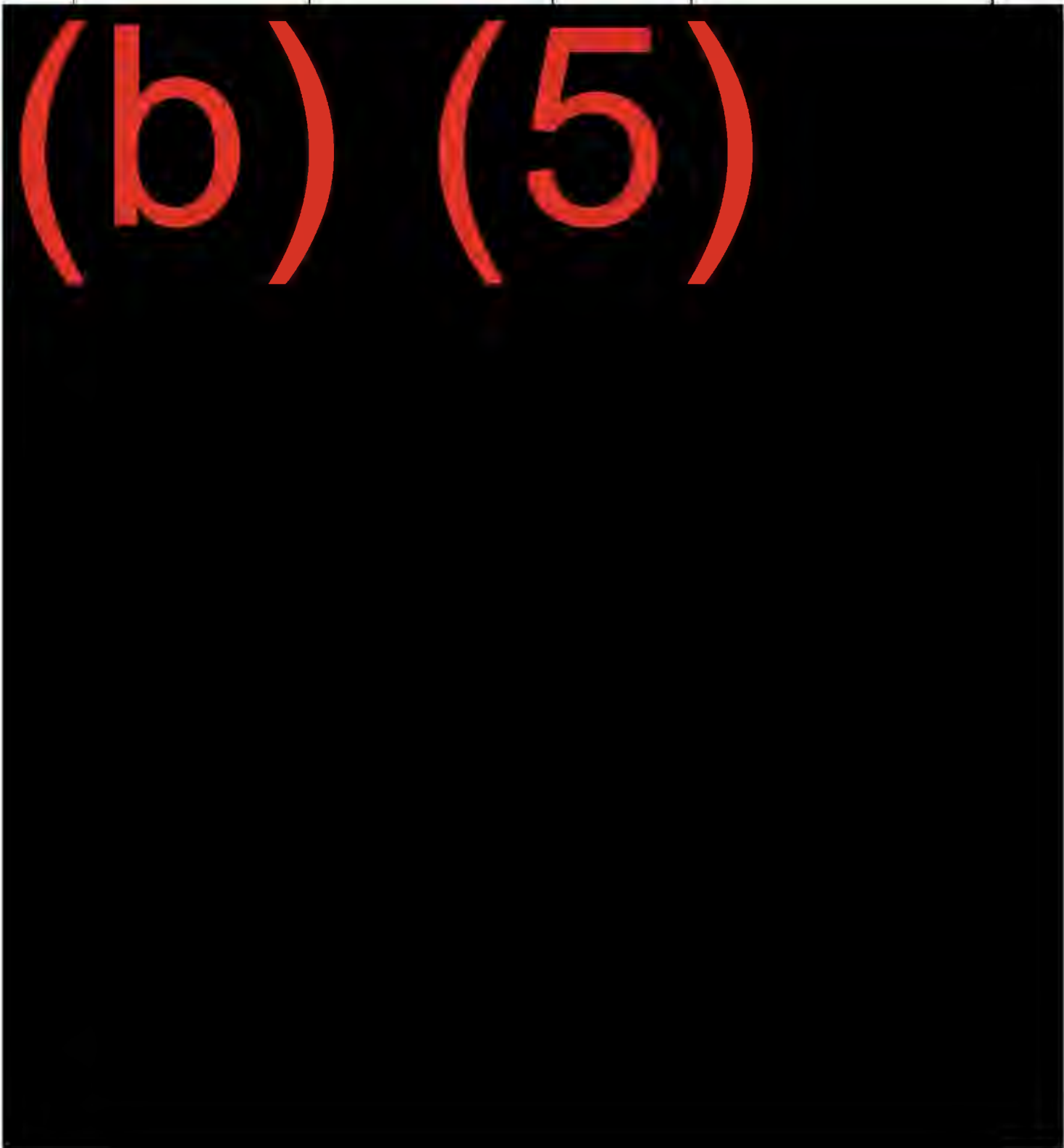
(b) (5)

(b) (5)

(b) (5)

Performance Milestones

Milestone ID	Milestone Description	Milestone Due Date	Applicable Categories (Options: Equity -All, DEIA Plan, Job Quality, Customer Experience, Climate, Hiring, Organizational Health, Agency Specific)
--------------	-----------------------	--------------------	---



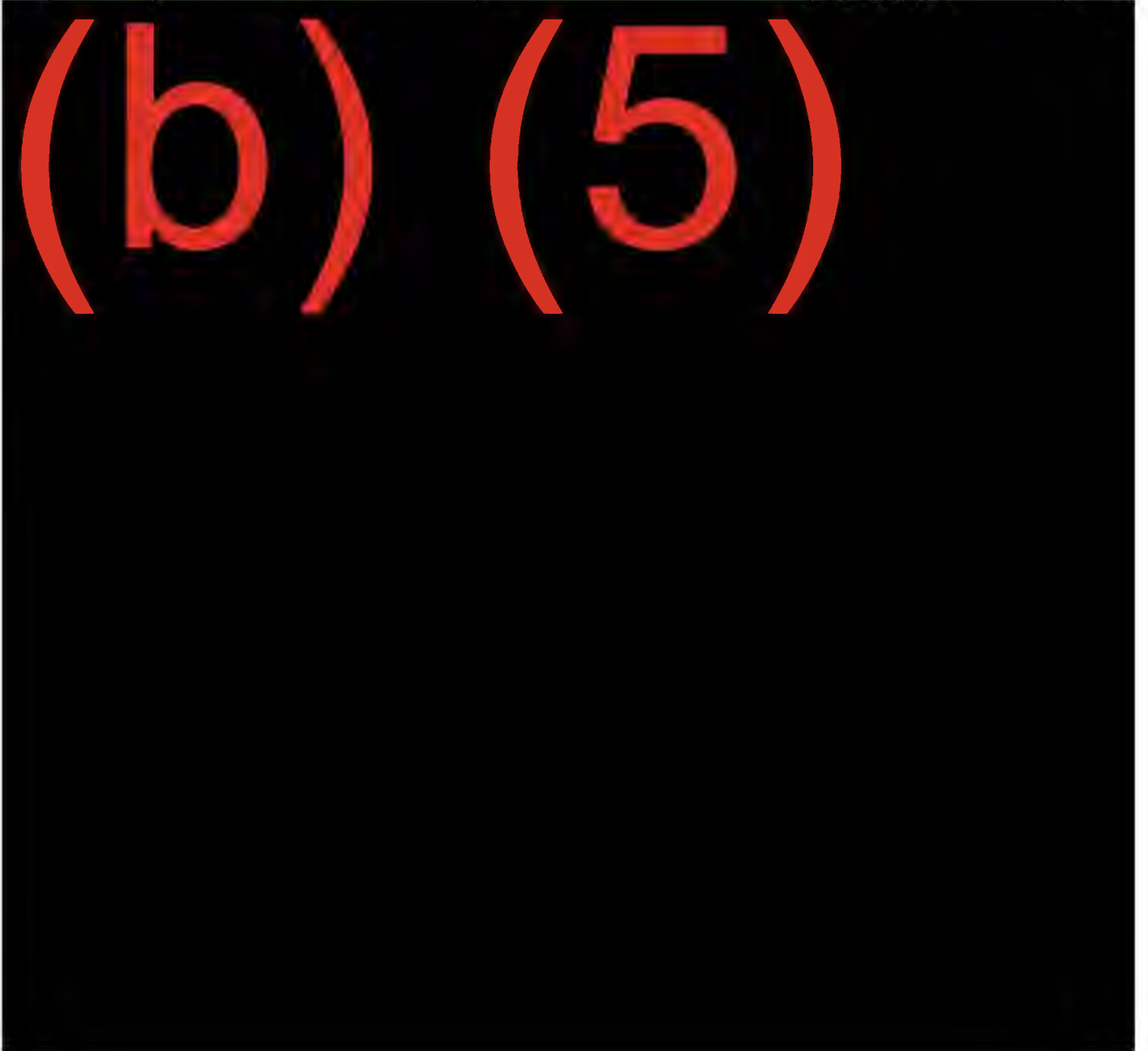
(b) (5)

(b) (5)

(b) (5)

Enterprise Risk Management

Risk ID	Risk Description	Mitigation Strategy (if applicable)	Risk Rating as of 10/1/2023	Risk Tolerance
---------	------------------	-------------------------------------	-----------------------------	----------------



(b) (5)

(b) (5)

Learning: Completed, Underway, or Planned

Learning Item	Description of how evidence or evidence-building has or will inform the strategy
Performance Evaluations, Various (ongoing)	These evaluations of ILAB workers' rights projects will identify implementation successes and challenges and will provide recommendations for improvements. ILAB uses performance evaluations to help design future technical assistance programs and to make course-corrections for ongoing current projects.
Labor Rights Technical Assistance Projects: Ex-Post Feasibility Study (underway)	This project will assess ILAB's existing repository of data and access to grantee data for the purposes of supporting ILAB in identifying promising approaches to measuring longer-term ILAB project outcomes and impacts.
Forced Labor Study in the Garment Sector in Argentina and Madagascar (underway)	The ILAB-supported Evidence to Action project will develop robust and replicable approaches to collecting and analyzing data on forced labor to inform evidence-based interventions. The project will provide new information on the prevalence and causes of forced labor in the garment sectors of Argentina and Madagascar; build capacity of national stakeholders to undertake and use such research; and catalyze actions to combat forced labor in global supply chains.
Revised forced labor survey questionnaire catalogue (underway)	The ILO-implemented MAP16 project will publish a catalogue of forced labor survey questions that can be used by government statistical offices and others conducting research on child labor. The questionnaire catalog will be available in FY 2024.
Manual on the measurement of forced labor (underway)	The MAP16 project, implemented by ILO, will produce an updated manual for researchers on the measurement of forced labor through surveys. This manual will be an update to the widely used "Hard to see, harder to count" manual produced by the ILO and will incorporate guidelines on the measurement of forced labor that were adopted by the International Conference of Labor Statisticians in 2018. The manual will be available in FY 2024.
USMCA Program Evaluation (underway)	In FY 2024, ILAB will contract a programmatic evaluation reviewing ILAB programming and other efforts in Mexico related to the USMCA. The goal is to understand how the programs are meeting ILAB's policy objectives and assess ILAB's contributions to the labor law reform in Mexico.
Thematic Evaluation on Interventions for Migrant Workers	In FY 2025, ILAB will contract a thematic evaluation reviewing seven technical assistance projects working with migrant workers. ILAB hopes to learn which interventions have been successful in improving workers' rights.

Thematic Evaluation on Judiciary Interventions	In FY 2025, ILAB will contract a thematic evaluation reviewing 9 technical assistance projects that have interventions for or with judiciaries. ILAB hopes to learn which interventions are successful in building the capacity of government judicial systems.
---	---

THEME 2: STRENGTHENING WORKERS' VOICE, RIGHTS, AND PROTECTION

ILAB's program, policy, and stakeholder engagement strengthen collective worker voice and worker power, which in turn create sustained changes that lead to improved working conditions and dignity at work. ILAB draws on the leverage created by a worker-centered trade policy to reinforce collective worker voice and agency, including through strengthening democratic and independent trade unions that are representative and reflective of the changing nature of work and the full diversity of the workforce, including women, people of color and ethnic minorities, migrants, persons with disabilities, LGBTQI+ workers, other workers in traditionally underserved populations, and workers in informal or non-standard employment situations.

Strategy 2.1: Implementing the Presidential Memorandum on Global Labor Rights (Global Labor Strategy)

ILAB will continue to lead within the interagency to enhance USG technical and policy expertise through the implementation of the Global Labor Strategy.

Activities:

- ILAB will advance the Global Labor Strategy across all six lines of effort, including through its role in trade policy, labor diplomacy, and technical assistance described in this document. In addition, in FY 2025, ILAB will **leverage the Global Labor Strategy to increase collaboration and enhance capacity across the government by:**
 - Continuing to build capacity of the interagency to understand, report, and engage on critical labor issues around the world, and pursuing increased coordination on labor-related development and technical assistance to achieve whole-of-government policy coherence on labor issues, including through cross-government events. **(ILAB P02)**
 - Combatting repression and targeting of labor leaders and worker advocates: ILAB will engage relevant agencies to ensure the USG consistently and publicly expresses concern for the risks faced by these individuals, highlights cases of labor rights defenders on the front lines and under threat, and supports their protection – and will continue to coordinate similar actions and messaging with like-minded partners. **(ILAB P02)**
 - Maintaining and improving strong international labor standards through cooperation with allies and like-minded partners, both bilaterally and within multilateral organizations. **(ILAB-01, ILAB-02, ILAB P02)**

Strategy 2.2: Strengthening Collective Worker Voice

The full realization of freedom of association and the effective recognition of the right to collective bargaining are essential foundations for ensuring that workers can represent their own interests in the workplace, in their community and in the broader political sphere, and can organize, without fear of retaliation. A linchpin of ILAB's efforts to strengthen worker voice is the Multilateral Partnership for

Organizing, Worker Empowerment, and Rights (M-POWER). M-POWER will be actualized through a variety of elements including those provided below.

Activities:

- **Disseminating Cutting Edge Research on Effective Worker Voice:** In FY 2025, ILAB will continue to implement a detailed research plan on effective methods for organizing and expressing worker voice in the workplace, community and society. ILAB will focus its efforts on disseminating findings from the Worker Voice Research project (published in FY 2024), which includes seven case studies on what is and what is not worker voice. The dissemination will highlight the intersection of race, gender and class lenses for best practices to strengthen worker voice and address systemic forms of inequality. We will also support efforts by other bodies, such as the ILO, to strengthen its capacity to provide evidence-based policy advice on freedom of association and collective bargaining. In addition, ILAB will build on FY 2024 engagements with researchers, academics and policy centers to collaborate on efforts to understand and share the contributions of worker voice to labor rights, quality employment, economic inclusion and democracy outcomes, and the opportunities for scaling best practices and promising solutions through public policy and business practices. ILAB will engage with labor, private sector stakeholders, and other governments, to integrate the best practices identified in the research into policies and practices that strengthen and enable worker voice. ILAB plans to disseminate the results of the research to active technical assistance implementers to better incorporate learnings from the research into programming. Key messages will focus on case studies covering underserved populations, migrant workers, and women workers and the lessons of working with these populations. **(Worker Voice Milestone 2025-1)**
- **Continue Implementing M-POWER Action Plan:** In FY 2025, ILAB will build on outcomes and will coordinate with governments, labor and philanthropic partners through collaborative actions associated with the M-POWER inaugural action plan. The technical assistance and exchange, funding, diplomacy, multilateral and stakeholder engagement and communications associated with the **M-POWER inaugural action plan** strengthen freedom of association and collective bargaining and support local and global campaigns that elevate worker leadership and empowerment to address OSH and gender-based violence and harassment (GBVH) in the workplace, including in Lesotho and broader southern Africa. ILAB will also focus on expanding membership of M-POWER, communicating priorities and the impact of collective action. **(Worker Voice Milestone 2025-2)**
- **M-POWER Urgent Action Mechanism:** (b) (5) [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] **(Worker Voice Milestone 2025-3)**
- **Strengthening Women Workers’ Leadership, Collective Voice, and Action:** ILAB will coordinate with interagency and external stakeholders around concrete opportunities to uplift and

strengthen women workers' leadership, collective voice and action, particularly freedom of association and collective bargaining, to promote gender equity and inclusive economic development outcomes. This includes opportunities to link domestic and global strategies related to women workers through collaboration with DOL's Women's Bureau, including on addressing GBVH in the world of work. **(Worker Voice Milestone 2025-2, Worker Voice Milestone 2025-3)**

- See also Strategy 1.5 for technical assistance activities supporting Worker Voice.

Strategy 2.3: Elevating Labor Diplomacy through the Labor Attaché Program

For ILAB to carry out its international work most effectively and for the Administration to successfully advance a foreign policy for the middle class, it is vital that ILAB and the interagency understand and engage effectively on labor and employment issues that impact working people at home and abroad. Crucial to this effort is building and strengthening bilateral and multilateral relationships that support bolstering labor protections for workers abroad through technical cooperation and building foreign governments' internal capacities. ILAB has worked for decades with the State Department to monitor and advance worker rights and employment issues around the world and provide training to staff charged with promoting internationally recognized labor rights. To promote and strengthen U.S. labor diplomacy, DOL established its labor attaché program in 2014 to place ILAB international labor experts at U.S. embassies in selected, strategic countries with significant worker rights focus or challenges. Since its inception, DOL has established ten attaché positions in Bangladesh, Colombia, Guatemala, Vietnam, Mexico, and Geneva, with temporary assignments in several additional countries.

The ambition of the Administration with respect to its international labor rights and worker-centered trade agendas, as well as its commitment to worker voice, has been and will continue to be matched by DOL's investments in coverage of labor issues overseas, including through the strategic deployment of additional DOL attachés and temporary assignments in priority countries where possible. Effective bilateral and multilateral diplomacy, coupled with sound international economic research, will help shape policies in key countries, inform the development of domestic policies and programs, and support worker empowerment in the United States and abroad. By elevating labor diplomacy and leveraging international and inter-governmental organizations, we will position ILAB as a leading international agency in the Administration and elevate ILAB's role as the primary USG agency that provides real time information, analysis and relationships with partner governments on labor rights enforcement.

(b) (5)

DOL labor attachés engage intensively with international organizations, host country governments, workers and their organizations, and employers and their organizations to promote improvements in labor rights and compliance with ILO labor standards. They also play a central role in supporting labor compliance with U.S. trade agreements and preference programs, as well as the effective oversight of millions of dollars in DOL technical assistance. This expertise is important not only in strengthening workers' rights in other countries, but it can also help bring lessons to the domestic agencies of DOL as they seek to address labor and employment challenges at home. In years past, the United States was unusual in the richness of its domestic data, evidence and analytical capabilities; therefore, other countries sought to tap into

U.S. expertise. As other countries have become more technically sophisticated, the learning opportunities are reciprocal, and ILAB’s labor diplomacy efforts can be elevated to build an evidence base of important learning for U.S. domestic labor policymaking.

(b) (5)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] (b) (5)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Finally, the program will reflect the Bureau’s goal of promoting diversity, equity, inclusion and accessibility (DEIA) by focusing on recruitment and promotion of labor attachés and through DOL’s participation on the Board of Foreign Service.

Activities:

Policy Engagement (ILAB-03, ILAB-07a, ILAB-4, ILAB-4a, ILAB-4b, ILAB-4c, Labor Attaché 01, ILAB Equity 01)

- Advance workers’ rights, improve working conditions, address labor abuses faced by children and those from traditionally marginalized groups, such as racial and ethnic minorities and indigenous groups.
- Increase diplomatic reporting on labor issues to help the USG understand working conditions, the role of trade unions, and changing labor market conditions in host countries.
- Monitor and support host countries’ compliance with the labor provisions of trade agreements and/or preference programs and serve as a liaison with the U.S. government interagency.
- Implement DOL labor and employment mandates, policies, programs, and initiatives.
- Leverage multilateral engagement, including through M-POWER, regional economic frameworks, development finance, and other priority initiatives, to strengthen and advance international labor standards.
- Serve as experts on labor and employment issues and developments in host countries for DOL and other USG agencies, including on key labor reform developments, and work to increase the inclusion of labor rights priorities in broader, high-level dialogues (e.g., High-Level Economic Dialogues, Strategic Partnership Dialogues) and in Embassy Integrated Country Strategies and USAID Mission Country Development Cooperation Strategies.
- Conduct research and monitor labor rights conditions, including in global supply chains, and to support worker voice and the strengthening of democratic workers’ organizations, responsible business conduct, and U.S. government enforcement of laws that prohibit the entry of goods made with forced labor into the United States.
- Inform and support technical assistance projects to facilitate legal reforms consistent with the provisions of trade agreements and with international labor standards, as well as support workers’ rights in key tradeable sectors.

- Support U.S. representation at the International Labor Organization and relevant regional and international bodies, including the Organization for Economic Cooperation and Development.
- Support the implementation of the Global Labor Strategy at U.S. embassies, including by building the capacity of interagency partners to engage and cooperate on critical labor issues, and provide training and expertise to those representing the USG overseas on labor and employment issues.
- Support U.S. priorities on international labor affairs through staffing high-level U.S. government visits, including from the White House and other executive branch agencies as well from Congressional committees.

Strategy 2.4: Enhancing Multilateral, Bilateral, and Interagency Engagement

ILAB leads the representation of the U.S. government at the International Labor Organization (ILO) and leads for the United States on labor and employment issues in the G20, the G7, the Organization for Economic Cooperation and Development (OECD), the Organization of American States (OAS), Asia-Pacific Economic Cooperation (APEC), the International Association of Labor Inspection (IALI), the World Health Organization (WHO), and other relevant bodies. ILAB also actively implements the U.S.-Brazil Partnership for Workers' Rights (PWR) – a White House-led initiative to partner with Brazil and other countries and stakeholders to promote greater respect for labor rights in the global economy. Through these multilateral engagements ILAB advances U.S. priorities such as protection of workers' rights, including freedom of association and collective bargaining; policies and programs on expanding employment and job training; occupational safety and health (OSH) issues and promotion of OSH as a fundamental principle and right at work; racial and gender equity issues; expansion of social protection; a just transition to a clean energy economy; and other important and emerging global labor and employment issues. In the context of these engagements, ILAB will continue to advocate for strong outcome language and priorities to advance the labor rights of persons belonging to marginalized groups, including migrant workers and those disadvantaged due to racial and ethnic characteristics, gender, disability, or LGBTQI+ status.

ILAB works with governments around the world and international organizations to promote decent work and to foster an inclusive, sustainable and resilient recovery of labor markets from global crises, and a just transition to a clean energy economy. ILAB bilateral and multilateral engagement also includes developing labor dialogues, technical exchanges, country visits, joint research, MOUs, and other cooperation with counterparts of key countries and regional bodies. ILAB also coordinates DOL's Consular Partnership Program (CPP), facilitating collaboration on outreach, information-sharing, and assistance to foreign workers with complaint mechanisms between DOL enforcement agency field offices and local consulates. These efforts enhance ILAB's diplomatic influence on labor and employment. ILAB also cooperates with the interagency on draft reports, concept notes, and other documents concerning particular countries to promote government-wide engagement on workers' rights. ILAB involves counterpart DOL agencies and other experts to conduct technical exchanges and other joint action with countries with successful labor and employment practices that can inform U.S. policy, as well as with countries that seek to address barriers to labor market access, workers' rights, and labor administration.



(b) (5) [Redacted]

Activities (ILAB P02):

Policy Engagement

- **ILO:** ILAB represents the U.S. government in the ILO Governing Body (GB) (the executive body of the ILO) and the International Labor Conference (ILC) (the highest-level policymaking body of the organization). In **FY 2024**, in its capacity as the lead representative of the U.S. government in the ILO, ILAB coordinated interagency participation in the GB; prepared statements and documents for use by the U.S. delegation at the GB meeting; prepared analysis and developed policy recommendations on key GB agenda items, including cases of countries' violations of workers' rights; and participated in the standard-setting discussion on biological hazards. ILAB will continue to support the Secretary of Labor and/or other high-level DOL officials participating in the ILC. ILAB will also coordinate and implement the work of the President's Committee on the ILO. (b) (5) [Redacted]

- **G20 and G7:** ILAB will continue to represent the USG in the G7 Employment Working Group, in the G20 Employment Working Group, and in the G20 OSH Network, as well as prepare and provide substantive support for the Secretary of Labor and/or other high-level officials participating in the working groups, leading to the ministerial level meetings. The G20 and G7 coordinate the economic policies of the world's major economies and provide an important forum for advancing the administration's priorities related to inclusive growth, workers' rights, the green economy, and infrastructure. As the USG lead on labor and employment issues in the G20 and G7, ILAB will develop statements, policy positions, reports, talking points, presentations, and other relevant documents to support participation in working groups, bilateral meetings, and ministerial meetings. ILAB will strengthen relationships with key countries in these groups to better engage in agenda-setting and multilateral policy development. ILAB will also coordinate with the NSC and the Interagency and develop DOL contributions to broader U.S. government engagement by advocating U.S. policy coherence with respect to labor and employment issues across tracks, including at the Sherpa and Leaders' levels. (b) (5) [Redacted]



(b) (5)

- **U.S.-Brazil Partnership for Workers' Rights (PWR):** In September 2023, President Biden and Brazilian President Lula da Silva launched the Partnership for Workers' Rights, a global initiative to advance the rights of working people around the world. Through PWR, the two governments are collaborating to implement an agenda for fairness and sustainability in the global economy, to ensure that economic growth leaves no one behind. This initiative builds on many years of successful collaboration between the United States and Brazil to promote racial equality and justice, protect the environment and tackle the climate crisis, strengthen democracy, and to advance workers' rights through bilateral labor dialogues. Through PWR, the United States and Brazil have partnered with U.S. and Brazilian labor stakeholders and the ILO to work on the priorities outlined below. ILAB will continue to play a leading role in FY 2025 on this initiative by developing new technical cooperation projects, promoting trilateral cooperation, engaging in exchanges, and leading global efforts in the following areas:
 - Combating forced labor and promoting decent work in supply chains
 - Advancing worker-centered clean energy transitions
 - Tackling workplace discrimination
 - Elevating workers' voices and empowerment
 - Protecting workers from heat-related illnesses
 - Establishing standards for responsible investment that promote decent work, workers' rights, and environmental sustainability.
- **APEC:** (b) (5) Our goal is to highlight and implement the Detroit Principles and Recommendations on Equality and Inclusion, as well as the Arequipa Goals, in key policy statements adopted by APEC by consensus and led by ILAB. ILAB will prioritize education, vocational training, employment, and entrepreneurship development, with a particular focus on underserved communities. We will collaborate with APEC leaders and ministers to propose a Labor and Employment Ministers' Meeting in South Korea. In addition, we will lead efforts to work towards establishing a permanent structure within APEC to address labor and trade union equities, complementing the existing APEC Business Advisory Council that represents businesses and employers.
- **IALI:** From 2023 to 2024, ILAB leveraged its leadership position to advocate for IALI to focus on labor inspection and worker protection within the broader context of workers' rights. This complemented IALI's traditional focus on the technical aspects of labor inspection. In FY 2025, ILAB's representative will continue to stress the importance of respecting workers' rights, incorporating discussions on the crucial roles of workers and trade unions in labor inspection.
- **World Health Organization (WHO):** In 2024, ILAB worked with the interagency to strengthen protections for the health and care of the workforce in the pandemic accord being negotiated in the World Health Organization. Also, ILAB's representative to the WHO's Health in the World of Work (H-WoW) program played a pivotal role in advancing trade union participation during

discussions and negotiations for this accord, which unfortunately was not adopted by the WHO in May 2024. (b) (5)

- **OECD Employment, Labor and Social Affairs Committee (ELSAC):** ILAB represents the U.S. Government on the ELSAC and the Working Party on Employment. (b) (5)
- **OECD Local Employment and Economic Development (LEED) Committee:** ILAB represents the U.S. Government on the LEED. The LEED adapts methodologies and frameworks to analyze quantitative and qualitative data at subnational levels, for example, the state and local levels.
- **UN Framework Convention on Climate Change Conference of the Parties (COP):** ILAB will increase its efforts related to the effects of climate change and environmental degradation on the world of work, engaging within the U.S. government interagency, with other governments, trade unions and the private sector to promote a strong focus on ensuring worker-centric approaches to just transitions to the clean energy economy. ILAB first supported the U.S. Delegation at COP28 in Dubai in 2023, and will build on these efforts as part of the negotiating team in 2024 at COP29 in Azerbaijan and in 2025 at COP30 in Brazil. ILAB is also working with the State Department on the development and implementation of the COP/UNFCCC Just Transition Work Program.

Developing and deepening cooperation on labor and employment: ILAB aims to establish labor dialogues and other cooperation with foreign government counterparts, and integrate labor and employment issues into broader, high-level dialogues (e.g., High-Level Economic Dialogues, Strategic Partnership Dialogues, MOUs, and Labor Dialogues) to increase mutual trust and influence labor and employment policy to better align with international labor standards. Such dialogues are a platform for bilateral discussions on labor and employment issues that are of mutual interest. Technical exchanges allow for bilateral sharing of expertise and knowledge among those specialized in certain labor administration areas, such as inspections, wage and hour enforcement, and labor market analysis. Other cooperation includes MOUs that describe joint objectives or activity areas, such as research. In FY 2024, ILAB continued efforts to implement cooperation MOUs with Brazil, Germany, Spain, Austria, Switzerland, Japan, and South Africa; support an ongoing labor dialogue with Argentina; engage with the EU and EU Member States on emerging issues such as mental health, heat stress, quality apprenticeships, just transition, and artificial intelligence in the world of work.

Research and Reporting

- **Economic Research Products:** ILAB’s economic research program in the Office of International Relations and Economic Research (OIRER) keeps ILAB and DOL leadership and staff informed on economic and labor developments in priority engagement countries and areas. The economic research team will summarize international experiences in promoting gender and racial equality and highlight sources of vulnerability that affect economic and labor market outcomes. Also, the economic research team will continue to explore the economic effects of labor unions, labor reforms; minimum wages; labor rights clauses in trade agreements; and how trade affects employment, wages, and working conditions. This information equips ILAB leadership and staff to understand issues of concern to their international colleagues, to engage knowledgeably on these issues, and to guide agendas for future cooperative research, technical assistance, and policy deliberations. **(ILAB-12a)**
- **OECD-Funded Research Projects:** (b) (5)
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] **(OECD USCMA Wage Study Milestone 2025-1, OECD Algorithmic Management Study Milestone 2025-1)**
- **Labor Research Speaker Series:** This OIRER speaker series will support ILAB mission through the sharing of results from empirical scholarly work with a focus on labor rights in the Global South (wages, collective bargaining, migration, minimum wages, trade impacts, platform work, among other topics) and trade impact on U.S. workers. To the extent possible, speakers will highlight results based on equity analysis such as focusing on groups from traditionally disadvantaged backgrounds. The speaker series will raise awareness of cutting-edge research methodologies and topics; international experiences and best practices; and could help identify funded research projects and collaborators for future ILAB projects. **(Labor Research Speaker Series Milestone 2025-1)**
- In 2024, DOL’s **Consular Partnership Program (CPP)** included DOL’s Employee Benefits Security Administration under the program to ensure migrant workers in the United States understand and can exercise their rights to job-related benefits where applicable. ILAB also coordinated the signing of the Joint Declaration and Letters of Arrangement with the Embassy and Consulates of the Dominican Republic and Colombia. After the signing with the Dominican Republic, ILAB coordinated the training for Dominican consular officers on the mandates and laws enforced by DOL agencies, the National Labor Relations Board, and the Equal Employment Opportunity Commission. ILAB will expand the program to include Brazil, the Philippines, and Peru as CPP partners, for a total of nine partner countries. DOL will train these embassies’ consular officers on U.S. laws and regulations and inform millions of foreign workers and their employers on rights, protections and responsibilities under U.S. labor laws. **(ILAB CPP Milestone 2025-1)**

Strategy 2.5: Promoting Occupational Safety and Health

Mental health, workplace harassment and violence, and heat stress are increasingly threatening worker safety and health and the wellbeing of their communities. To respond to these challenges, ILAB will significantly ramp up its efforts to ensure safe and healthy workplaces and address these emerging – and in many instances, actual – hazards. ILAB leads the Department of Labor’s efforts to promote better working conditions abroad. Through bilateral and multilateral cooperation and technical assistance, ILAB emphasizes the right to a safe and healthy working environment as a fundamental right and the importance of workers’ voices on safety and health matters; spotlights emerging issues like heat stress, mental health and workplace violence; strengthens occupational safety and health (OSH) standards; bolsters government enforcement; and increases employer compliance, while seeking technological improvements. In addition, ILAB works with countries that have trade agreements or participate in the U.S. Generalized System of Preferences program to ensure that beneficiary countries are complying with international labor standards and acceptable conditions of work.

Activities:

Policy Engagement (ILAB-P02)

- ILAB will work in the G7, G20, ILO, IALI, the WHO and other multilateral organizations to more fully and effectively mainstream the 2022 addition of occupational safety and health as an ILO fundamental principle and right at work, drawing more focus and infusing new resources to OSH. ILAB is participating in the two-year ILO standard-setting discussion on biological hazards in the working environment, which will conclude with a new international labor standard or standards in June 2025.
- ILAB works directly with countries through policy dialogues, expert exchanges, and technical assistance projects to address specific OSH challenges. In FY 2024, ILAB co-organized with OSHA a virtual tripartite dialogue on occupational safety and health with the European Commission, focusing on mental health and heat stress, pursuant to a 1996 MOU. It was the first such dialogue since 2017. ILAB plans to conduct another dialogue in 2025.
- ILAB will collaborate with the Canadian Presidency of the G7 and South African Presidency of the G20 to maintain focus on OSH on the global agenda.
- ILAB co-chairs, with Türkiye, the G20 OSH Network, created in 2015 to coordinate global responses to common OSH challenges among G20 members. Through annual meetings, technical workshops, and international safety campaigns, ILAB’s leadership in this Network has led experts to develop strategies for remediating some of the most difficult OSH issues in the workplace. The Network will develop a new, three-year workplan in 2025 to assist member countries and third countries to fully implement plans of actions to ratify and implement core labor standards identified with OSH as a Fundamental Principle and Right at Work.
- ILAB will continue to participate in the steering committee and provide resources to the Vision Zero Fund (VZF), which seeks to eliminate severe or fatal workplace injuries and diseases in global supply chains. The VZF is an initiative of the G7 and part of the ILO Flagship Programme on OSH. The VZF takes comprehensive actions to address the root causes of unsafe and unhealthy working conditions in supply chains and engages leading multinational corporations and millions of vulnerable workers in the world’s least developed countries.

- ILAB funded a number of technical cooperation projects in FY 2024 to improve OSH in key supply chains and countries, to support OSH as an organizing tool, and to address gender-based violence and harassment with OSH tools and policies. (b) (5)
- In FY 2024, ILAB collaborated with the ILO, Brazil, and other partners to launch a global campaign aligned with PWR to address workplace heat stress, a growing concern estimated to affect 2.4 billion workers around the world. ILAB will continue to deepen this work through new research, projects, tools, and awareness raising in FY 2025.
- ILAB will collaborate with OSHA on strategies to elevate worker voice and strengthen partnerships with worker organizations as core to protecting traditionally vulnerable workers from occupational safety and health risks at work, including a series of convenings and stakeholder engagements. ILAB will also advance efforts that address gender-based violence and harassment in the world of work as a critical OSH issue.

Strategy 2.6: Addressing Gender-based Violence and Harassment in the World of Work

ILAB works to advance labor rights globally, with a particular emphasis on strengthening gender and racial equity, acknowledging that underserved groups are often at heightened risk of labor rights violations, including gender-based violence and harassment. ILAB also works to advance labor rights that support the prevention and mitigation of gender-based violence and harassment, including the elimination of all forms of forced or compulsory labor, the effective abolition of child labor, the elimination of discrimination in respect of employment and occupation, freedom of association and collective bargaining, a safe and healthy working environment, as well as access to social protection. ILAB recognizes that when workers' rights are respected and protected, workers are much more likely to experience economic security, economic justice, and a world of work free from discrimination and violence and harassment. ILAB is working around the world through technical assistance programming, research and reporting, policy engagement, trade and labor policy, and labor diplomacy to strengthen workers' rights. Technical assistance projects are building the capacity of governments, trade unions, and civil society to strengthen laws and law enforcement and advance actions at the global, regional, national, local, and enterprise levels to prevent and address gender-based violence and harassment in the world of work. At the policy level we engage with trade partner countries to uphold labor rights eligibility criteria to respect and strengthen law and practice for workers. ILAB works bilaterally with country governments as well as in particular sectors, using the wide range of ILAB tools available to drive change. ILAB works through multilateral organizations, including the Multilateral Partnership for Organizing, Worker Empowerment, and Rights (M-POWER) to strengthen trade union rights, which can mitigate power imbalances in the labor market, critical for preventing and addressing gender-based violence and harassment and other economic and social injustices. Through labor diplomacy, we engage intensively with international organizations, foreign governments, and workers and their organizations to promote compliance with ILO labor standards, including standards to prevent and address gender-based violence and harassment. Finally, ILAB engages with the private sector to remedy issues associated with GBVH in their business operations and supply chains and to proactively develop

preventative initiatives and actions. This includes encouraging engagement with and enabling of authentic worker voice and participation in binding and enforceable supply chain agreements.

Activities:

- (b) (5) [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] (ILAB-01, ILAB-02)
- Better Work is a comprehensive program that brings together all levels of the apparel industry, which disproportionately employs women, to improve working conditions and respect for labor rights, including protections from gender-based violence and harassment, while boosting the competitiveness of apparel businesses. The goals of Better Work's Global Gender Strategy are 1) more women workers advance in their jobs with higher positions and/or salary, 2) workplaces provide a safer environment for women free from violence and harassment, and 3) women workers' representation is augmented on labor issues in the workplace. ILAB supports the Better Work program in Bangladesh, Cambodia, Ethiopia, Haiti, Jordan, and Vietnam. (ILAB-01, ILAB-02)
- The project, Equal Access to Quality Jobs for Women and Girls in Agriculture (EQUAL) in Colombia, aims to empower women, girls, and their families and communities by providing them with a better understanding of labor rights and improved access to labor and social protections. The project partners with the Colombian government, the National Business Association (ANDI), and civil society organizations to reduce the vulnerability of women and girls to labor violations in the cut flower and panela sectors, where women and adolescent girls are vulnerable to gender discrimination, gender-based violence, and sexual harassment in the workplace. (ILAB-01, ILAB-02)
- The She Thrives project seeks to build agency of women and adolescent girls living and working in Ethiopia's coffee and agricultural growing regions by changing community social norms and traditions that uphold child labor and gender inequality, transforming laws, policies and institutions to be more gender equitable and supporting efforts to reduce child labor. Women, adolescent girls, and other household members will be provided education and livelihood services; have access to employment services; and have increased access to social protections. The project also supports the provision of psychosocial support for GBVH survivors to psychosocial and medical services and re-integration into the community. (ILAB-01, ILAB-02)
- (b) (5) [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] (ILAB-01, ILAB-02)
- ILAB recognizes the power of unions to advance labor rights and gender equality in the world of work -- including equal pay and protections from discrimination and violence and harassment. M-POWER, in partnership with other governments, global and national labor organizations, philanthropic institutions, and civil society stakeholders upholds workers' rights

to organize and bargain collectively globally. Through M-POWER, the Department of Labor is co-chairing the GBVH Working Group and will support collaborative efforts to leverage workers' rights to freedom of association and collective bargaining to combat gender-based violence and harassment, advance gender equality through trade, and strengthen women workers' leadership in trade unions. (b) (5)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] (ILAB P02)

- ILAB's research and reporting on child labor and forced labor provide specific, actionable information to stakeholders around the world seeking to address these issues. ILAB's Findings on the Worst Forms of Child Labor details the incidence of the worst forms of child labor, including commercial sexual exploitation of children and other forms of violence and gender-based violence against children, in 131 countries and territories. The report informs advocacy efforts and campaigns; promotes positive actions by foreign governments to strengthen laws, policies, and enforcement; informs private sector risk assessments and due diligence; and informs technical assistance efforts, including by ILAB. Our research allows any interested party to quickly reference whether a good or industry may be tainted with forced labor, child labor, or forced child labor. [REDACTED]

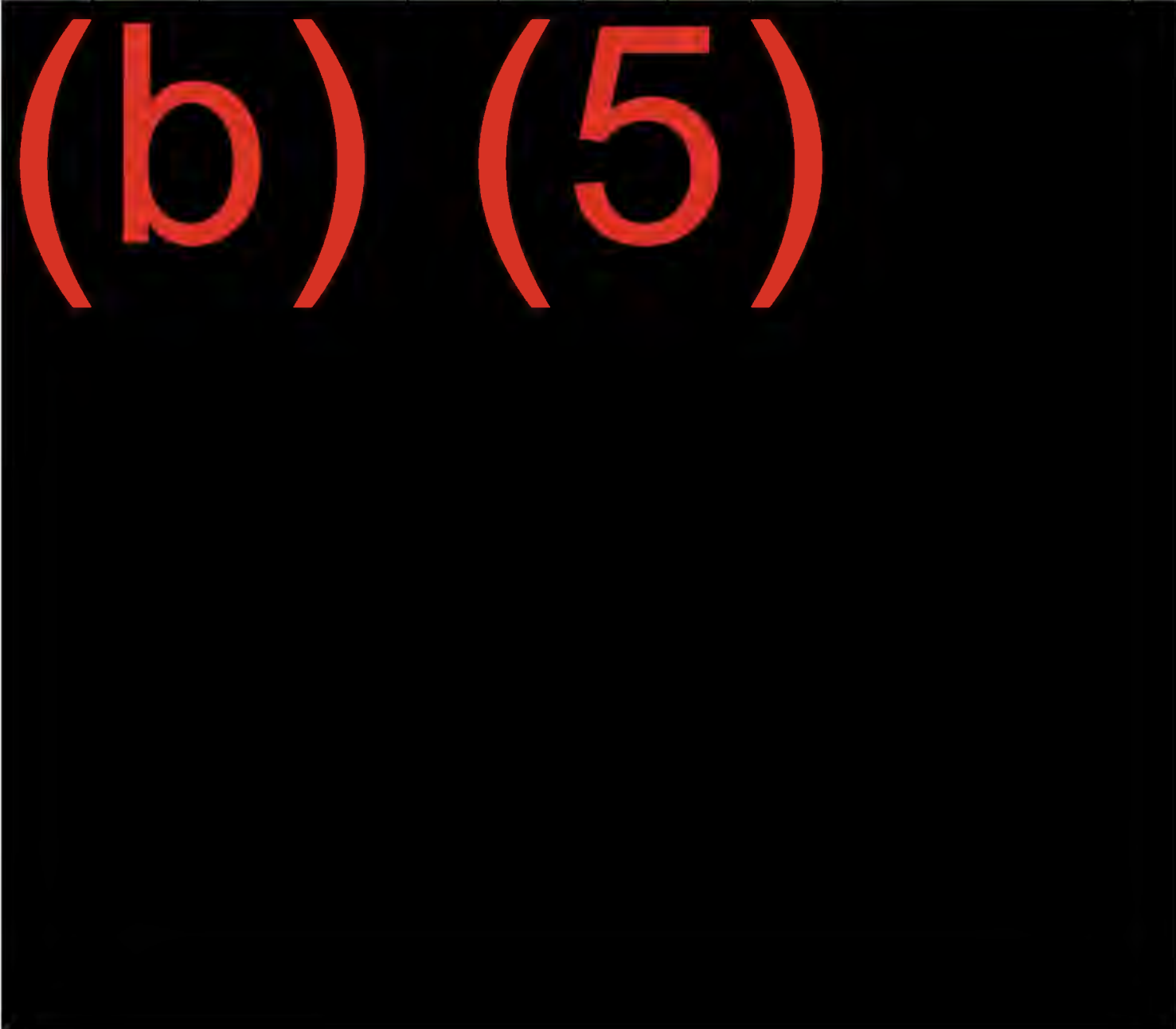
[REDACTED]

[REDACTED] (ILAB-03)

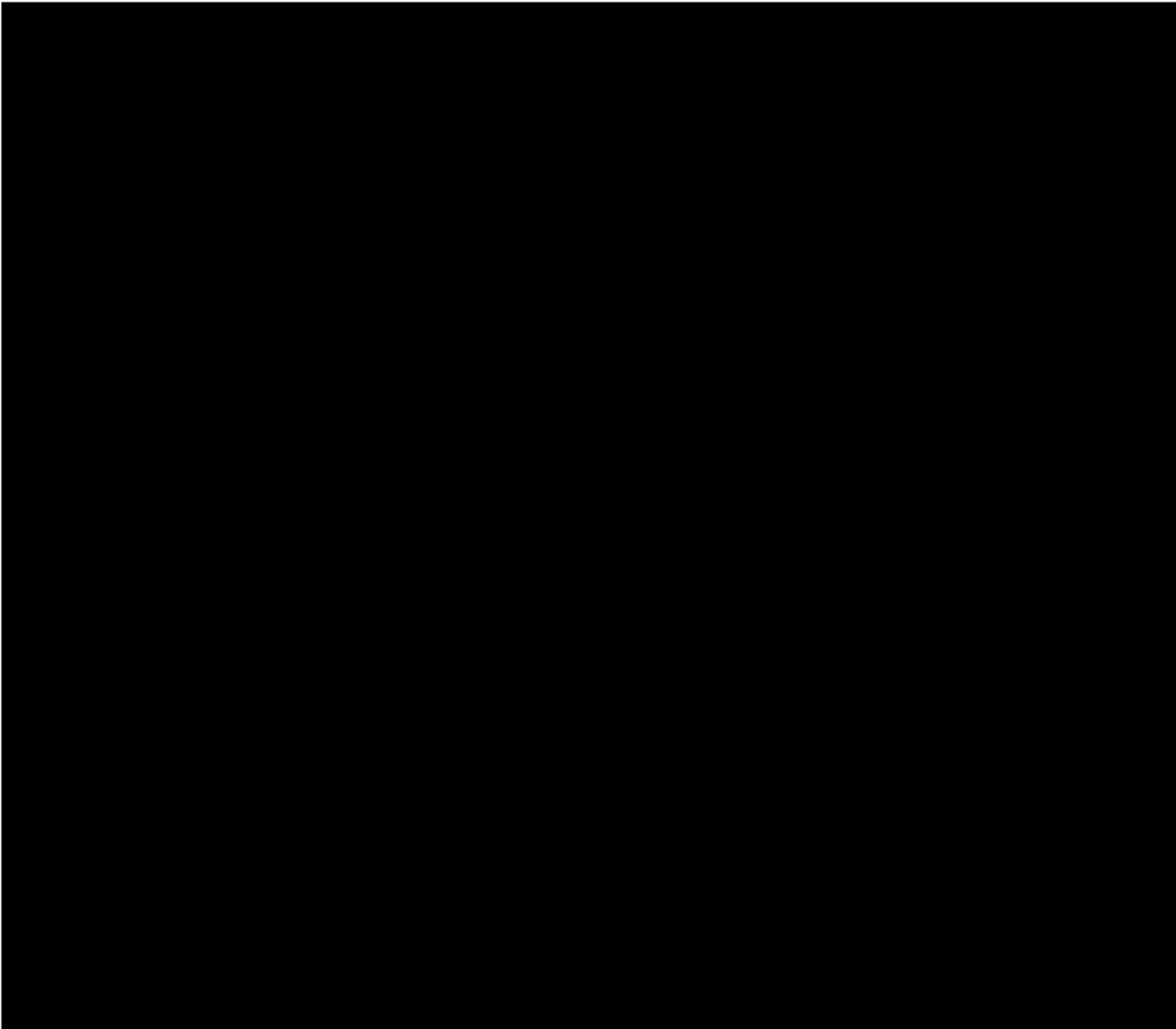
- See also Strategy 1.5 for technical assistance activities addressing GBVH. (GBVH Milestone-01)

Performance Measures

Measure ID	Measure Name	FY 2025 Annual Target	FY 2025 Q1 Target	FY 2025 Q2 Target	FY 2025 Q3 Target	FY 2025 Q4 Target	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
------------	--------------	-----------------------	-------------------	-------------------	-------------------	-------------------	--



(b) (5)



(b) (5)

Performance Milestones

Milestone ID	Milestone Description	Milestone Due Date	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
--------------	-----------------------	--------------------	--

(b) (5)

(b) (5)

Enterprise Risk Management

Risk ID	Risk Description	Mitigation Strategy (if applicable)	Risk Rating as of 10/1/2023	Risk Tolerance
ILAB-1	<p>If ILAB cannot effectively monitor and enforce labor provisions of U.S. Trade Agreements and Preference Programs, then the Department may not meet Strategic Objective 2.4 to strengthen labor rights, improve working conditions, promote racial and gender equity, and empower workers around the world.</p>	<p>ILAB conducts monitoring and enforcement efforts through a variety of methods, including site visits, desk reviews/research, and collaboration with other USG agencies that have a presence overseas (such as the Department of State and USAID). In addition, ILAB placed labor attachés in select countries to provide for direct, in-country monitoring and enforcement efforts. ILAB also oversees a portfolio of international technical assistance projects that operate in a number of countries, including trading partner countries, and receives direct reporting from implementing partners that provides additional monitoring of labor circumstances in those countries. Going forward, ILAB is well positioned to continue monitoring and enforcement of trade agreements, utilizing the variety of methods described above.</p>	25	Moderate

(b) (5)

Learning: Completed, Underway, or Planned

Learning Item/Evaluation or Study	Description of how evidence or evidence-building has or will inform the strategy
Worker Voice Policy Research (completed)	ILAB's research contract answers the question: "What is worker voice and what are the most effective methods for promoting worker voice through policy interventions and technical assistance programs?" ILAB completed a literature review, expert roundtables, and a final report and evidence gap map. (b) (5) [Redacted]
[Redacted]	[Redacted]

THEME 3: DOL AS A MODEL WORKPLACE

Strategy 3.1: Implement Activities in Support of the Department’s Diversity, Equity, Inclusion, and Accessibility (DEIA) Plan

The [President’s Management Agenda](#) identifies as Priority 1 the need for strengthening and empowering the federal workforce, and further specifies as Strategy 1 the need to attract and hire the most qualified employees, who reflect the diversity of our country, in the right roles across the federal government. [The Department of Labor’s FY 2022-26 Strategic Plan](#) identified the need to promote a diverse, inclusive, and engaged workforce. DOL leadership has continued to emphasize the importance of [unleashing our full power, centering equity in everything we do, and building our team](#). The DOL DEIA Strategic Plan 2022-2026 includes specific goals for each aspect of diversity, equity, inclusion, and accessibility.

The ILAB DEIA Committee was formed in 2016 and has fostered a culture that promotes and supports a diverse, equitable, inclusive, and accessible workforce as outlined by the [U.S. Department of Labor’s Equal Employment Opportunity Policy](#) and aligned with the Executive Order 14035 “*Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce*.” Having a diverse, equitable, inclusive, and accessible workforce ensures that ILAB benefits from the backgrounds, creativity, perspectives, and unique experiences that a broad array of individuals bring to the job by attracting, developing, and retaining the most committed, skilled, and talented working professionals. Diversity, equity, inclusion, and accessibility are vital for ILAB to achieve its mission to safeguard the dignity of work in the United States and around the world by enforcing trade commitments; strengthening labor standards; and combating international child labor, forced labor, and human trafficking. With this goal in mind, ILAB ensures that principles of diversity, equity, inclusion, and accessibility are included, to the fullest extent possible, in all aspects of human resources, operations, policies, and programs.

ILAB has taken these guiding statements into consideration as it implements the activities listed here.

Activities:

Implement best practices to target the top barriers identified in ILAB’s barrier analysis: ILAB’s barrier analysis identified barriers to hiring Black, Native American and Hawaiian Pacific Islander workers, as well as veterans and individuals with disabilities. ILAB will continue to work with our OHR staffing specialists to ensure recruitment reaches more diverse applicant pools and implement strategies outlined in our 2023 HBCU Plan in partnership with ILAB’s DEIA Committee and DEIA officer. [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] (ILAB DMWP Milestone 2025-01)

Annual recruitment and hiring strategies: (b) (5) [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

(b) (5)
2025-02)

(ILAB DMWP Milestone

Continue to implement internships, fellowships, and apprenticeships and monitor demographics: ILAB will expand our use of the DOL Repository of Opportunities, Assignments, and Details (ROAD), Presidential Management Fellows (PMF), and Student Volunteer (SVP) programs to implement internships, rotations, and details within ILAB. ILAB senior leadership review each vacancies in ILAB to assess whether an early career hire is suitable, and supervisors are required to review the WRP database prior to posting any vacancies. **(ILAB-DMWP-01, ILAB DMWP Milestone 2025-03)**

Increase participation in leadership and career development training and monitor demographics: ILAB will deploy a strategy to increase participation in non-mandatory leadership and career development programs such as identifying low- to no-cost training opportunities and ensuring staff coverage for training offered during work hours. **(ILAB-DMWP-02, ILAB DMWP Milestone 2025-04)**

Ensure the use of inclusive language: ILAB’s chief communications officer (CCO) will continue reviewing handbooks, guidance materials, workplace internal policies, and other materials to use inclusive language and up-to-date terminology such as gender-neutral titles (e.g., spouse instead of husband or wife) or preferred identifiers (e.g., employees with disabilities instead of “handicapped persons”). The CCO will work with ILAB’s Office of the Deputy Undersecretary (ODUS) during the review process. **(ILAB DMWP Milestone 2025-05)**

Employee engagement activities: ILAB will promote and/or develop employee engagement activities that increase employee connections, including, but not limited to, uplifting Affinity Group and Special Emphasis Month events, improving onboarding, creating peer cohorts, hosting division and/or office retreats, and/or creating a team-building catalogue and opportunities. ILAB’s employee engagement plan is drawn from feedback received through employee listening sessions and pulse surveys. This plan targets issued raised by the FY2024 FEVS and contains action items for ILAB executive leadership, office directors, administrative officers, and Office of the Deputy Undersecretary staff. **(ILAB-DMWP-05)**

Examine career paths:

(ILAB DMWP Milestone 2025-07)

Advance language access: ILAB is committed to advancing the department’s language access goals by all available channels, including by translating documents to make them accessible to a wider audience, servicing Limited English Proficiency (LEP) inquiries appropriately, updating ILAB’s website to enhance accessibility of translated content, and working with the Centralized Office of Language Assistance (COLA) to ensure language access efforts are assessed, monitored, and tracked. ILAB’s Language Access Plan includes specific sections to address identification of language groups of underserved communities, vital documents and information for workers, available language assistance services, an outreach and engagement strategy, and identifying staff resources to support the Language Access Plan. **(ILAB LA-01, ILAB LA-02, ILAB LA-03, ILAB LA Milestone 2025-04, ILAB LA Milestone 2025-05, ILAB LA Milestone 2025-06, ILAB LA Milestone 2025-07, and ILAB LA Milestone 2025-08)**

Strategy 3.2: Organizational Health and Performance

OMB Memo M-23-15, *Measuring, Monitoring, and Improving Organizational Health and Organizational Performance in the Context of Evolving Agency Work Environments*, outlines new guidance to help ensure that agency decisions regarding their work environments are aimed to continually improve their organization's health and performance.

The memo focuses on three key activities:

1. Establishing routines – at the major operating unit level of agencies – to assess and implement these workplace policy changes on an ongoing basis,
2. Making updates to Work Environment plans based on previously submitted agency reentry plans to reflect their post-pandemic posture, and
3. Identifying more coordinated and integrated set of indicators to measure, monitor, and improve organizational health and organizational performance to serve as the evidence base for these decisions.

This guidance reinforces that organizational health and organizational performance should be the foundation for agency operational decisions, ensuring we give close attention to strong, sustainable organizational health and culture over time while applying learning and evidence to sustain high-performing, innovative organizations.

To assist in maturing ILAB's Organizational Health and Performance framework, it is essential to identify gaps in ILAB's current ability to measure, monitor, and identify ways to improve its organizational health capacity. The activities listed below are mechanisms that ILAB will establish to gauge its organizational health.

Activities:

Analyze FEVS Data:

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] (ILAB-DMWP-03, ILAB-DMWP-04, and ILAB DMWP Milestone 2025-06)

Dedicate staffing to support employee engagement: (b) (5)

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] (ILAB-DMWP-03, ILAB-DMWP-04, ILAB-DMWP-05 and ILAB DMWP Milestone 2025-06)

Foster a learning environment:

[REDACTED]
[REDACTED]

(b) (5)

(ILAB-DMWP-04, ILAB-DMWP-05)

Strategic Employee Engagement Drive (SEED): (b) (5)

(ILAB-DMWP-04)

Deepen organizational coordination and collaboration: ILAB will continue to implement and build upon newly instituted processes to improve inter-office coordination and interagency collaboration, with the aim of maximizing efficiency, promoting information sharing, igniting innovation, and ultimately strengthening organizational health and performance. In response to employee feedback derived from the FEVS and listening sessions, in FY 2024, ILAB developed a system and process to facilitate workflows between and within offices engaged on collaborative work products, standardized an inter-office clearance process, and worked with OCIO and the Department of State to enable document sharing capabilities and communications tools between the two agencies. (b) (5)

(ILAB-DMWP-04)

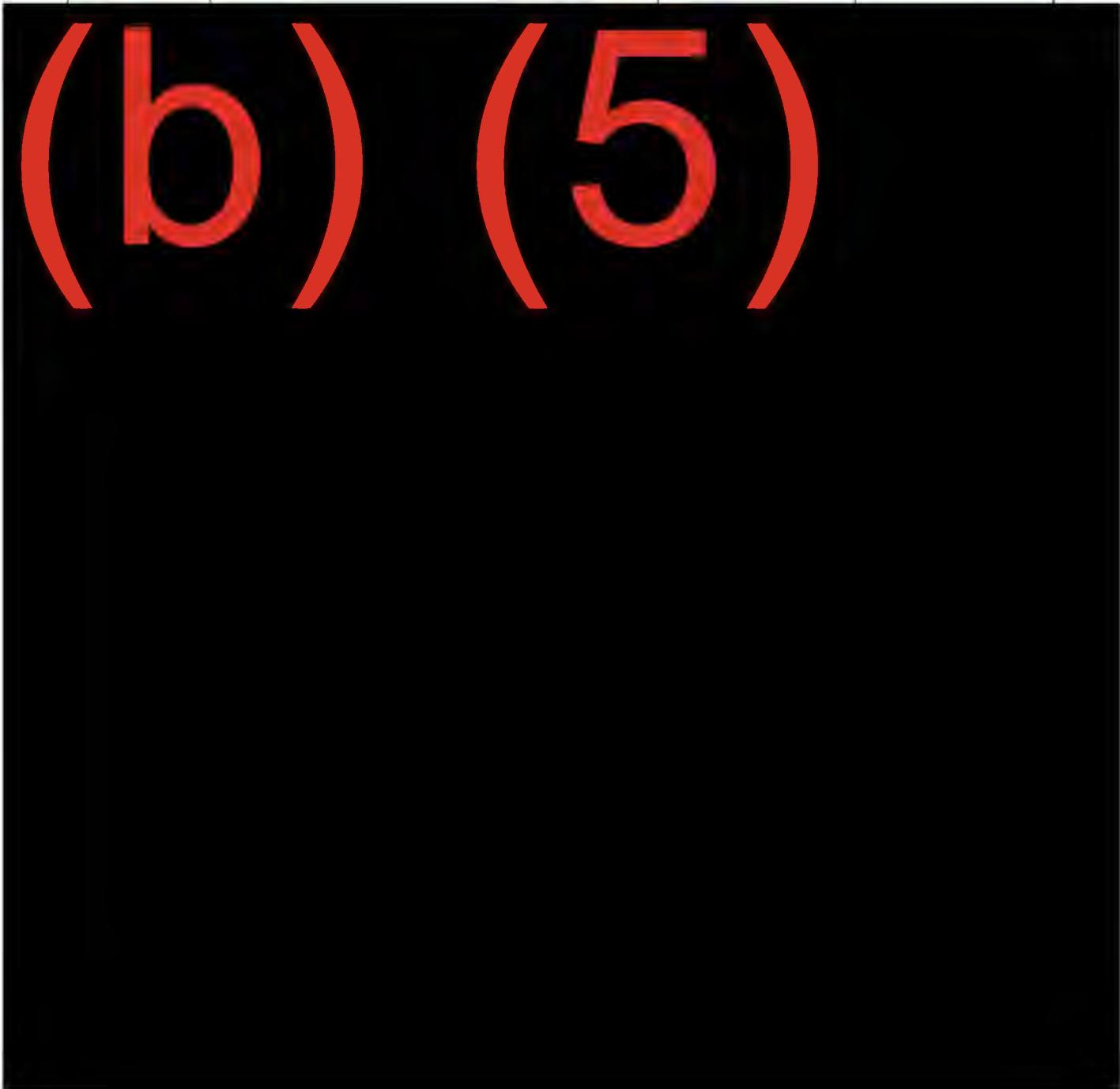
Performance Measures

Measure ID	Measure Name	FY 2025 Annual Target	FY 2025 Q1 Target	FY 2025 Q2 Target	FY 2025 Q3 Target	FY 2025 Q4 Target	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
ILAB-DMWP-01	Number of student volunteers, internships, fellows, and apprenticeships agency-wide (reported annually)	2	N/A	N/A	N/A	N/A	DEIA Plan
ILAB-DMWP-02	Percentage of employees participating in non-mandatory leadership and career development training (reported annually)	25%	N/A	N/A	N/A	N/A	DEIA Plan
ILAB-DMWP-03	FEVS Diversity, Equity, Inclusion and Accessibility (DEIA) Index Score (reported annually)	72%	N/A	N/A	N/A	N/A	DEIA Plan; Organizational Health
ILAB-DMWP-04	FEVS Employee Engagement Index (EEI) Score (reported annually)	74%	N/A	N/A	N/A	N/A	DEIA Plan; Organizational Health
ILAB-DMWP-05	Number of engagement activities held or promoted, such as an event in recognition of a special emphasis month or a team-building activity	12	3	3	3	3	DEIA Plan
ILAB LA-01 (baseline)	Number of Document Translations Completed	n/a	n/a	n/a	n/a	n/a	Equity-All
ILAB LA-02 (baseline)	Percent of LEP Calls Serviced	n/a	n/a	n/a	n/a	n/a	Equity-All

ILAB LA-03 (baseline)	Average Number of Days to Respond to LEP Individuals' Written Inquiries	n/a	n/a	n/a	n/a	n/a	Equity-All
------------------------------	---	-----	-----	-----	-----	-----	------------

Performance Milestones

Milestone ID	Milestone Description	Milestone Due Date	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
--------------	-----------------------	--------------------	--



(b) (5)

THEME 4: DATA AS A STRATEGIC ASSET

ILAB's use of data is essential to informing policy and delivering efficiently and effectively on ILAB's mission. In alignment with the principles and goals of the DOL Data Strategy and building on the previous year's work, ILAB has identified ongoing and prospective projects that focus on data as a strategic asset for the coming year. These projects fall within three overarching Strategies (Leveraging Strategic Value in Data, Data Governance, and Data are Fit for Purpose). The projects are prioritized to better leverage, house, and format data to serve ILAB's mission and the needs of its stakeholders, as well as to build the capacity of the Bureau. Including ILAB staff in these efforts builds awareness of good practices and standards for effective data management.

Strategy 4.1: Leveraging the Strategic Value in Data

ILAB is committed to sharing data sets with the public through DOL's newly launched Open Data Portal and public API, to enable the public to leverage and create additional value from data sets generated through ILAB's work. ILAB is committed to contributing to the Chief Evaluation Office's restricted use data program, STRUDL. STRUDL provides authorized external and internal researchers secure access to confidential data to support approved social science research projects that align with DOL's mission.

Activities:

1. (b) (5) [Redacted]

[Redacted]

[Redacted]

1. During FY 2025, ILAB will support implementation of DOL’s Enterprise Data Strategy and open data efforts by helping to create and maintain metadata describing the ILAB’s data sets contributed to the new API **(ILAB-DATA-02)**. ILAB will comply with all metadata requirements needed to contribute datasets identified to the Open Data Portal and API.
2. During FY 2025, ILAB will support and collaborate with DOL’s enterprise data governance body to implement the goals in Secretary’s Order 02-2019. ILAB’s data stewards and chief data stewards will actively participate in meetings, serve as effective liaison to their agencies, relaying important content back to agency leadership, and bringing agency concerns to the data board. ILAB’s staff will provide meaningful input to planning and decision-making and help to ensure agency support for DOL Data Board projects. **(ILAB-DATA-03)**.
3. ILAB's Data Council will convene quarterly to review ILAB's key data assets in consultation with data stewards representing each office. The ILAB team will do the following:
 - Recommend assets to be added to DOL's data inventory and open data portal.
 - ILAB's Chief Data Stewards, in consultation with ILAB data stewards, will update ILAB's Enterprise Data Inventory (EDI) by identifying needed updates to metadata and new datasets appropriate for public reporting for data.gov, in compliance with the Foundations for Evidence-Based Policymaking Act **(ILAB DATA Milestone 2025-02)**.
 - Address data formatting issues so new data can be harmonized with existing data sets to maximize interoperability.

Strategy 4.3: Ensuring Data are Fit for Purpose

As per DOL’s Data Strategy, ILAB data are fit for purpose when ambiguity about their content, format, origin, and appropriate use is eliminated. This requires evaluating several factors, including but not limited to documentation, format, coverage, design, quality, and access. ILAB’s data council will discuss action items and will respond to data governance needs as described in 4.2 above, to support fit-for-purpose data. As part of this effort, ILAB is committed to reviewing and updating its agency-wide taxonomy of terms used in its datasets.

Activities:

1. Review & Update formal ILAB Taxonomy: ILAB will complete a review and update of ILAB’s taxonomy of terms, which provides a consistent controlled vocabulary describing project interventions, topics, goods, geographic locations, and other descriptors **(ILAB DATA Milestone 2025-03)**.

Performance Measures

Measure ID	Measure Name	FY 2025 Q1 Target	FY 2025 Q2 Target	FY 2025 Q3 Target	FY 2025 Q4 Target	Applicable Categories (Options: Equity -All, DEIA Plan, Job Quality, Customer Experience, Climate, Hiring, Organizational Health, Agency Specific)
------------	--------------	-------------------	-------------------	-------------------	-------------------	--



Performance Milestones

Milestone ID	Milestone Description	Milestone Due Date	Applicable Categories (Options: Equity -All, DEIA Plan, Job Quality, Customer Experience, Climate, Hiring, Organizational Health, Agency Specific)
--------------	-----------------------	--------------------	--



Milestone ID	Milestone Description	Milestone Due Date	Applicable Categories (Options: Equity - All, DEIA Plan, Job Quality, Customer Experience, Climate, Hiring, Organizational Health, Agency Specific)
--------------	-----------------------	--------------------	--

(b) (5)

Enterprise Risk Management

Risk ID	Risk Description	Mitigation Strategy (if applicable)	Risk Rating as of 10/1/2023	Risk Tolerance
---------	------------------	-------------------------------------	-----------------------------	----------------

(b) (5)

THEME 5: CLIMATE, SUSTAINABILITY, AND ENERGY RESILIENCE

Strategy 5.1: Promoting Departmental Efforts in Environmental Stewardship, Energy Conservation, and Climate Resilience

Activities:

Improve Agency Employee Climate Literacy: (b) (5)

(ILAB CL 05).

Strategy 5.2: Promoting a Just Transition Worldwide

Centering workers in the climate transition is integral to achieving a just future. The Paris Agreement under the United Nations Framework Convention on Climate Change (UNFCCC) takes into account “the imperatives of a just transition of the workforce and the creation of decent work and quality jobs in accordance with nationally defined development priorities.” ILAB is supporting the development and implementation of the COP28 Just Transition Work Program, which underlines the importance of social dialogue and labor rights to achieve this goal. The International Labor Organization’s Guidelines *For a Just Transition Towards Environmentally Sustainable Economies and Societies For All* provides a framework for undertaking this process. ILAB played a leading role in the 2023 International Labor Conference discussion on Just Transition, which recommended that social partners and governments “actively promote freedom of association and inclusive and effective social dialogue, including collective bargaining and tripartite cooperation, at all levels to forge social consensus for ambitious policies and measures for a just transition,” a recommendation that ILAB continues to use to advance a worker-centered just transition in multilateral fora. The Indo-Pacific Economic Framework (IPEF) Clean Economy Agreement includes a standalone section on just transition, centering the role of tripartite social dialogue, decent work, and the ILO Guidelines.

ILAB will continue to lead the Department of Labor’s substantive involvement in the UNFCCC Conference of the Parties (COP), including participation in 2024 in COP29 in Azerbaijan and in 2025 at COP30 in Brazil. ILAB will also continue to coordinate Department of Labor participation in the ILO Climate Action for Jobs Initiative. ILAB is promoting a worker-centered approach to just transition within the interagency and across numerous multilateral engagements and negotiations, including in the G7, G20, OECD, the Intergovernmental Negotiating Committee on Plastic Pollution, and the 2025 Second World Summit for Social Development. In line with the Global Labor Strategy, ILAB will support and seek to promote coherence across the US Government in pursuing a worker-centered approach to Just Transition. ILAB will also seek to advance a Just Transition through coordinating and elevating related efforts with Brazil under the U.S.-Brazil Partnership for Workers’ Rights.

Just Energy Transition Partnerships

ILAB will continue to engage with the Just Energy Transition Partnership (JETP) interagency working group to ensure that the 'Just' element of the energy transition is prioritized. Drawing on lessons from the ongoing JETP process in South Africa and through its MOU with South Africa's labor ministry, ILAB will continue to advocate for and share lessons for meaningful consultation and participation of workers, their organizations, and communities in the JETP processes. In line with the Global Labor Strategy, ILAB will also continue to engage with the interagency working group to formalize the inclusion of the Department of Labor in the different working groups with links to just transition-related work.

PREPARE

ILAB initiated the process for the formal inclusion of the Department of Labor in the interagency working group on the Presidential Emergency Plan for Adaptation and Resilience (PREPARE). At COP26, President Biden launched PREPARE, a whole-of-government effort to help more than half a billion people in developing countries adapt to and manage the impacts of climate change. PREPARE was launched because current adaptation measures are too fragmented and small scale for the challenges ahead. In view of a widening gap between what countries are doing and what is needed as the climate continues to change, the Administration developed an Action Plan to implement PREPARE and achieve its objectives. The Action Plan outlines key areas where the United States will work with partners to catalyze adaptation action. ILAB will continue to lead DOL's engagement on two pillars of the PREPARE action plan as outlined below.

- (b) (5) [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]

Bilateral Engagement

ILAB will continue to work through bilateral arrangements to promote just transition through sharing experiences with other countries. Just transition is one of the areas of cooperation across the new MOUs on which ILAB is engaging with other countries.

Activities:

- See also Strategy 1.5 for technical assistance activities supporting Just Transition. (Just Transition Milestone-01)

Guidance on Protecting Workers in a Changing Climate and Promoting Good Jobs for a Just Transition: ILAB promotes rights-based, worker-centered approaches to promote workplace resilience to the effects of climate change and environmental degradation, and the creation of good jobs in the transition to a clean energy economy through partnerships, research, and programming. Based on an intra-agency review and consultation process, ILAB will finalize a framework document that will inform its future strategic engagement on workers’ rights in the context of climate change and future work to support just transitions worldwide. (Just Transition Milestone-02)

Performance Measures

Measure ID	Measure Name	FY 2025 Annual Target	FY 2025 Q1 Target	FY 2025 Q2 Target	FY 2025 Q3 Target	FY 2025 Q4 Target	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
------------	--------------	-----------------------	-------------------	-------------------	-------------------	-------------------	--



Performance Milestones

Milestone ID	Milestone Description	Milestone Due Date	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
--------------	-----------------------	--------------------	--



Appendix A: Federal Advisory Committees

Federal Advisory Committees Committee Name (Committee Acronym)	Description. Describe the committee’s mission, its statutory or presidential mandate (e.g., Executive Order), or the agency authority creating it. Discuss the reports and recommendations (advice) it provides, to whom it reports and how often, and how often it meets. Discuss agency and stakeholder interest, as appropriate. Discuss FY plans: how often the committee will meet; the advice the agency will seek from the committee; other significant FY activity.
Labor Advisory Committee on Trade Negotiations and Trade Policy (LAC)	The LAC, which is part of the U.S. international trade policy advisory committee structure, reflects the voice and advice of organized labor on U.S. trade policy and trade negotiation objectives. It also provides the Executive Branch with information and advice with respect to current U.S. trade negotiations and trade policy. The LAC reports to the Secretary of Labor and the United States Trade Representative, who jointly appoint its membership.
President’s Committee on the International Labor Organization (PC/ILO)	Under the chairmanship of the Secretary of Labor, the PC/ILO formulates and coordinates U.S. policy towards the ILO; monitors and assesses the work of the ILO; makes recommendations to the President, the Secretary of Labor, or other officers of the federal government, including with regard to U.S. ratification of ILO Conventions; and performs other functions relevant to relations with the ILO as requested by the President or the Committee Chair. The PC/ILO serves as the principal means by which the United States complies with its treaty obligations under ILO Convention No. 144 on Tripartite Consultations to Promote the Implementation of International Labor Standards, which the United States ratified on June 15, 1988. The PC/ILO comprises seven ex officio members representing government, employers and workers: the Secretary of Labor, the Secretaries of State and Commerce, the Assistant to the President for National Security Affairs, the Assistant to the President for Economic Policy, and the President of the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) and the President/CEO of the U.S. Council for International Business (USCIB). The Bureau of International Labor Affairs, in its capacity as the lead agency representing the U.S. government at the ILO, provides policy and staff support for the work of the PC/ILO, and chairs the tripartite ILO Consultative Group a sub-group of the PC/ILO.

Federal Advisory Committee Timelines*

Labor Advisory Committee for Trade Negotiations and Trade Policy (LAC):

Advisory Committee
Deliverable

Action

Timeline

Agency
FY25
Date

(b)

(5)

*The Office of the Secretary (OSEC) requests a minimum of 30 days to consider a deliverable requesting an OSEC decision after it has completed Departmental clearance. Timelines do not include CMO consultation or preview.

President’s Committee on the International Labor Organization (PC/ILO):

Advisory Committee Deliverable	Action	Timeline	Agency FY25 Date
(b)		(5)	
[Redacted content]			

Appendix B: Complete List of DEBS Performance Measures and Milestones

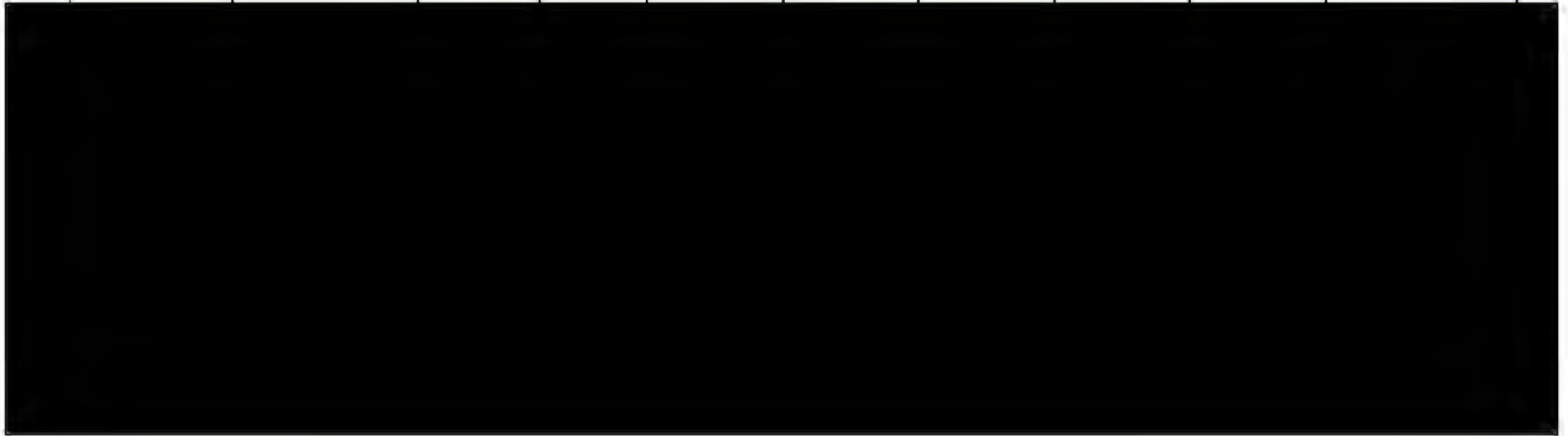
This appendix reflects the measures and/or milestones in the Department of Labor E-Business Suite (DEBS). Measures tables include measure identifier, name, prior year results, current year targets, target by quarter (if applicable), and Applicable Categories. Milestone tables will include milestone identifier, name, due date, and Applicable Categories.

Performance Measures

Measure ID	Measure Name	FY 2023 Result	FY 2024 YTD as of Q2	FY 2025 Annual Target	FY 2025 Q1 Target	FY 2025 Q2 Target	FY 2025 Q3 Target	FY 2025 Q4 Target	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
------------	--------------	----------------	----------------------	-----------------------	-------------------	-------------------	-------------------	-------------------	--



Measure ID	Measure Name	FY 2023 Result	FY 2024 YTD as of Q2	FY 2025 Annual Target	FY 2025 Q1 Target	FY 2025 Q2 Target	FY 2025 Q3 Target	FY 2025 Q4 Target	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
------------	--------------	----------------	----------------------	-----------------------	-------------------	-------------------	-------------------	-------------------	--



Measure ID	Measure Name	FY 2023 Result	FY 2024 YTD as of Q2	FY 2025 Annual Target	FY 2025 Q1 Target	FY 2025 Q2 Target	FY 2025 Q3 Target	FY 2025 Q4 Target	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
------------	--------------	----------------	----------------------	-----------------------	-------------------	-------------------	-------------------	-------------------	--

(b) (5)

Measure ID	Measure Name	FY 2023 Result	FY 2024 YTD as of Q2	FY 2025 Annual Target	FY 2025 Q1 Target	FY 2025 Q2 Target	FY 2025 Q3 Target	FY 2025 Q4 Target	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
------------	--------------	----------------	----------------------	-----------------------	-------------------	-------------------	-------------------	-------------------	--

(b) (5)

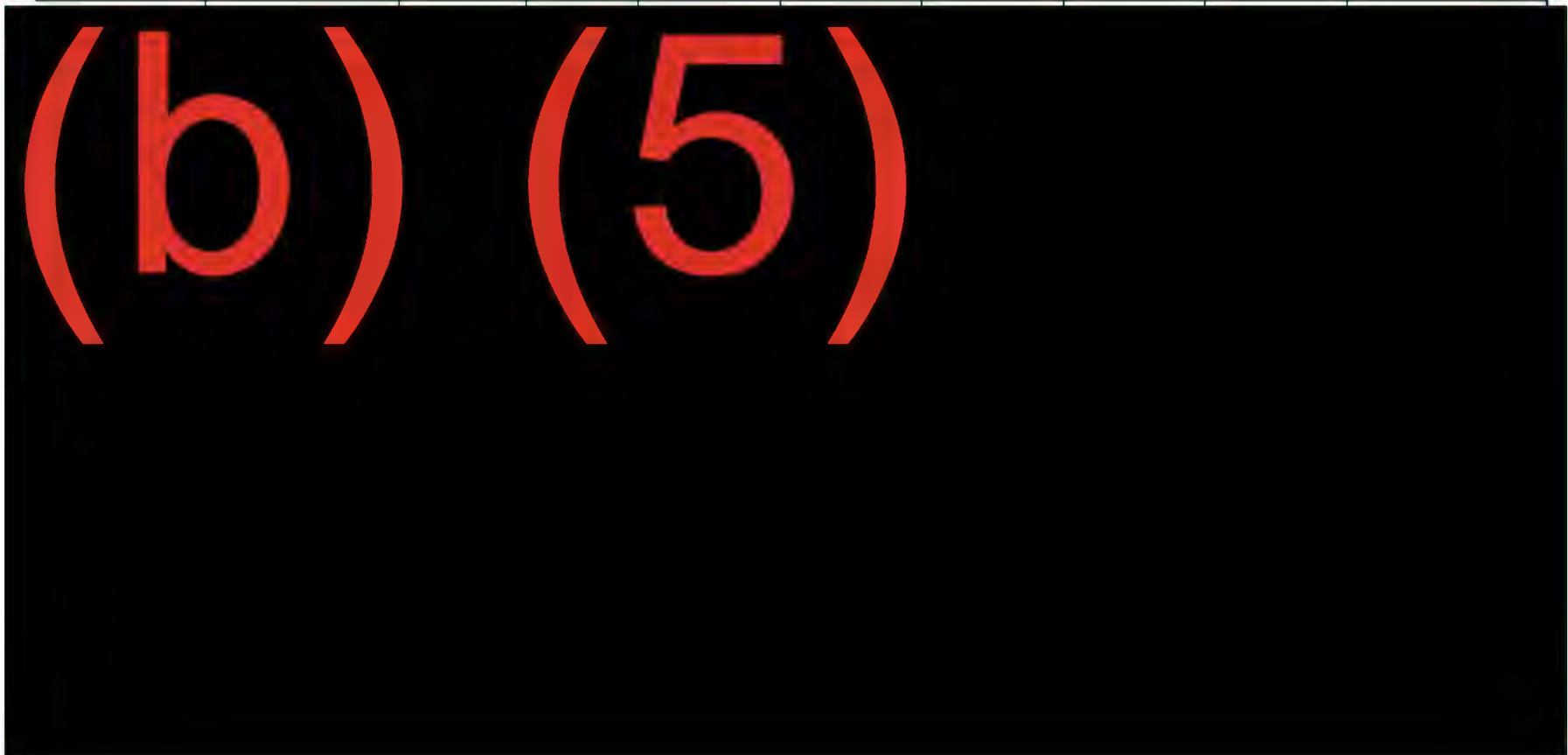
Measure ID	Measure Name	FY 2023 Result	FY 2024 YTD as of Q2	FY 2025 Annual Target	FY 2025 Q1 Target	FY 2025 Q2 Target	FY 2025 Q3 Target	FY 2025 Q4 Target	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
------------	--------------	----------------	----------------------	-----------------------	-------------------	-------------------	-------------------	-------------------	--

(b) (5)

Measure ID	Measure Name	FY 2023 Result	FY 2024 YTD as of Q2	FY 2025 Annual Target	FY 2025 Q1 Target	FY 2025 Q2 Target	FY 2025 Q3 Target	FY 2025 Q4 Target	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
------------	--------------	----------------	----------------------	-----------------------	-------------------	-------------------	-------------------	-------------------	--



Measure ID	Measure Name	FY 2023 Result	FY 2024 YTD as of Q2	FY 2025 Annual Target	FY 2025 Q1 Target	FY 2025 Q2 Target	FY 2025 Q3 Target	FY 2025 Q4 Target	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
------------	--------------	----------------	----------------------	-----------------------	-------------------	-------------------	-------------------	-------------------	--



Measure ID	Measure Name	FY 2023 Result	FY 2024 YTD as of Q2	FY 2025 Annual Target	FY 2025 Q1 Target	FY 2025 Q2 Target	FY 2025 Q3 Target	FY 2025 Q4 Target	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
------------	--------------	----------------	----------------------	-----------------------	-------------------	-------------------	-------------------	-------------------	--

(b) (5)

Measure ID	Measure Name	FY 2023 Result	FY 2024 YTD as of Q2	FY 2025 Annual Target	FY 2025 Q1 Target	FY 2025 Q2 Target	FY 2025 Q3 Target	FY 2025 Q4 Target	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
------------	--------------	----------------	----------------------	-----------------------	-------------------	-------------------	-------------------	-------------------	--

(b) (5)

Measure ID	Measure Name	FY 2023 Result	FY 2024 YTD as of Q2	FY 2025 Annual Target	FY 2025 Q1 Target	FY 2025 Q2 Target	FY 2025 Q3 Target	FY 2025 Q4 Target	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
------------	--------------	----------------	----------------------	-----------------------	-------------------	-------------------	-------------------	-------------------	--



Measure ID	Measure Name	FY 2023 Result	FY 2024 YTD as of Q2	FY 2025 Annual Target	FY 2025 Q1 Target	FY 2025 Q2 Target	FY 2025 Q3 Target	FY 2025 Q4 Target	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
------------	--------------	----------------	----------------------	-----------------------	-------------------	-------------------	-------------------	-------------------	--



Measure ID	Measure Name	FY 2023 Result	FY 2024 YTD as of Q2	FY 2025 Annual Target	FY 2025 Q1 Target	FY 2025 Q2 Target	FY 2025 Q3 Target	FY 2025 Q4 Target	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
------------	--------------	----------------	----------------------	-----------------------	-------------------	-------------------	-------------------	-------------------	--



Measure ID	Measure Name	FY 2023 Result	FY 2024 YTD as of Q2	FY 2025 Annual Target	FY 2025 Q1 Target	FY 2025 Q2 Target	FY 2025 Q3 Target	FY 2025 Q4 Target	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
------------	--------------	----------------	----------------------	-----------------------	-------------------	-------------------	-------------------	-------------------	--



Measure ID	Measure Name	FY 2023 Result	FY 2024 YTD as of Q2	FY 2025 Annual Target	FY 2025 Q1 Target	FY 2025 Q2 Target	FY 2025 Q3 Target	FY 2025 Q4 Target	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
------------	--------------	----------------	----------------------	-----------------------	-------------------	-------------------	-------------------	-------------------	--



Measure ID	Measure Name	FY 2023 Result	FY 2024 YTD as of Q2	FY 2025 Annual Target	FY 2025 Q1 Target	FY 2025 Q2 Target	FY 2025 Q3 Target	FY 2025 Q4 Target	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
------------	--------------	----------------	----------------------	-----------------------	-------------------	-------------------	-------------------	-------------------	--



Measure ID	Measure Name	FY 2023 Result	FY 2024 YTD as of Q2	FY 2025 Annual Target	FY 2025 Q1 Target	FY 2025 Q2 Target	FY 2025 Q3 Target	FY 2025 Q4 Target	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
------------	--------------	----------------	----------------------	-----------------------	-------------------	-------------------	-------------------	-------------------	--



Measure ID	Measure Name	FY 2023 Result	FY 2024 YTD as of Q2	FY 2025 Annual Target	FY 2025 Q1 Target	FY 2025 Q2 Target	FY 2025 Q3 Target	FY 2025 Q4 Target	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
------------	--------------	----------------	----------------------	-----------------------	-------------------	-------------------	-------------------	-------------------	--

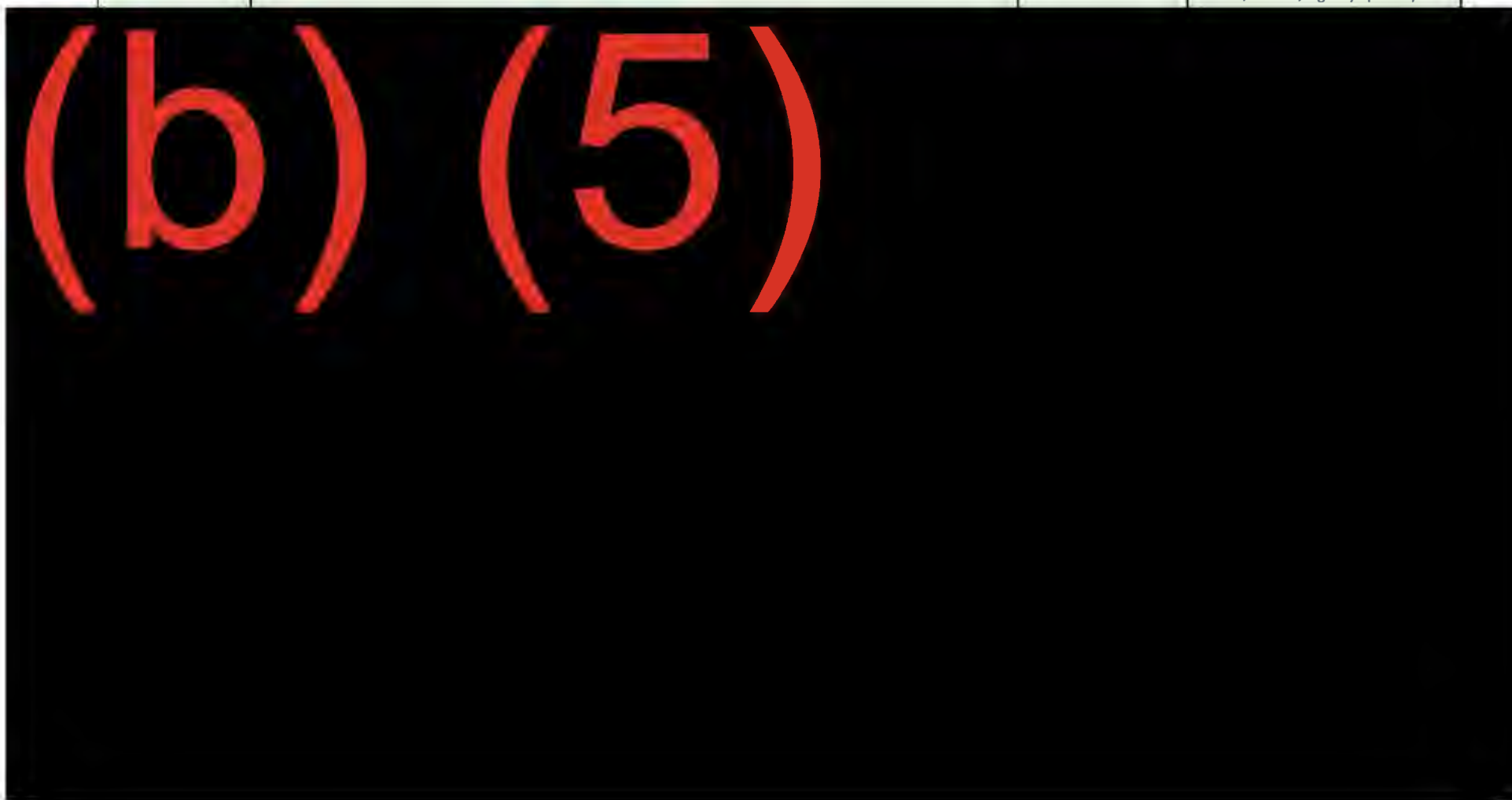


Measure ID	Measure Name	FY 2023 Result	FY 2024 YTD as of Q2	FY 2025 Annual Target	FY 2025 Q1 Target	FY 2025 Q2 Target	FY 2025 Q3 Target	FY 2025 Q4 Target	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
------------	--------------	----------------	----------------------	-----------------------	-------------------	-------------------	-------------------	-------------------	--

(b) (5)

Performance Milestones

Milestone ID	Milestone Description	Due Date	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
--------------	-----------------------	----------	--



Milestone ID	Milestone Description	Due Date	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
--------------	-----------------------	----------	--



Milestone ID	Milestone Description	Due Date	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
--------------	-----------------------	----------	--

(b) (5)

Milestone ID	Milestone Description	Due Date	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
--------------	-----------------------	----------	--



Milestone ID	Milestone Description	Due Date	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
--------------	-----------------------	----------	--



Milestone ID	Milestone Description	Due Date	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
--------------	-----------------------	----------	--

(b) (5)

Milestone ID	Milestone Description	Due Date	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
--------------	-----------------------	----------	--

(b) (5)

Milestone ID	Milestone Description	Due Date	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
--------------	-----------------------	----------	--

(b) (5)

Milestone ID	Milestone Description	Due Date	Applicable Categories (Options: APR, Climate Plan, Customer Experience, Data, DEIA Plan, Environmental Justice, Equity APG, Equity-All, Job Quality, Org Health, UI APG, Agency Specific)
--------------	-----------------------	----------	--

