

**U.S. Department of Labor
Bureau of International
Labor Affairs**



November 2020

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TAB 1: AGENCY ORGANIZATIONAL OVERVIEW

Mission

[ILAB's mission](#)¹ 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.

Authorizing Legislation

ILAB's work supports the President's and the Secretary of Labor's labor and foreign policy objectives and meets congressional mandates.²

Organizational Structure

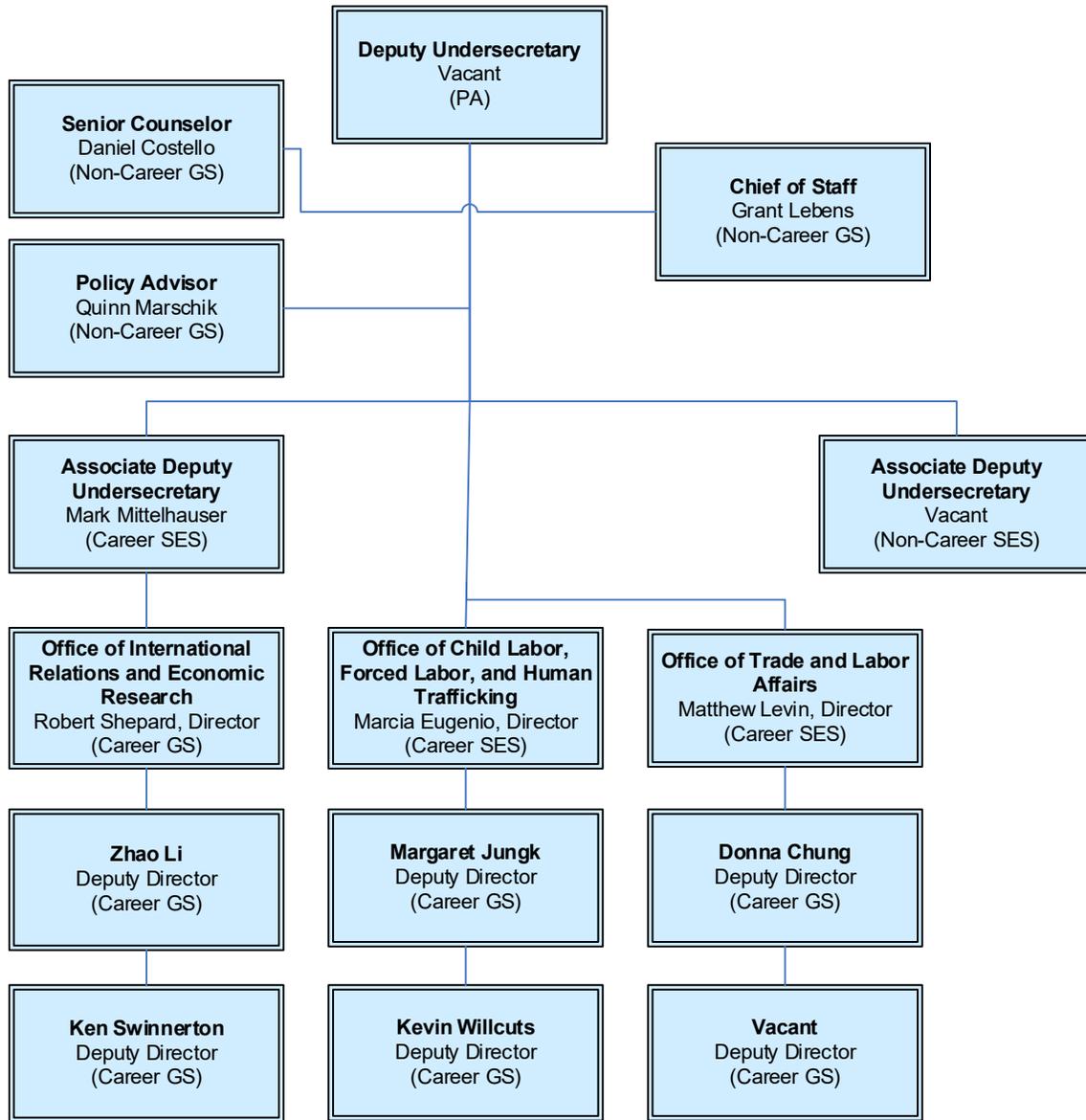
The Bureau of International Labor Affairs (ILAB) is headed by the Office of the Deputy Undersecretary (ODUS), which provides leadership, direction, and guidance to the Bureau in support of its mission. Additionally, ILAB has three functional offices: The Office of Child Labor, Forced Labor, and Human Trafficking (OCFT); the Office of International Relations and Economic Research (OIRER); and the Office of Trade and Labor Affairs (OTLA). ILAB has approximately 120 FTEs (Full Time Equivalent). The position of ILAB's agency head, the Deputy Undersecretary for International Affairs, is currently vacant.

¹ <https://www.dol.gov/agencies/ilab/about-us/mission>.

² <https://www.dol.gov/agencies/ilab/about/laws>.

TAB 1: Agency Organizational Overview

Organizational Chart



Workforce At-A-Glance

**DEPARTMENT OF LABOR EMPLOYMENT *
AS OF 11/1/2020 - ILAB**

AGENCY			
Subagency	National Office	Regional Office	Total
ILAB	121	2	123
Total	121	2	123
RACE & GENDER			
Ethnicity	F	M	Total
American Indian	1	0	1
Asian	8	7	15
Black	12	3	15
Hispanic	15	4	19
Two or more Races	1	0	1
White	41	31	72
Total	78	45	123

BARGAINING UNIT	
Local 12	76
NCFL	2
Non-BU	45
SUPERVISORY**	
Non Supervisor	102
Supervisor	21
WORK SCHEDULE	
F-Full Time	121
P-Part Time	2
REGIONS	
4 Atlanta	1
5 Chicago	1
Natl Ofc	121
Total	123

GRADE DISTRIBUTION	
00	3
05	1
09	7
11	8
12	17
13	29
14	35
15	23
Total	123
DISABLED STATUS	
No Disability	112
Non-targeted	11
APPOINTMENT TENURE	
Indefinite	3
Permanent	119
Temporary	1
RETIREMENT ELIGIBILITY	
Early Out	13
Eligible	15
Not Eligible	95

METRO D.C. AREA EMPLOYEES BY BUILDING		
FRANCES PERKINS BLDG	121	
Total	121	
Includes regional employees working in the D.C. area		
GRADE 13 & ABOVE		
Ethnicity	F	M
American Indian	1	0
Asian	5	7
Black	6	3
Hispanic	8	4
White	33	23

* Permanent and Temporary Employees
** Supervisor count includes manager levels 2 and 4

Organizational Changes During the Past Four Years

In 2020, ILAB reorganized the Office of Trade and Labor Affairs (OTLA) to meet the Congressional directive to monitor and enforce U.S. free trade agreements (FTAs) and trade preference programs. In addition, OTLA focused on building new capacities to monitor compliance with the newly signed U.S.-Mexico-Canada (USMCA) Trade Agreement, and to provide targeted technical assistance to Mexico to support the implementation of the USMCA. The reorganization included expanding the number of divisions within OTLA from four to seven. In order to fulfill its expanded mandate, OTLA is set to increase staffing levels in FY 2021.

ILAB continues to expand its labor attaché program. Through this program, ILAB employees

are posted in U.S. embassies in countries where ILAB has a strategic interest. Labor attachés work on labor and employment issues, including enforcement of the labor commitments of U.S. trade agreements and preference programs. There is currently a DOL labor attaché serving in Colombia. ILAB has also established a position in Vietnam, which is not currently filled. ILAB does not have immediate plans to fill this position but is discussing how best to staff the attaché function to address priorities in Southeast Asia. In 2020, ILAB expanded the program to include two attaches in Mexico to implement the labor provision of the USMCA, with plans to fill up to three additional attaché positions during FY 2021, in compliance with USMCA implementing legislation. Additionally, ILAB has created a position and is moving forward to fill an attaché position to cover the International Labor Organization (ILO) at the U.S. Mission in Geneva.

In 2019, the Office of Child Labor, Forced Labor, and Human Trafficking (OCFT) implemented a minor realignment of the office's structure. The realignment created separate units for research and policy and technical assistance and cooperation, and established a separate division for monitoring, evaluation, research and learning. This realignment improved the office's operations and relocated monitoring and evaluation (M&E) activities to report to the OCFT office director.

In 2018, ILAB merged the Office of Economic and Labor Research (OELR) and the Office of International Relations (OIR) to establish the Office of International Relations and Economic Research (OIRER). The realignment minimized overhead costs of maintaining two small offices and formalized the long-standing collaboration of the two offices in the use of economic research to inform policy positions and deliberations in the various multilateral and bilateral relationships that ILAB maintains.

Key Leaders

- **Vacant**, Deputy Undersecretary
- **Mark Mittelhauser**, Associate Deputy Undersecretary
- **Vacant**, Associate Deputy Undersecretary
- **Grant Lebens**, Chief of Staff
- **Marcia Eugenio**, Director, Office of Child Labor, Forced Labor, and Human Trafficking
- **Robert Shepard**, Director, Office of International Relations and Economic Research
- **Matthew Levin**, Director, Office of Trade and Labor Affairs

TAB 2: STATE OF PLAY

Key Meetings, Decisions and Announcements

By end of November 2020

G20 Labor and Employment Ministerial Meeting (LEMM)

The G20 Labor Ministers met virtually on September 10 to discuss Better Preparing Youth for the Transitions to Work; Adapting Social Protection to Reflect the Changing Patterns of Work; Exploring Behavioral Insights Application for Robust Labor Market Policies; and Reducing Work-Related Gender Disparities. Saudi Arabia, which holds the Presidency of the G20 this year, hosted the meeting. The LEMM was preceded by a meeting of the G20 Employment Working Group (EWG) met on September 7-8 to finalize the Ministerial Declaration and Annexes.

Generalized System of Preferences (GSP) Annual Review

The Trade Policy Staff Committee (TPSC) will make final decisions for the GSP Annual Review, which will include whether to close any GSP country practice reviews and whether to open any new country practice reviews based on the annual assessment of GSP beneficiary countries. OTLA/ILAB represents DOL in the interagency process and provides recommendations and expertise on GSP beneficiary countries' compliance with the labor eligibility criteria.

African Growth and Opportunity Act (AGOA) Annual Review

The TPSC will conduct the annual AGOA review of beneficiary countries' compliance with the labor eligibility criteria and determine next steps with respect to engagement. OTLA/ILAB represents DOL in the interagency process and provides recommendations and expertise on AGOA beneficiary country compliance with the labor eligibility criteria. DOL will also take a lead role in preparing strategic work plans, which presents a new opportunity to raise labor issues in a more coordinated and sustained manner throughout the coming year.

Organization for Economic Cooperation and Development (OECD) Employment, Labor and Social Affairs Committee (ELSAC)

Because of the COVID-19 pandemic, the ELSAC will not meet for its usual in-person two full-day meeting, but instead will meet in a series of one-to-two-hour virtual sessions to be scheduled starting in mid-September and going throughout the fall. At these sessions, the ELSAC will work on planning for the 2021 Meeting of OECD Labor and Employment Ministers, take a few remaining decisions about its planned 2021-22 Program of Work and Budget, and review products from the 2019-20 Program of Work on skills, employment, migration, and/or social policy issues.

ILO Governing Body

The ILO Governing Body will meet October 29–November 12 to consider cases of country violations of worker rights, employment- and labor-related policy issues, and key program and budget issues. The meeting will be held virtually, and while the agenda is being negotiated, it will include items on the 2022-2025 Program and Budget, and reviews of cases involving

noncompliance with international labor standards by Venezuela, Guatemala, Qatar, Bangladesh, and Burma.

Universal Periodic Review of the United States Human Rights Record (UPR)

The third UPR of the United States will take place in Geneva in November. The State Department of State coordinates United States Government (USG) participation and leads USG representation in the process. ILAB participates in the interagency preparatory process, providing needed expertise on labor issues.

By end of December 2020

CAFTA-DR Report Publication

The Dominican Republic-Central America-United States Free Trade Agreement (CAFTA-DR) Implementation Act (the Act) requires the Secretary of Labor, in consultation with the U.S. Trade Representative (USTR), to report biennially to Congress on labor capacity-building efforts by the CAFTA-DR parties. This will be the Department's fourth CAFTA-DR report. These reports examine public submissions reviewed by the Department under article 16.4.3 of the CAFTA-DR (submissions are formal complaints from interested organizations that believe a trading partner is not fulfilling its labor commitments). While no new submissions were accepted during this review period, this report will provide updates on the engagements related to previously-reviewed submissions concerning the Dominican Republic, Guatemala, and Honduras. The report will also contain a summary of engagements following the first-ever dispute settlement case on labor rights under a trade agreement against Guatemala; ongoing engagements with the Government of the Dominican Republic, including through the provision of technical assistance; and engagements with the Government of Honduras in the implementation of a historic and comprehensive monitoring and action plan on labor rights agreed to between the United States and Honduras in December 2015. The report will also examine the progress of the countries in addressing other important labor rights concerns and commitments. ILAB expects to publish the report in late 2020.

By end of January 2020

ILAB anticipates publishing the following Funding Opportunity Announcements (FOAs) in early 2021:

- Improved adherence to Mexican labor law and international labor standards by the agriculture sector in Mexico
- Mexico Conciliation Project

These FOAs are the used to request proposals from qualified organizations to apply for ILAB-funded technical assistance projects. The winning applicants are awarded grants from ILAB that typically run for four years or more.

Policy and Regulatory Issues

In support of the Department's goal of promoting quality job creation in the United States, the Bureau of International Labor Affairs (ILAB) will prioritize activities that lift labor standards and foster decent working conditions around the world as part of a strategy for promoting a fair

and level playing field for U.S. workers and companies. Priority program areas include the following:

- implementing effective and coordinated technical assistance to combat child labor and forced labor, strengthening worker rights, and improving livelihoods;
- building the capacity of governments, workers, and businesses to enforce and improve labor protections;
- developing and effectively enforcing strong labor rights provisions in U.S. free trade agreements and preference programs;
- effectively representing U.S. labor and employment positions in multilateral forums and in bilateral relationships;
- producing incisive and comprehensive information on child labor, forced labor, and worker rights in the global economy;
- assessing the effects of trade and other international economic policies on U.S. labor markets and workers;
- strengthening international cooperation and exchange on the development of industry recognized apprenticeship programs in the United States; and
- pursuing strong labor diplomacy and multilateral engagement on employment and social protection issues.

ILAB increasingly combines programmatic, policy, and reporting interventions to increase impact in priority countries, such as Mexico, Colombia, Côte d'Ivoire, Vietnam, Ghana, Qatar, and Venezuela. ILAB works with the State Department and the United States Trade Representative (USTR) to improve USG engagement on labor issues and increases our engagement and monitoring capacity at the country and regional levels through the labor attaché program.

ILAB utilizes four cross-cutting strategies (trade enforcement, policy engagement, technical assistance, and research and reporting) across its three program offices in support of its mission, as further discussed below.

Office of Child Labor, Forced Labor, and Human Trafficking (OCFT)

OCFT conducts a range of activities to support ILAB's mission, and OCFT's research and reporting serves as a basis for informing ILAB's policy engagement, monitoring, enforcement, and technical cooperation strategies. As part of its research and reporting function, OCFT prioritizes the following:

- In-country staff research and policy engagement in countries where there is a lack of information and government commitment to address child labor, forced labor, and human trafficking. The information collected aims to increase the accuracy and reliability of information reported in OCFT's flagship reports, and supports policy engagement efforts to assist governments in addressing suggested actions identified through its reporting, including enhanced enforcement of national labor laws;

- Work with countries to address the conditions that lead to inclusion of goods in OCFT’s Trafficking Victims Protection Reauthorization Act (TVPRA) list of goods made with child labor or forced labor and provide them a systematic framework for collecting information and developing systems to demonstrate how to remove a good from OCFT’s list; and
- Increasing coordination with Customs and Border Protection (CBP) to support implementation of the changes outlined in the Trade Facilitation and Trade Enforcement Act of 2015, including through participation in CBP’s Customs Commercial Operations Advisory Committee (COAC) Forced Labor Working Group and the Forced Labor Interagency Working Group. Following passage of the United States-Mexico-Canada (USMCA) Implementation Act, OCFT also participates in the mandated Forced Labor Enforcement Task Force.

With respect to its policy engagement, OCFT performs the following:

- Hosts or participates in events on or around June 12 each year to commemorate the World Day Against Child Labor;
- Expands its use of social media as a means of raising awareness about the work it does and the issues it seeks to address;
- Issues the Iqbal Masih Award, a non-monetary award presented annually by the Secretary and administered by OCFT, to recognize exceptional efforts to reduce the worst forms of child labor;
- Uses the tools, knowledge, and results from its technical assistance and research and reporting activities to build momentum and foster stakeholder engagement to support USG efforts to eradicate forced labor, trafficking, and the worst forms of child labor internationally;
- Engages with international stakeholders to address child labor and forced labor issues in discussions relating to compliance with trade commitments; and
- Furthers its strategic bilateral policy engagements with key governments, including Mexico, Colombia, Côte d’Ivoire, Dominican Republic, Ghana, Honduras, Panama, Peru, Uzbekistan, and Vietnam.

Issues and sectors of particular strategic focus for OCFT include the following:

- Fishing and Seafood – strengthen coordination and collaboration with USG counterparts, as well as with non-USG stakeholders, to further international efforts to combat forced labor in the fish and seafood sectors.
- Cocoa – along with the International Cocoa and Chocolate Industry and the Governments of Côte d’Ivoire and Ghana, work toward the goal of reducing the worst forms of child labor in the cocoa sectors of these two countries by 70 percent in aggregate by the year 2020;
- Agriculture – in addition to our work in cocoa, work with governments, industry, and civil society to address and prevent child labor and forced labor in agriculture. In particular, use the TVPRA and Executive Order (E.O.) Lists as well as the ComplyChain app to assist stakeholders in addressing these issues.

- Girls and Women’s Empowerment – initiatives that aim to help adolescent girls around the world attain a quality education that can empower them to reach their full potential;
- Occupational Safety and Health – provide leadership in supporting global and national efforts to improve occupational safety and health, particularly as it relates to child labor and young workers.
- Training for Vulnerable Youth – in Central America, participate in interagency policy fora to support the U.S. Strategy for Central America, which includes a focus on youth employment and apprenticeships for the most vulnerable groups, including those from indigenous and afro-descendant populations.

OCFT devotes significant resources to managing its substantial existing grant portfolio to ensure that (1) project funds are spent according to U.S. government and DOL requirements; (2) projects achieve desired outcomes; and (3) lessons are learned and incorporated into existing and newly designed projects. In addition, OCFT uses impact evaluations in targeted areas to enhance understanding of which interventions are most effective and cost-efficient in reducing child labor and forced labor and in raising awareness and knowledge about the negative effects such labor abuses have on children and families. OCFT uses results and findings from impact and performance evaluations to inform and improve the design and implementation of its current and future projects and also makes this information available to the public for broader use. This approach is in line with OMB’s continued emphasis on increased program oversight and evaluation.

Office of International Relations and Economic Research

OIRER conducts activities to support ILAB’s mission, focusing on bilateral and multilateral policy engagement and research and reporting. These activities are intertwined, as research and reporting efforts feed into the development of policy positions for DOL and the USG in support of ILAB’s efforts to promote a fair global playing field for workers in the United States and around the world.

OIRER’s principal priorities in FY 2021 are to actively promote and defend U.S. labor, employment, and foreign policy interests in the ILO, OECD, G20, G7, IACML, and other international and regional organizations; to build useful labor relationships with key countries to benefit American workers and business; to work with the Department of State to support the labor diplomacy and labor attaché functions; to use its research programs to inform U.S. domestic and international policymaking; and to continue to provide Labor Department input into USG interagency policies and programs that deal with employment, social protection, and labor standards issues.

In the ILO, OIRER focuses on the following:

- Promotes USG priorities, most notably compliance with core labor standards. OIRER seeks to preserve the integrity, credibility, and effectiveness of the ILO’s mechanisms for receiving complaints and supervising the application of international labor standards. These mechanisms help to lift global labor standards and promote a fair global playing field for U.S. workers and businesses.

- Serves on the ILO Working Group dedicated to the review of the relevance of all ILO conventions and recommendations to ensure that the ILO has an up-to-date body of international labor standards.
- Engages in oversight of ILO implementation of its strategic plan for 2018–2021 and program and budget for 2020-21.
- Plays an active role in the development of the ILO 2022-25 Strategic Plan and 2022-23 program and budget.
- Advances U.S. policy goals, including by encouraging the ILO to provide effective policy support in a cost-effective manner that helps countries strengthen their worker rights, employment, and effective, sustainable social protection programs, with a particular focus on economic and labor market pandemic recovery.
- Ensures USG compliance with its reporting obligations regarding implementation of international labor standards under the ILO Constitution.
- Represents the USG in meeting of the ILO Governing Body (November 2020, March, June, November 2021) and the International Labor Conference (June 2021).

Focusing international attention on worker rights, employment, and workplace issues is a major priority of OIRER in its participation in other international organizations. OIRER will continue to promote U.S. labor and employment priorities through the G20 Presidency of Saudi Arabia in 2020, the Italian Presidency in 2021, and the G7 Presidency of the United Kingdom in 2021, as well as at meetings of the Organization for Economic Cooperation and Development (OECD), the Inter-American Conference of Ministers of Labor (IACML), and Asia-Pacific Economic Cooperation (APEC). OIRER performs the following specific tasks:

- Develops USG positions and represents DOL in meetings of the G20 Employment Working Group and supports the Secretary’s participation in the G20 Labor and Employment Ministerial Meetings;
- Plays a leading role in preparations for the 2021 Inter-American Conference of Ministers of Labor, and supports the participation of the Secretary or designated representative in the Conference;
- Coordinates DOL input to, and represents DOL in USG interagency preparations for, the UN Universal Periodic Review (UPR) of the U.S. human rights record and DOL input into USG treaty reporting processes, including the periodic report on implementation of the International Covenant on Civil and Political Rights;
- Provides expert advice to the State Department in the development of USG positions on employment and labor issues in the UN General Assembly, Economic and Social Council, and other UN bodies; and
- Contributes concrete examples of labor rights violations to State Department reviews and assessments of the labor rights records of select other countries.

Other key OIRER priorities are as follows:

- Conducting research and providing analysis on key global issues, such as the operation of efficient labor markets, the effect of international trade on employment and wages, workforce development and apprenticeship, issues pertaining to the future of work (such

as pandemic recovery, automation, digitalization, and benefits portability for individuals), women's economic empowerment, paid leave and other social protection programs, and workplace safety and health.

- Serving as co-chair the G20 OSH Network, with co-chair Turkey, and implementing the work plan for the group, mainly through virtual meetings and collaboration through the online platform. The work plan has been modified to reflect member countries' emphasis on efforts to deal with COVID-19 and policy/program responses.
- Maintaining ongoing exchanges with the European Union, Germany, Japan, Qatar, and Switzerland and exploring the development of technical exchange programs with others.
- Developing plans to conduct virtual meetings with Germany, Switzerland, and the EU to explore employment policies and programs in response to the COVID-19 pandemic and how to prepare the workforce for the future, especially when economic recovery is underway.
- Participating in the interagency processes that guide broader, U.S. Government strategic and economic dialogues led by other departments. OIRER will continue to maintain a high level of coordination with domestic agencies of DOL to ensure that DOL concerns and interests are brought to the fore.

COVID-19 will have lasting effects on the global economy and the performance of national labor markets. Monitoring and analyzing these effects has become part of the standing research programs that OIRER maintains. In 2021, this will include collaboration at the OECD to prepare analyses for discussion at an OECD Labor Ministerial in late 2021. Ministers will be invited to discuss how their labor markets can be made more resilient to pandemics and other shocks, and what that means for the use of technology in the future of work throughout the OECD.

OIRER coordinates DOL's role in support of the labor diplomacy function, including supporting DOL-funded labor attachés serving in positions in selected U.S. embassies. In the vast majority of countries, where reporting on labor and employment issues is carried out by State Department Foreign Service Officers and local staff, OIRER seeks new opportunities to raise the profile of labor issues and improve the capacity for reporting, project troubleshooting, and engaging with host governments on labor and employment issues. OIRER prioritizes outreach and training for these officers, many of whom have had no training or background on labor issues or DOL, and will use new mechanisms, such as webinars, digital video conferences, and teleconferences with posts, to reinforce the relationship between labor officers and DOL.

Office of Trade and Labor Affairs

OTLA conducts a range of activities to support ILAB's mission, with emphasis on trade enforcement. OTLA's activities in the areas of policy engagement, technical assistance, and research and reporting support ILAB's overall efforts to negotiate, monitor, and enforce labor provisions of trade agreements and trade preference programs.

Specific priorities include the following:

- Ensuring that OTLA/ILAB's expertise is utilized in the development and negotiation of the text of the U.S.–UK and U.S.–Kenya FTA negotiations, particularly the labor and dispute settlement chapters. Both negotiations are in their early stages, but are on expedited time frames. The U.S. has not yet tabled labor text in either negotiation, but the text and ongoing policy positions will reflect the USMCA model. Our policy positions are tailored to ensure the highest standard labor provisions to help protect U.S. workers' and businesses' interests.
- Establishing the mechanisms to monitor and enforce the labor aspects of the USMCA, which entered into force on July 1, 2020. These mechanisms include an attaché program in Mexico, a hotline to receive tips from the public about labor abuses in Mexico, and an interagency program to act on formal petitions alleging violations of the USMCA by the Mexican government and certain Mexican worksites.
- Increasing the office's capacity to self-initiate dispute settlements with FTA partners.
- Overseeing and supporting the government of Honduras' continued implementation of the U.S.-Honduras Labor Rights Monitoring and Action Plan (MAP), an agreement signed in December 2015, which outlines actions to address the legal, institutional, and practical challenges to labor law enforcement in Honduras identified in OTLA's 2015 submission report geared towards strengthening compliance with labor commitments in CAFTA-DR.
- Reviewing progress under, and facilitating the implementation of, the Colombian Action Plan Related to Labor Rights, addressing the recommendations in OTLA's 2017 submission report published under the U.S.-Colombia Trade Promotion Agreement through Point of Contact Consultations, and engaging with Colombia to follow up to its commitments related to OECD accession. ILAB has maintained a labor attaché in the Embassy in Bogota since 2017 to assist with all of these priorities.
- Incentivizing the government of Dominican Republic and the Dominican sugar industry to make improvements in labor conditions that are consistent with commitments in the (CAFTA-DR) and submission report recommendations, including by providing technical expertise where appropriate.
- Representing the DOL in the USG development finance interagency process, including the Treasury-led interagency and the U.S. International Development Finance Corporation coordinating group. DOL-ILAB leads the labor expert group in the interagency policymaking process for multilateral development banks (MDBs), including monitoring the implementation of the World Bank's and regional MDB labor safeguards policies, and providing input and voting positions to the interagency on investment project and program finance through the Treasury-led Working Group on Multilateral Assistance.
- Enforcing the labor eligibility requirements of the Haitian Hemispheric Opportunity through Partnership Encouragement Act (HOPE II) in the Haitian apparel sector.
- Enforcing trade preference program eligibility criteria, through GSP annual assessment and country practice reviews. Specifically, monitoring and enforcing the eligibility

requirements for Algeria, Azerbaijan, Burma, Cambodia, Egypt, Eritrea, Georgia, Kazakhstan, Pakistan, and Zimbabwe.

- Enforcing the labor eligibility requirements of the Africa Growth and Opportunity Act (AGOA) and pursuing increased strategic engagement with various countries via interagency work plans, in which DOL will play a lead role. Monitoring progress made in Mauritania and the Democratic Republic of the Congo, two countries whose AGOA benefits were terminated but are seeking reinstatement.

The following FY 2021 priorities for technical assistance aim to ensure that U.S. workers and businesses can compete on a fair global playing field by promoting trade partner countries' fulfillment of their commitments to international labor standards:

- Conducting effective oversight and monitoring of active technical assistance projects in OTLA's current portfolio, which are designed to improve workers' rights and working conditions and ensure compliance with labor laws and standards in trade partner countries.
- Providing targeted technical assistance to improve labor law enforcement among U.S. trade partners, in tandem with policy engagement and other enforcement tools, to promote full compliance with labor-related trade commitments to the U.S.
- Providing targeted technical assistance to workers, workers' organizations, and other civil society groups operating in trade partner countries to help them defend and advance workers' rights.
- Providing targeted technical assistance to industry partners, employers, and employers' organizations operating in trade partner countries to promote their compliance with labor-related laws, policies, standards and trade commitments and to increase their awareness of the economic benefits of such compliance.
- Enhancing the sustainability of project outcomes, particularly of USDOL-funded Better Work projects in Bangladesh, Cambodia, Ethiopia, Haiti, Jordan, and Vietnam-
- Supporting and facilitating systems change in Mexico for the effective implementation of USMCA labor commitments.

Key Agency Stakeholders

ILAB engages on a regular basis with a number of key stakeholders, including leaders from other U.S. government agencies; Congressional offices; business, labor, and civil society organizations; foreign governments; and international organizations.

In terms of formal mechanisms for stakeholder input, the Labor Advisory Committee for Trade Negotiations and Trade Policy (LAC) is the primary advisory committee for providing the President with information on labor-related trade issues. The Secretary of Labor co-chairs the LAC with the United States Trade Representative (USTR). LAC Members elected United Steelworkers President Thomas Conway as the LAC Chair in June 2020. DOL and USTR hosted a virtual LAC Principals meeting on Friday, August 21, via a teleconference line due to the pandemic. Topics included USMCA, China, and ongoing trade negotiations. Principals'

TAB 2: State of Play

meetings are held at DOL and ILAB's DUS plays a critical role in preparing the Secretary for the meeting.

The U.S. Council for International Business (USCIB) and the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) are key stakeholders with regard to the ILO, where they represent U.S. business and worker interests, respectively. The USCIB and AFL-CIO participate in consultative meetings prior to each meeting of the ILO Governing Body, and in a briefing prior to the annual International Labor Conference. Both organizations are also members of the President's Committee on the International Labor Organization, which is headed by the Secretary of Labor and charged with overseeing U.S. participation in the ILO.

TAB 3: CALENDAR

Event	Date
Deadline for awarding cooperative agreements funded by ILAB’s annual appropriations	December 31, 2020
ILO Governing Body Meeting	March 2021
World Day Against Child Labor	June 12, 2021
ILO Governing Body Meeting	June 2021
International Labor Conference	June 2021
Release of the Findings on the Worst Forms of Child Labor Report	September 2021
ILO Governing Body Meeting	November 2021

USMCA-Specific Calendar of Events

Activity	Frequency
Interagency Labor Committee Meeting	Every 90 days for the 5-year period following the enactment of USMCA and every 180 days for the subsequent 5 years.
Interagency Labor Committee Report to Congress	Every 180 days for 10 years, starting 1/29/2020.
Mexico labor attache reports on efforts undertaken by Mexico to comply with its labor obligations	Quarterly
USMCA Forced Labor Enforcement Task Force Meeting	Every 90 days
USMCA Forced Labor Enforcement Task Force – Report to Congress	Biannually
USMCA Forced Labor Enforcement Task Force – Enforcement Plan Regarding Goods Produced by or With Forced Labor in Mexico and Report to the Interagency Labor Committee on concerns or allegations filed	December 2020 (tentative)

TAB 4: BUDGET

BUDGET AUTHORITY AND FTE SUMMARY

(Dollars in millions)

	FY 2017 Enacted	FY 2018 Enacted	FY 2019 Enacted	FY 2020 Enacted	FY 2021 Request
Budget Authority	\$86.1	\$86.1	\$86.1	\$96.1	\$18.7
FTE	115	108	114	110	94

At-A-Glance

- The Bureau of International Labor Affairs (ILAB) is funded in the Departmental Management appropriation. Funding for salaries and expenses has one-year availability and funding for international labor activities has an additional quarter of availability.

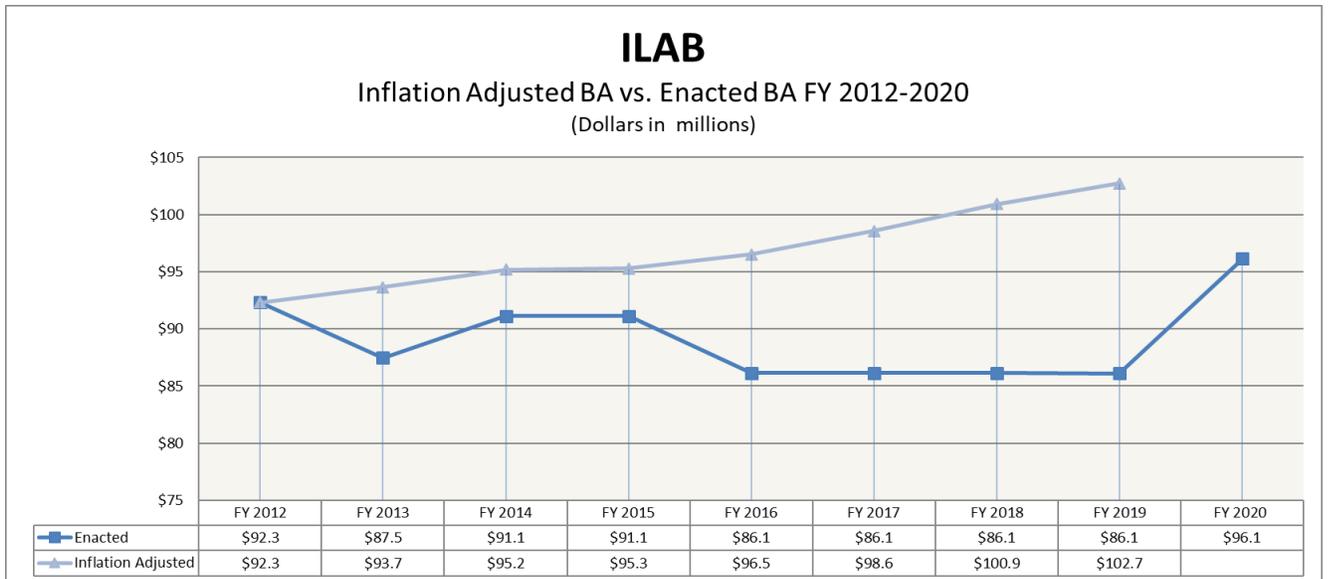
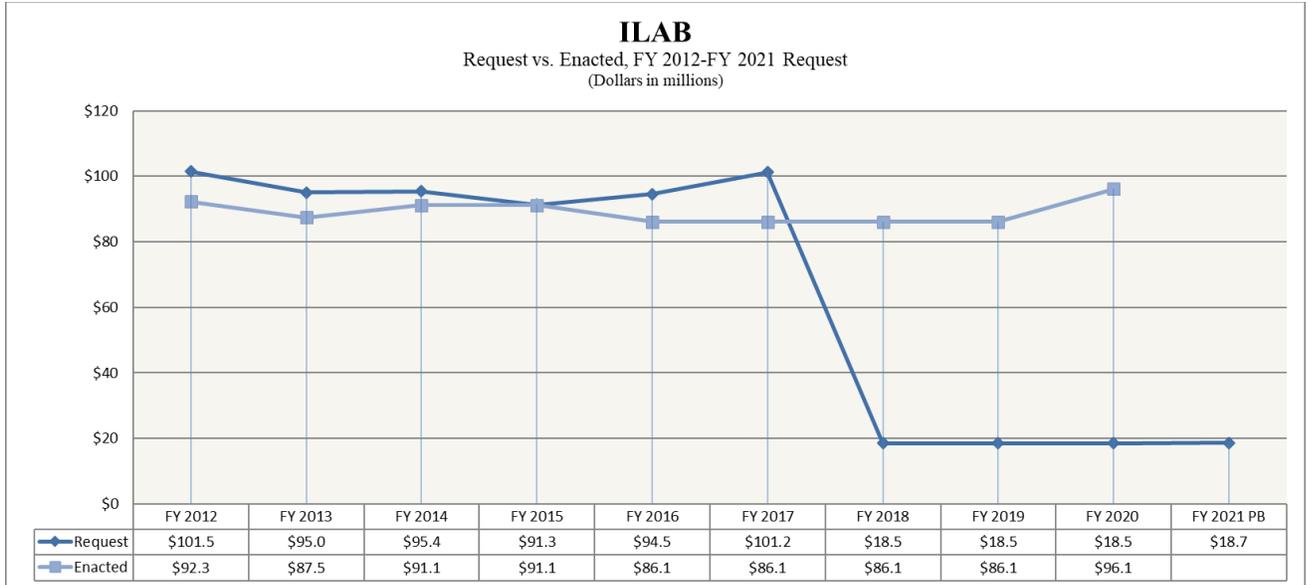
Budget and FTE Trends

- ILAB’s enacted budget authority has ranged between \$86.1 million and \$96.1 million from Fiscal Year (FY) 2009 to FY 2020.
- Beginning in FY 2008, the appropriations language for the Departmental Management account included specific directives on the use of ILAB’s grants funding for child labor reduction and prevention, and new funding for worker rights grants. The appropriations language was changed and the FY 2020 language directs ILAB to spend no more than \$53.8 million to combat exploitative child labor and not less than \$13.5 million to implement model programs that address worker rights issues.
- The FY 2021 President’s Budget eliminated the technical assistance grants and further reduced ILAB’s budget to \$18.7 million.
- ILAB FY 2020 enacted funding is \$96.1 million and 110 FTE. The FY 2020 House bill funds ILAB at \$122.1 million. This is an increase of \$36 million over FY 2019 as enacted. Of the increase, \$6 million is for staff and \$30 million is for technical assistance to countries with which the U.S. has trade agreements.
- In FY 2020, ILAB received a supplemental appropriation of \$210 million for implementation of the United States-Canada-Mexico Agreement (USMCA). These funds are available for both technical assistance (\$180 million) and for salaries and expenses (\$30 million). Technical assistance funds are available through FY 2024 and salaries and expenses funds are available through FY 2027.

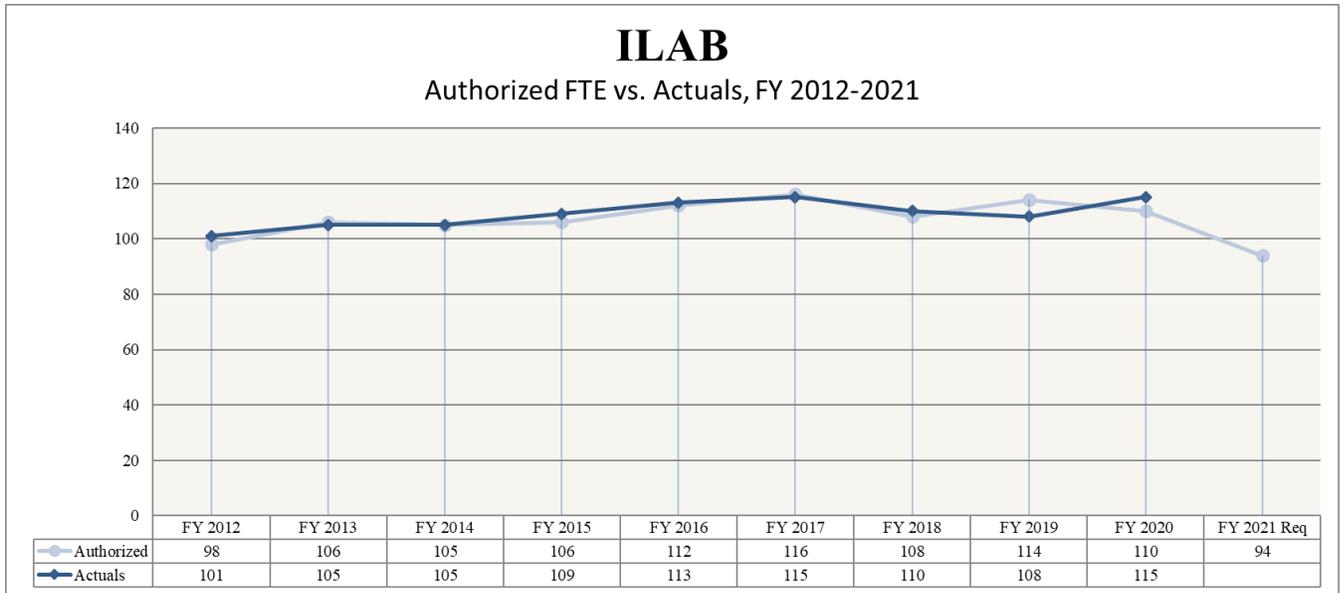
Upcoming Issues

- ILAB’s grants funding continues to be an area of focus for the appropriations committees. Additional attention has been focused on ILAB’s free trade agreement-related responsibilities.

TAB 4: Budget



TAB 4: Budget



TAB 5: AGENCY PERFORMANCE

The Bureau of International Labor Affairs (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. In the Department of Labor's 2018-2022 Strategic Plan, ILAB's Strategic Objective is to promote a fair global playing field for workers and businesses in the United States by enforcing trade commitments, strengthening labor standards, and combating international child labor, forced labor, and modern slavery.

ILAB's strategies to accomplish its mission are (1) Trade Enforcement; (2) Policy Engagement; (3) Technical Assistance; and (4) Research and Reporting. ILAB implements these strategies through a variety of compliance, advocacy, monitoring, engagement, negotiating, and enforcement tools through both internal and external stakeholders.

ILAB performs activities to support the requirements of the United States-Mexico-Canada Agreement (USMCA) Implementation Act. These requirements call for ILAB to monitor compliance with labor obligations in Mexico, including through participation in the Interagency Labor Committee for Monitoring and Enforcement and the deployment of up to five labor attachés to U.S. embassies or consulates in Mexico. The USMCA Implementation Act also calls for ILAB to support reforms of the labor justice system in Mexico. This includes 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.

ILAB produces the Congressionally-mandated and Executive Order-directed reports including *The U.S. Department of Labor's Findings on the Worst Forms of Child Labor* (TDA Report), the *List of Goods Produced by Child Labor or Forced Labor*, and the *List of Products Produced by Forced or Indentured Child Labor*.

ILAB utilizes a variety of performance measures to track its progress in achieving the intended outputs and outcomes to support its mission. The measures below are broad indicators of these efforts.

- Number of active technical assistance projects. (ILAB-01)
- Number of trade partner countries in which labor rights are systematically monitored and analyzed. (ILAB-03)

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.

TAB 5: Agency Performance

ILAB frequently funds targeted projects that promote compliance with labor-related trade commitments--a strategic way to help willing trade partners comply with their obligations. To support this strategy, ILAB partners with governments that have demonstrated a willingness to work on labor issues through targeted, short-term technical assistance projects. These technical assistance projects serve as demonstration projects, piloting strategies to build capacity in areas such as strengthening labor law enforcement and compliance; occupational safety and health; mine safety; payment of wages; hours of work; discrimination; labor-management relations; and eliminating child labor, forced labor, and human trafficking. ILAB's strategy for improving working conditions and combating labor abuses involves active participation of governments, 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.

ILAB conducts research to inform all of its strategies. ILAB maintains standing research programs that allow it to respond expertly to certain reporting mandates and requests from Congress and other stakeholders. 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: (1) analyzing the effects of trade and trade policies on U.S. workers; (2) researching the ways workers and businesses may be affected by the global economy; (3) analyzing and reporting on countries' laws and practices for compliance with international labor standards; and (4) supporting research and evaluation on issues and questions related to child labor, forced labor, and worker rights.

