

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



November 2016

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TAB 1: AGENCY ORGANIZATIONAL OVERVIEW

Mission

The Bureau of International Labor Affairs (ILAB) works to build a fair and inclusive global economy by promoting worker rights, broadly shared prosperity, and a fair global playing field for workers and companies in the United States. ILAB combines policy engagement, technical assistance, and research to carry out the international responsibilities of the Department. Its activities support the Department's domestic programs, while advancing broader U.S. labor, economic, development and foreign policy priorities.

- **Leveling the global playing field for U.S. workers and companies:** ILAB works with interagency partners to negotiate, monitor, and enforce the labor clauses of trade agreements and trade preference programs. These efforts are supported by targeted research and innovative technical assistance to strengthen labor enforcement, build the capacity of labor stakeholders, and improve industrial relations among our key trading partners. In this way, ILAB helps to improve working conditions abroad while ensuring that workers and companies in the United States do not face unfair competition with respect to labor rights and wages in other countries.
- **Combating abusive child labor, forced labor, and human trafficking:** For more than a decade, ILAB has been the world's leading funder of projects to eliminate the worst forms of child labor. Increasingly, its program and policy interventions also target the related abuses of forced labor and human trafficking. ILAB projects provide meaningful educational alternatives to children, improve labor law enforcement, raise awareness, and strengthen livelihoods for at-risk families. These programs are complemented by research and reporting as well as effective engagement with governments, workers, and companies to raise awareness and advocate for policies and practices to eliminate forced labor and child labor.
- **Promoting inclusive global growth and strong labor standards:** ILAB works to strengthen labor rights, reduce inequalities, expand opportunity, and further decent work through its leadership at the International Labor Organization (ILO), the Group of 20 (G20), and other multilateral institutions. ILAB couples these efforts with effective bilateral diplomacy to promote respect for worker rights and strong labor market institutions. In these efforts, ILAB works closely with DOL's domestic agencies and other U.S. government partners to help shape labor, economic, and trade policies that support quality job creation in the United States.

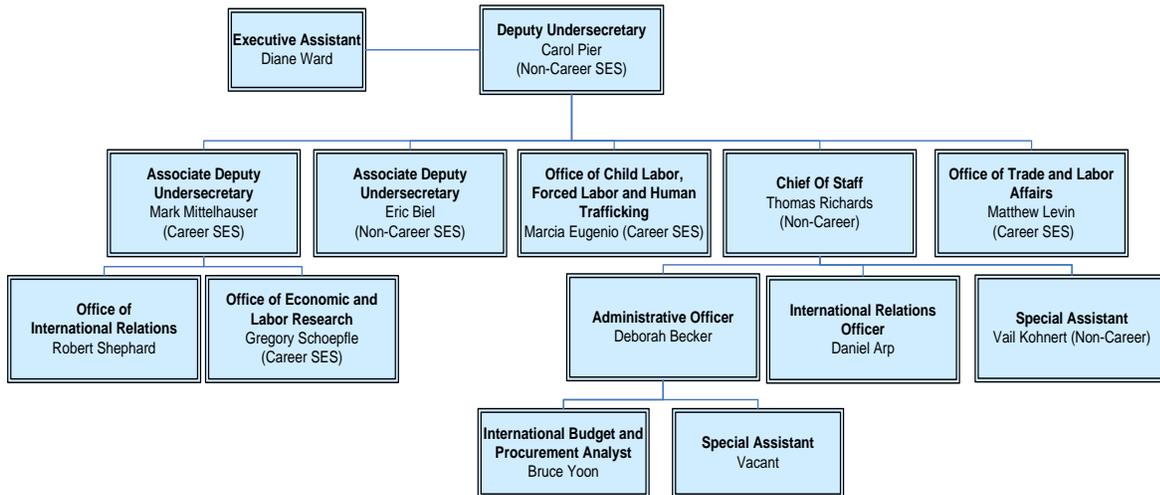
Authorizing Legislation

ILAB was established by General Order No. 33, dated October 10, 1947, and its activities are authorized through the Trade Act of 1974; the North American Free Trade Agreement Implementation Act of 1993; the Trade Act of 2000 and 2002; Executive Orders 11846, 13277

and 13126; Trafficking Victims Protection Reauthorization Act (TVPRA) of 2005 and 2008; the Farm Bill of 2008; and Secretary’s Order 18-2006.

Organizational Structure

Organizational Chart



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

The Office of Child Labor, Forced Labor, and Human Trafficking was established in 1993 (originally known as the International Child Labor Program). The U.S. Government is a global leader in combating child labor and forced labor, and OCFT has been at the forefront of this effort. OCFT’s work helps to raise labor standards and improve the welfare of vulnerable children, their families, and their communities. OCFT works to reduce the prevalence of the worst forms of child labor, forced labor, and human trafficking worldwide through the following tools: (1) research and reporting, (2) technical assistance and cooperation, (3) policy engagement, and (4) awareness raising. These tools are strongly linked and mutually reinforce one another.

OCFT produces leading **research and reporting** on child labor and forced labor throughout the world to inform ILAB’s policy engagement and technical cooperation strategies. OCFT’s three flagship reports are:

- **TDA Report:** DOL’s annual *Findings on the Worst Forms of Child Labor* (the Report) is mandated by the Trade and Development Act of 2000 (P.L. 106-200) (TDA). The TDA requires that countries fulfill commitments to eliminate the worst forms of child labor to be eligible for certain U.S. trade preference programs. The Report focuses on the efforts of certain U.S. trade beneficiary countries to implement these commitments through their legislation, enforcement efforts, policies, and social programs. In addition, the Report presents findings on the prevalence and sectoral distribution of the worst forms

of child labor in each country. ILAB's 2015 TDA Report presents information on the worst forms of child labor in 137 countries and territories.

- **TVPRA List/Report:** The Trafficking Victims Protection Reauthorization Act of 2005 (P.L. 109-164) (TVPRA) mandates that ILAB “develop and make available to the public a list of goods from countries that ILAB has reason to believe are produced by forced labor or child labor in violation of international standards.” ILAB published its initial TVPRA List on September 10, 2009, and has since issued regular updates as required by law. With the 2016 update, the TVPRA List currently includes 139 goods from 75 countries and a total of 379 items. The primary purposes of the TVPRA List are to raise public awareness about goods produced by forced labor and child labor and to promote efforts to eliminate such practices.
- **Executive Order (EO) 13126 List:** ILAB maintains a list of products pursuant to Executive Order (EO) 13126 of 1999, “Prohibition of Acquisition of Products Produced by Forced or Indentured Child Labor” (EO List). EO 13126 requires U.S. federal contractors that supply products on the EO List to certify that they have made a good faith effort to ensure that forced or indentured child labor was not used in the production of those goods. In 2001, ILAB published procedural guidelines governing the maintenance and revision of the EO List and also published a list of 11 products from 2 countries made by forced or indentured child labor. ILAB has since updated the List periodically. The current EO List, last updated in 2014, includes 35 products from 26 countries.

In addition, OCFT funds other research to improve the measurement of child labor and forced labor, including the development of survey methodologies to access information about hidden populations and the collection of data for national and global estimates. These reports and research efforts provide relevant, action-oriented data and information to determine technical assistance priorities and engage key stakeholders.

OCFT is the global leader in funding for **technical assistance** projects to combat child labor and forced labor around the world. As of September 2016, OCFT was actively managing and overseeing 45 projects implemented by 23 organizations in 61 countries, worth more than \$275 million in active programming to combat child labor and forced labor. OCFT anticipates awarding by December 31, 2016, a total of \$47.5 million in FY 2016 appropriated funds for new technical assistance programming.

Projects take a variety of approaches but typically focus on specific economic sectors and geographic areas where child labor or forced labor is known to be prevalent. OCFT's programs increase access to quality education and training; improve household livelihoods; mainstream children and adults into national social protection programs; build government capacity to address child labor through legislation, policies, programs and enforcement; and support research and reliable data collection on child labor. OCFT's technical cooperation projects also provide decent work opportunities for vulnerable youth of legal working age, promote occupational safety and health, and include rigorous impact evaluations to provide evidence-based learning about which interventions are most effective.

In carrying out this work, OCFT often works in partnership with international and nongovernmental organizations, worker and employer groups, other civil society actors, host governments, and the private sector.

Through its **policy engagement** efforts, OCFT assists in the development and implementation of U.S. government policy on international child labor, forced labor, and human trafficking. OCFT engages strategically with international organizations, foreign governments, businesses, labor and civil society groups to support development of standards and implementation of sustainable models to reduce exploitative labor practices. In the area of supply chain engagement, for example, OCFT has produced *Reducing Child Labor and Forced Labor: A Toolkit for Responsible Businesses*, a free, comprehensive online resource specifically targeted to assist companies in combating these labor abuses in their supply chains. OCFT also engages intensively in the interagency context on child labor, forced labor, and human trafficking to shape policy and focus high-level attention on these issues.

Each year, OCFT **raises awareness** about child labor, forced labor and human trafficking issues by regularly engaging with civil society, industry, and business organizations through a variety of events and dialogues. In addition, OCFT administers the Iqbal Masih Award, given annually to an individual, company or country for extraordinary efforts to combat child labor, and uses this annual award to raise awareness of the issue. OCFT also uses social media and the web to continually highlight the topics of child labor and forced labor and to spread awareness of its research and technical assistance efforts. One recent example is the *Sweat & Toil Mobile App*, which draws from more than 1,000 pages of information on child labor and forced labor from the latest TDA Report, TVPRA List, and EO 13126 List in the form of an easily navigable mobile application.

B. Office of Economic and Labor Research (OELR)

The mission of the Office of Economic and Labor Research (OELR) is to ensure that research informs ILAB programs, policies, and reports. To fulfill its mission, OELR maintains programs of research in the following areas:

- The effects of international trade and economic policies and developments on earnings, employment, and working conditions;
- Cross-country comparative and macroeconomic analyses, with a focus on labor markets; and,
- Improved methods to ensure compliance with, and enforcement of, workers' rights internationally.

OELR's research products include:

- Reports mandated by Congress or the Administration, particularly related to the employment and labor market impacts of free trade agreements;
- The monthly ILAB Economic and Labor Research Digest of four summary briefings each discussing a new academic or professional research paper that is relevant to ILAB;
- The weekly ILAB Global Economic Briefing of 2 or 3 summary assessments of economic data recently released by statistical agencies of G20 economies; and

- Staff- or externally-funded research papers describing original theoretical, empirical, or synthesis research.

OELR coordinates with OTLA in performing research and analyses related to trade and with OIR in relation to research needs of various international organizations. Currently, OELR is particularly active in the work of the Organization for Economic Cooperation and Development (OECD), a “think-tank” governed by its 34 member countries. The Deputy Director serves as the Chair of the OECD Employment, Labor and Social Affairs Committee, which sets the agenda for OECD work on labor markets and related policy. OELR also staffs the OECD Working Party on Employment, which is a technical peer review body for the annual OECD Employment Outlook.

C. Office of International Relations (OIR)

ILAB’s Office of International Relations leads DOL’s participation in a number of international organizations, provides technical and policy expertise on global labor issues, and plays a lead role in supporting labor-related diplomacy. OIR’s work includes policy development, outreach efforts to stakeholders, advocacy and representation, dialogue and consultations, and policy research and analysis.

A major focus of OIR is representing the U.S. government at the International Labor Organization (ILO), the U.N. agency that sets labor standards and addresses global labor and employment issues. With a tripartite membership comprising government, worker, and employer representatives, the ILO provides a unique forum in which to advance U.S. priorities related to employment, worker rights, social protection and emerging global workforce and workplace issues. At the ILO, OIR serves as the lead USG agency on matters relating to the development and supervision of ILO labor standards; represents the USG at the ILO Governing Body and the annual International Labor Conference; oversees required US submissions pertaining to ratified and unratified standards; and coordinates the activities of the President’s Committee on the ILO, including efforts to promote US ratification of ILO standards. OIR works closely with U.S. employer and worker representatives on ILO activities and priorities.

OIR also leads on cross-cutting global labor issues and promotes a more inclusive model of global economic growth through its engagement on the labor and employment components of the G20 and G7, the Organization of American State’s Inter-American Conference of Labor Ministers (IACML), Asia Pacific Economic Cooperation (APEC), the U.S.- EU Labor Dialogue, the United Nations and other international organizations. This work entails providing expertise, advice, research and analysis regarding labor and employment trends and issues, including sustainable development, gender, disability, social protection, employment generation, nondiscrimination and immigration. OIR works to ensure that U.S. priorities related to inequality, female labor force participation, disconnected youth, and safe and healthy workplaces are reflected in the statements and commitments of multilateral bodies.

Bilaterally, OIR engages foreign governments 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. OIR 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 at home. OIR currently leads bilateral dialogues and processes with Argentina, Brazil, China, the European Union, India, and Vietnam. OIR plays a key role in the conduct of USG 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 attaches.

OIR is organized into two units:

- *Bilateral Relations*: This division monitors key developments around the world; prepares material for senior DOL staff and for other USG officials addressing labor issues in bilateral meetings; oversees bilateral relationships, including labor dialogues and the exchange of best practices; and manages the international visitor, labor diplomacy, and labor attaché programs.
- *Multilateral Relations and Global Issues*: This division coordinates USG participation in ILO, G20, OECD, APEC, the IACML, the U.S.-EU Dialogue, and the United Nations and develops USG positions on global labor issues such as social protection, employment and nondiscrimination.

D. Office of Trade and Labor Affairs (OTLA)

The mission of the Office of Trade and Labor Affairs (OTLA) is to promote workers' rights through existing and new trade mechanisms and to help ensure that the benefits of international trade are more evenly shared. OTLA negotiates, monitors, and enforces the labor provisions in free trade agreements, as well as country and producer-level commitments on labor for preference programs and multilateral development bank loans. OTLA's goal is to ensure that strong commitments based on internationally recognized labor standards are included in trade and investment instruments and that trade partners fulfill their labor-related commitments.

To assist countries in complying with their labor-related trade commitments, OTLA designs and manages technical assistance projects to improve workers' rights in trade partner countries. These projects strengthen the capacity of governments, workers, and employers to promote compliance with international labor standards and help countries remediate the labor-related problems that OTLA identifies through its monitoring and engagement work. In fulfilling its mission, OTLA works closely with other government agencies, most notably with the Office of the U.S. Trade Representative and the Department of State. OTLA also coordinates DOL's engagement with key public stakeholders from the employer and labor communities on trade and labor issues.

OTLA has three divisions:

- *Division of Trade Policy and Negotiations (TPN)* - Represents ILAB in the development of trade-related labor policy, administers labor aspects of U.S. trade preference programs, and participates in the negotiation of trade and investment agreements.
- *Division of Technical Assistance and Cooperation (TAC)* - Implements international technical assistance programs to improve respect for worker rights.

TAB 1: Agency Organizational Overview

- *Division of Monitoring and Enforcement of Trade Agreements (META)* - Fulfills several functions related to the labor-related provisions of U.S. free trade agreements (FTAs), including assessing labor laws and conditions in FTA countries, reviewing and issuing reports concerning complaints alleging violations of FTA labor provisions, and engaging with the FTA partners to resolve any concerns pertaining to the labor provisions.

TAB 1: Agency Organizational Overview

Workforce At-A-Glance

**DEPARTMENT OF LABOR EMPLOYMENT *
AS OF 11/1/2016 - ILAB**

AGENCY			
Subagency	National Office	Regional Office	Total
ILAB	113	5	118
Total	113	5	118
RACE & GENDER			
Ethnicity	F	M	Total
American Indian	1	0	1
Asian	7	5	12
Black	12	2	14
Hispanic	12	2	14
White	50	27	77
Total	82	36	118

BARGAINING UNIT	
Local 12	82
Non-BU	36
SUPERVISORY**	
Non Supervisor	94
Supervisor	24
WORK SCHEDULE	
F-Full Time	114
I-Intermittent	1
P-Part Time	3
REGIONS	
4 Atlanta	1
5 Chicago	1
9 San Francisco	3
Natl Ofc	113
Total	118

GRADE DISTRIBUTION	
00	6
05	1
09	3
11	8
12	20
13	26
14	29
15	25
Total	118
DISABLED STATUS	
No Disability	113
Non-targeted	5
APPOINTMENT TENURE	
Indefinite	3
Permanent	114
Temporary	1
RETIREMENT ELIGIBILITY	
Early Out	8
Eligible	11
Not Eligible	99

METRO D.C. AREA EMPLOYEES BY BUILDING		
FRANCES PERKINS BLDG		113
Total		113
Includes regional employees working in the D.C. area		
GRADE 13 & ABOVE		
Ethnicity	F	M
American Indian	1	0
Asian	7	3
Black	5	1
Hispanic	8	1
White	39	21

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

Organizational Changes During the Past Eight Years

In 2013, ILAB created the Office of Economic and Labor Research (OELR) by moving the division of Economic and Labor Research out of the Office of Trade and Labor Affairs to establish a new office. The reorganization was carried out to elevate the research function in ILAB and to facilitate greater interaction between the research team and all of the offices of ILAB. New Office Director and Deputy Director positions were created as part of the reorganization.

The other major organizational change to have taken place in recent years is the establishment of a DOL labor attache program. Through this program, ILAB employees are posted to work on labor and employment issues in U.S. embassies in countries in which ILAB has a strategic interest. Since 2014, ILAB has worked with the Department of State to establish labor attache positions in Bangladesh, Colombia, and Vietnam. ILAB is currently working to staff a new position in Honduras and is identifying other embassies in which to consider expanding this successful program.

Key Leaders

Carol Pier, Deputy Undersecretary

Eric Biel, Associate Deputy Undersecretary

Mark Mittelhauser, Associate Deputy Undersecretary

Thomas Richards, Chief of Staff

Marcia Eugenio, Director, Office of Child Labor, Forced Labor, and Human Trafficking

Gregory Schoepfle, Director, Office of Economic and Labor Research

Robert Shepard, Director, Office of International Relations

Matthew Levin, Director, Office of Trade and Labor Affairs

TAB 2: 30/60/90 DAYS – STATE OF PLAY

Key Meetings, Decisions and Announcements

By end of February 2017

Slavery and Human Trafficking Prevention Month – This is an annual observance that occurs in January. DOL’s observance of this month may involve Secretary-level engagement and will likely attract news media attention to collaborative government efforts to reduce modern slavery and human trafficking.

By end of April 2017

The Secretary will be expected to attend the G20 Labor and Employment Ministerial in Bad Neuenahr, Germany on May 16-17, 2017. While this event will take place after the first 90 days, preparations for the event will need to begin in March or April.

Key Agency Stakeholders

ILAB does not anticipate that the Secretary will need to engage key stakeholders within the first 90 days of the Administration, with the possible exception of stakeholders in Congress related to ILAB appropriations issues.

TAB 3: INITIATIVES

Policy and Program Issues

In support of the Department's goal of fostering decent working conditions in the global economy, ILAB will continue to prioritize activities in the following areas: implementing effective and coordinated technical assistance to combat child labor, strengthen worker rights, and improve livelihoods; developing and effectively enforcing strong labor rights provisions in U.S. free trade agreements and preference programs; producing incisive and comprehensive information on child labor and worker rights in the global economy; and pursuing strong labor diplomacy and multilateral engagement on employment and social protection issues. ILAB is increasingly combining programmatic, policy, and reporting interventions to increase our impact and the intensity of our engagement in priority countries, such as Colombia, Vietnam, Bangladesh, Honduras, Mexico, and the Dominican Republic.

ILAB will continue to work with the State Department to improve USG engagement on labor issues and will seek to expand the labor attache program to additional strategic countries and regions. In addition, ILAB will redouble its efforts to inform the implementation of domestic labor policy and programs through the application of international best practices in the United States and by fostering increased collaboration between domestic DOL agency representatives and their international counterparts.

ILAB office priorities as they relate to these and other strategic outcomes and countries are discussed below.

Office of Child Labor, Forced Labor, and Human Trafficking

OCFT's **research and reporting** will continue to serve as a basis for informing ILAB's policy engagement and technical assistance strategies. OCFT aims to broaden and expand our use of impact evaluations to enhance our ability to help researchers and policy makers assess 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 plans to use results and findings from impact 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.

OCFT will also prioritize additional in-country staff level 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 will aim to increase the accuracy and reliability of information reported in OCFT's flagship reports, and support policy engagement efforts to assist governments in addressing suggested actions identified through our reporting. In particular, OCFT will work with countries to address the removal of goods from OCFT's TVPRA list and provide them a systematic framework for collecting information and developing systems to demonstrate how to remove a good from OCFT's list.

To **raise awareness** more effectively on the issues of child labor, forced labor, and human trafficking, OCFT will continue to host and participate in events on or around June 12th each year to commemorate the World Day Against Child Labor. OCFT staff will also engage with stakeholders to participate on interagency panels and non-USG events to highlight OCFT's efforts and expertise. OCFT will continue to expand our use of social media as a means of raising awareness about the work we do and the issue we are seeking to address. OCFT will prioritize issuing 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.

As part of its **policy engagement** efforts, OCFT will seek new opportunities to promote actions internationally to reduce the global prevalence of child labor, forced labor, and human trafficking. In FY 2017, OCFT will prioritize utilizing the tools, knowledge, and results borne from its technical assistance and research and reporting activities to build momentum and foster stakeholder engagement towards reaching Target 8.7 of the Sustainable Development Goals on taking immediate measures to eradicate forced labor, trafficking, and the worst forms of child labor.

(b) (5)

OCFT will also more closely engage with international trade unions, private sector organizations and other advocates to address child labor and forced labor issues in discussions relating to trade agreements.

OCFT will continue to strengthen its coordination and collaboration with its USG counterparts, as well as with non-USG stakeholders, to further international efforts to combat forced labor in the fish and seafood sectors. OCFT will continue to coordinate with Customs and Border Protection (CBP) as they implement the changes outlined in the Trade Facilitation and Trade Enforcement Act of 2015, including through participation in CBP's Customs Commercial Operations Advisory Committee Forced Labor Working Group. OCFT will also continue to participate in the Let Girls Learn initiative, a U.S. Government initiative that aims to help adolescent girls around the world attain a quality education that can empower them to reach their full potential.

In FY 2017, OCFT will continue its leadership in supporting global and national efforts to improve occupational safety and health, particularly as it relates to child labor and young workers. (b) (5)

OCFT's **technical assistance** projects designed in FY 2017 will continue to promote the use of an integrated approach to address root causes of child labor and forced labor in countries where they operate – namely, the lack of relevant education opportunities and household poverty—and will identify promising practices from existing projects that can be replicated and scaled up. New projects will seek to pilot innovative strategies to: a) increase access to quality education and

training opportunities for children; b) support household employment opportunities and increased earned income of adults through livelihood interventions and links to microfinance; c) mainstream children and adults into national social protection programs that help families overcome dependence on the labor of their children to meet basic needs; d) build governments' capacity to address child labor through improvements in legislation, policies, programs and enforcement; e) promote private sector and industry leaders engagement in collaborative approaches to combatting child labor and forced labor in their supply chains; and f) support research and the collection of reliable data on child labor and forced labor.

In addition, OCFT will explore ways to address broader labor issues that have an impact on child labor and forced labor, including lack of enforcement capacity and workplace barriers for adults seeking sustainable livelihoods. (b) (5)

In addition, OCFT is considering possible new programming to undertake targeted research and policy engagement activities in support of Sustainable Development Goal Target 8.7 to eliminate child labor and forced labor globally.

While OCFT will place a high priority in FY 2017 on the development of new technical assistance projects, the office will devote 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 outcome and (3) lessons are learned and incorporated into existing and newly designed projects. This approach is in line with OMB's continued emphasis on increased program oversight and evaluation.

Office of Economic and Labor Research

In FY 2017, the priority for OELR will be to further build the knowledge base in each of its three program areas to effectively inform the bureau's programs, policies, and reports.

With respect to the effects of international economic policies on workers:

- Examining whether outcomes for workers are different if trade takes place through supply- or global-value chains, rather than in the form of trade in final goods;
- Assessing trade against other sources of workers dislocation; to include whether trade-dislocated workers have different characteristics or needs compared with workers dislocated for other reasons;
- Beginning a review of the U.S. employment impact of the Trans-Atlantic Trade and Investment Partnership (TTIP).

With respect to cross-country comparative and macroeconomic outcomes (the following topics are prominent on the agendas of the G20, OECD, and the International Labor Organization):

- Comparative examinations of country efforts to increase female labor force participation;
- Comparative examinations of country efforts to address problems faced by youth who are not in employment, education or training (the "NEETS");

- Assessment of “future of work” issues, including technological factors creating new forms of work and conditions associated with this work, or new conditions under which traditional forms are carried out and remunerated;

With respect to methods to ensure compliance with, and enforcement of, worker rights internationally:

In FY 2015, OELR identified a need to study the gender-based violence (GBV) related to work lack of as a worker rights and working conditions issue. OELR’s and ILAB’s focus on this issue is unique. Our research agenda has unfolded as follows:

- In FY 2015, an existing household survey concerning working conditions in Central American countries was identified. The organization that developed and conducts the survey was assessed for capability to extend that survey to the issue of GBV. Subsequently, a contract was let to develop a module on GBV.
- In FY 2016, the survey module underwent pilot testing and a cooperative agreement was developed to implement a revised working conditions survey throughout the Central American region.
- In FY 2017 and subsequent years, staff efforts under this research program will concentrate on overseeing the cooperative agreement, which will yield over a number of years a series of papers based on the data.

Office of International Relations

OIR’s principal priorities in FY 2017 will be to actively promote US interests in the ILO and other international organizations, to build strong labor relationships with key countries, to work with the Department of State to implement the Labor Diplomacy program, and to increase Labor Department input into USG interagency policies and programs that deal with employment, social protection and labor standards issues.

Specific goals in the ILO are to preserve the integrity, credibility and effectiveness of the ILO’s mechanisms for receiving complaints on and supervising the application of international labor standards; to seek the adoption of a strategic plan for 2018 – 2021 and a program and budget for 2018-19 that reflect USG priorities; and to encourage the ILO to provide effective policy support that helps countries strengthen their worker rights, employment, and social protection programs. OIR will also continue to encourage the active pursuit of US ratification of ILO conventions, in keeping with the policy directive issued by the President’s Committee on the ILO in 2014.

Focusing international attention on worker rights, employment and social protection issues will be a major priority of OIR in its participation in other international organizations. It will promote these issues strongly under the German Presidency of the G20 in 2017 and at meetings of the Inter-American Conference of Ministers of Labor and Asia-Pacific Economic Cooperation (APEC). Representation in the UN and research on key global issues, such as labor’s role in the 2030 Sustainable Development Agenda, gender, and migration will be strengthened. OIR will also participate in the USG interagency follow-up on the recommendations received by the U.S. in the UN Universal Periodic Review (UPR) of the US human rights record; and contribute to the USG

UPR recommendations for other countries, and to the reviews of the labor records of select other countries.

OIR will maintain the high-level labor dialogues with the European Union, China and Vietnam and add new areas of discussion, and reinvigorate the technical exchange programs with Argentina, Brazil and India. OIR will also continue to participate in the interagency processes that guide the broader U.S. strategic and economic dialogues, including engagements with countries such as Colombia, Cuba and Uzbekistan. OIR will also focus on ensuring strong involvement from the domestic agencies of DOL in these dialogues and a focus on relevant international experiences related to the future of work, earnings inequality, skills training, paid leave, and other issues of interest to the Department.

OIR will continue to coordinate DOL's role in support of the labor diplomacy function, wherein DOL-funded labor officers serve in positions at selected posts abroad. 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, OIR will seek 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. OIR will continue to prioritize 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

In FY 2017, monitoring and enforcement of worker rights related to trade agreements and preference programs will continue to be one of the highest priorities for ILAB. Specific priorities for FY 2017 include:

- Monitoring Brunei Darussalam, Malaysia, Mexico, and Vietnam's compliance with the labor provisions of the Trans-Pacific Partnership free trade agreement (FTA) and, where applicable, consistency plans signed with the US.
- Monitoring and engaging with the Government of Peru to press for positive steps that incorporate the 2016 submission report recommendations or otherwise address the concerns and issues raised in submission reports.
- Monitoring and engaging with the Government of Mexico on collective bargaining and labor justice issues, including DOL's 2016 submission report recommendations.
- Incentivizing the Government of Dominican Republic and the Dominican sugar industry to make improvements in labor conditions that are consistent with submission report recommendations. Issuing review statements on the Dominican Republic, reporting on the status of any improvements in labor conditions that are consistent with submission report recommendations.
- Overseeing and supporting the Government of Honduras' implementation of the US-Honduras Labor Rights Monitoring and Action Plan (MAP), an agreement signed in December 2015, that outlines actions to address the legal, institutional, and practical challenges to labor law enforcement in Honduras identified in OTLA's review of a labor

complaint filed in 2012 under the Dominican Republic-Central America-United States Free Trade Agreement (CAFTA-DR).

- Reviewing progress under and facilitating the implementation of the Colombian Action Plan Related to Labor Rights and addressing any recommendations in OTLA’s report of review of the pending submission against Colombia.
- Monitoring the application of internationally-recognized labor standards in Haiti, in particular at the apparel producer level, to ensure compliance with the labor requirements of the Haitian Hemispheric Opportunity through Partnership Encouragement Act (HOPE II).
- Developing and beginning the implementation of two regional strategies for engagement (Central America and the Middle East North Africa regions).
- Monitoring worker rights compliance in Burma, Thailand, Nepal and Mauritania as critical preference program countries.
- Monitoring the labor provisions of the Africa Growth and Opportunity Act.
- Reviewing progress of Bangladesh on worker rights and workplace safety under the 2013 GSP Action Plan and the U.S.-EU ILO Bangladesh Sustainability Compact.

With respect to policy positions, FY 2017 priorities include:

- Working with the Office of the U.S. Trade Representative to conclude the arbitration process for the U.S. Government’s labor enforcement case against Guatemala under the Dominican Republic-Central America-United States Free Trade Agreement (CAFTA-DR).
- Engaging with other U.S. Government agencies and partner countries to implement proposed policies by African Trade and Labor Ministers from the 2016 AGOA African Labor Ministerial;
- Expanding ILAB's participation in drafting guidelines for and reviewing Multilateral Development Bank and Overseas Private Investment Corporation (OPIC) loans through the Working Group on Multilateral Assistance (WGMA), the World Bank Environmental and Social Framework, and Environmental and Social Policy Statement (ESPS).

(b) (5) [Redacted]

- [Redacted]
- [Redacted]
- [Redacted]

With respect to research and reporting, FY 2017 priorities include:

- Completing a public report responding to submission received under the United States-Colombia Trade Promotion Agreement in a timely manner, pursuant to ILAB’s procedural guidelines.

- Completing and submitting reports that provide comprehensive analysis of all Trans-Pacific Partnership FTA negotiating partners' compliance with international labor standards.

Audits and Reports

ILAB is undergoing an OIG audit of OCFT's work in the areas of technical assistance programming and reporting. The OIG began this audit in May 2015 and has indicated its intention to complete the audit in December 2016. The OIG has described its current objective for the audit as answering the following question: "Did ILAB effectively implement and monitor its reporting and technical assistance activities related to combatting child labor and forced labor?"

Management

ILAB continues to enhance its digital content and expand its social media presence. As one of the first agencies within DOL to move its web content to a mobile-optimized content management system, ILAB served as a model for broader DOL website modernization efforts. This year, ILAB established its own Twitter handle to open up new channels of engagement and also launched the U.S. government's first mobile app and open data on human rights, making ILAB research more widely and easily accessible. Through these and other channels, ILAB is setting a high standard for transparency by offering relevant and timely updates to our stakeholders in formats that are increasingly accessible and interactive.

ILAB is currently undergoing a substantial office renovation on the 5th floor of the Frances Perkins Building. Construction work began in August 2016 and is anticipated to be completed by February 2017. The renovation will cover roughly 19,000 square feet and will be completed in two phases. The phased approach will minimize the impact on approximately 100 ILAB staff while maintaining an aggressive timeline for completion. The renovation is necessary in order to comply with space requirements and increase seating capacity to meet the growing needs of the bureau.

Calendar

- G20 Labor and Employment Ministers' Meeting – This high-level meeting typically takes place in July of each year, but it will occur in May in 2017 due to the calendar of German elections during the German G20 presidency. The location varies each year as the G20 presidency rotates.
- Annual Conference of the International Labor Organization – This occurs for two weeks each year in late May/early June in Geneva, Switzerland. High-level participation in the conference is usually required during the second week.
- Release of TDA Report on Worst Forms of Child Labor: This report is typically released in September of each year, per Congressional mandates. Every other year, the TVPRA list of good made with forced labor or child labor is also updated and released with the report.
- Procurement Deadline – ILAB receives 15-month funding for its technical assistance programs, so all project funds need to be obligated by December 31st each year.

TAB 4: BUDGET

BUDGET AUTHORITY AND FTE SUMMARY

(Dollars in millions)

	FY 2013 Enacted	FY 2014 Enacted	FY 2015 Enacted	FY 2016 Enacted	FY 2017 Request
Budget Authority	\$87.5	\$91.1	\$91.1	\$86.1	\$101.2
FTE	105	105	109	112	126

At-A-Glance

- The International Labor Affairs Bureau (ILAB) is funded in the Departmental Management appropriation. Funding for salaries and expenses (\$26.3 million in FY 2016) has one year availability and funding for international labor activities (\$59.8 million in FY 2016) has an additional quarter of availability.

Budget and FTE Trends

- ILAB’s enacted budget authority has ranged between \$86.1 million and \$92.3 million from FY 2009 to FY 2016.
- The FY 2016 and FY 2017 President’s Requests both included increases for salaries and expenses funding related to ILAB’s responsibilities to monitor and enforce the labor provisions of free trade agreements (FTA).
- 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 terms of the appropriations language has been changed and the FY 2016 language directs ILAB to spend not more than \$53.8 million to combat exploitative child labor and not less than \$6.0 million to implement model programs that address worker rights issues.
- Some recent appropriations committees’ markups have eliminated ILAB’s grants funding. In the FY 2016, for example, the House markup funded ILAB at \$32.0 million, provided no funding for grants, and directed ILAB to maintain funding for research and analysis, fulfillment of Congressional and legal mandates, and the administrative requirements of the labor provisions of FTAs. In the report, the committee stated they were concerned with GAO findings in its May 2014 report, “International Labor Grants: Labor Should Improve Management of Key Award Documentation.” ILAB has since addressed all of GAO’s findings. Similar language was included in the FY 2017 House report. The Department advocated strongly for maintaining ILAB’s grants funding and this reduction was not enacted.
- ILAB’s actual FTE use has increased by 36 percent from FY 2009 to FY 2015. The increased staff have supported a variety of functions, including the staffing of the Office of Economic and Labor Research and responsibilities related to FTAs.

TAB 4: Budget

Upcoming Issues

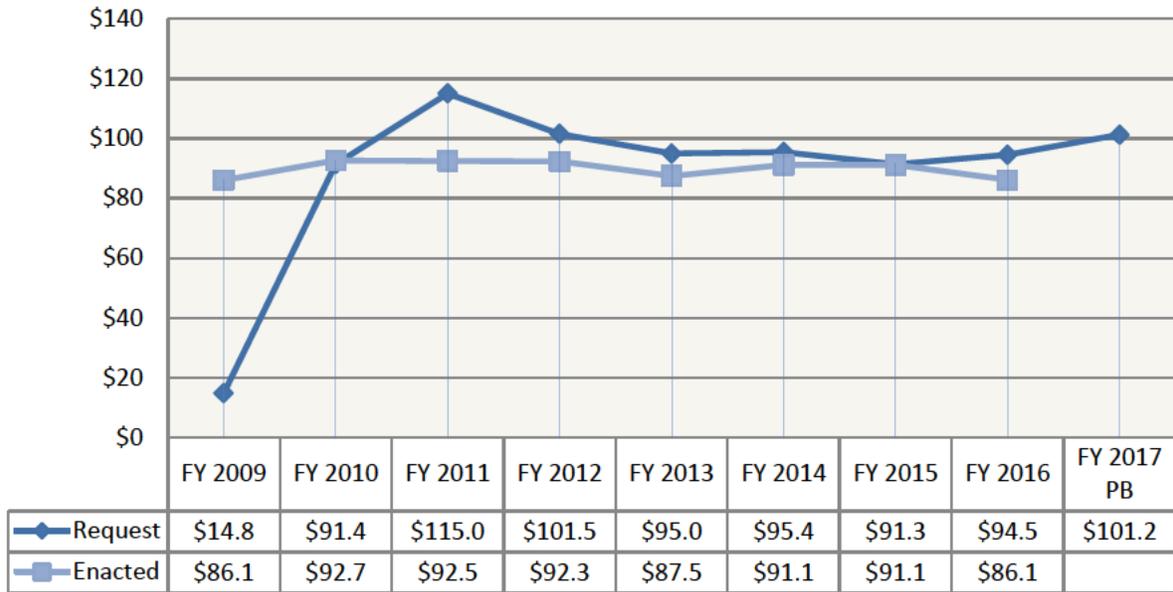
- ILAB's grants funding continues to be an area of focus for the appropriations committees. Additional attention has been focused on ILAB's free trade agreement-related responsibilities.

Staff Contacts

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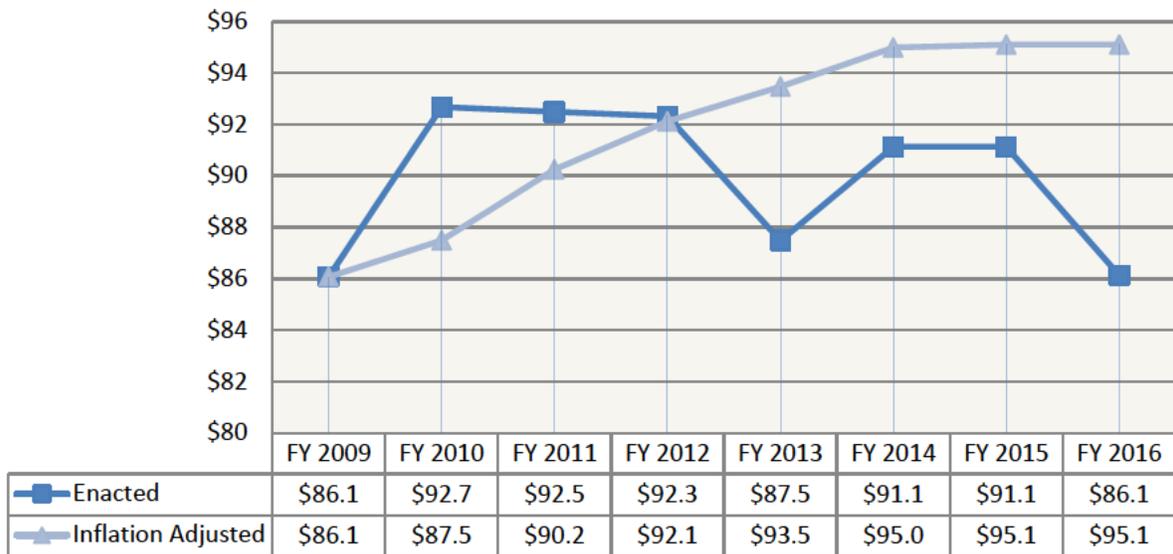
ILAB

Request vs. Enacted, FY 2009-FY 2016
(Dollars in millions)



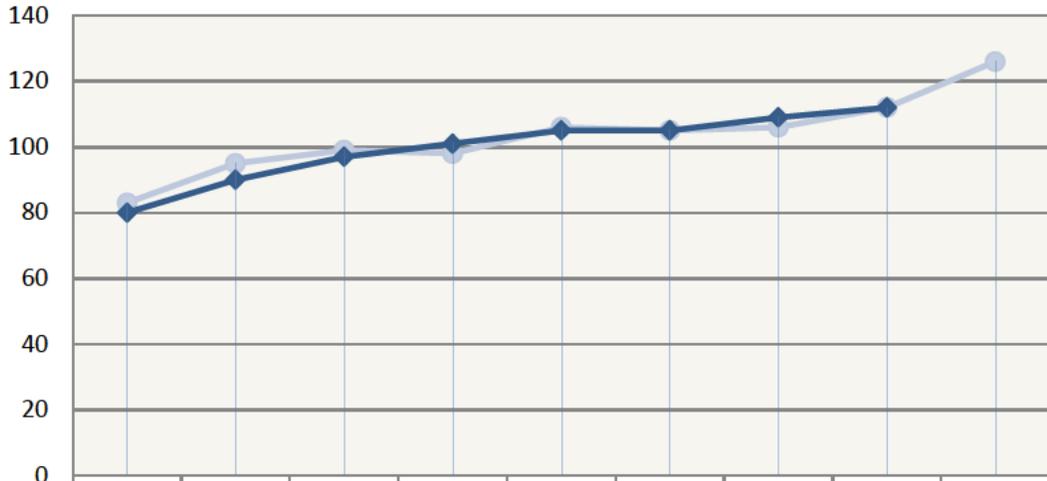
ILAB

FY 2009 Inflation Adjusted BA vs. FY 2009-FY 2016
Enacted BA
(Dollars in millions)



ILAB

Authorized FTE vs. Actuals, FY 2009-2017



	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017 PB
Authorized	83	95	99	98	106	105	106	112	126
Actuals	80	90	97	101	105	105	109	112	

TAB 5: AGENCY PERFORMANCE

ILAB is the first agency in the Department to pioneer a performance measure capturing policy achievements using a milestone scale. The Priority Policy Maturity Model tracks the annual progress of ILAB policy initiatives through milestone stages of formulation, adoption and implementation. This measure represented a shift from relying on quantitative measurements focusing on the volume of ILAB’s engagements to measuring specific policy outcomes more directly attributable to ILAB efforts. Each year, ILAB identifies policy priorities and defines their start and anticipated ending milestones before the start of the fiscal year. ILAB summarizes the progress of its selected priorities through the Department’s quarterly performance reports. The framework, including the five milestone stages and selected policy priorities, are included below.

Performance Goal ILAB 1.3 – Improve worker rights and livelihoods for vulnerable populations.

Priority Policy Maturity Model Framework

Stage/ID	Policy Stage Criteria
Policy Milestone 1	Priority Policy Recommendation is communicated (in writing, such as in a report, action plan or diplomatic memo).
Policy Milestone 2	Priority Policy Recommendation is being discussed / considered by the relevant parties.
Policy Milestone 3	Priority Policy Recommendation is adopted (but has not yet gone into effect).
Policy Milestone 4	Priority Policy Recommendation is promulgated
Policy Milestone 5	Priority Policy Recommendation is being implemented and/or enforced.

Priority	Explanation	Starting Milestone (10/1/16)	Ending Milestone (9/30/17)
Honduras	This priority will capture ILAB’s interagency policy negotiation process (within USG) as well as its process to convince the Honduran Government to adopt ILAB’s proposed policy changes, including the eight broad topics that include draft inspection law.	Milestone 4	Milestone 5
G20 Employment Working Group	This policy priority will demonstrate ILAB’s interagency (within USG) negotiation processes and capture ILAB’s efforts to get USG priorities reflected in G20 statements or other forms of adoption	Milestone 2	Milestone 3 (by 12/31/17)
ILO Conference or Governing Body	This policy priority will capture ILAB’s interagency negotiation processes and efforts to get USG priorities reflected in ILO Governing Body or Conference conclusions and recommendations.	Milestone 2	Milestone 3 (by 12/31/17)
OECD	This policy priority will capture ILAB’s interagency negotiation processes and efforts to get USG priorities reflected in OECD decisions of the Employment Labor and Social Affairs Committee.	Milestone 2	Milestone 3 (by 12/31/17)
IACML	This policy priority will capture ILAB’s interagency negotiation processes and efforts to get USG priorities reflected in	Milestone 2	Milestone 3 (by 12/31/17)

TAB 5: Agency Performance

	decisions of IACML/OAS's working group meetings.		
Bangladesh	ILAB is working with the Government of Bangladesh to build capacity to enforce the country's laws, regulations, and policies related to labor. These efforts demonstrate ILAB's priority goal to improve labor inspectorates.	Milestone 4	Milestone 5
Uzbekistan	ILAB and the ILO will work with the Government of Uzbekistan and other social partners to implement newly-enacted national action plans to eliminate forced labor and child labor and improve labor conditions, employment and social protection of workers in the agricultural sector.	Milestone 3	Milestone 5
Peru	In FY 2017, an ILAB-supported project will work with the Government of Peru on the implementation of a labor inspector protocol on forced labor that outlines procedures and responsibilities for implementing the country's integrated strategy to combat forced labor.	Milestone 3	Milestone 5
Vietnam	This priority will capture ILAB's efforts to assist the Government of Viet Nam to meet the labor requirements of the Trans-Pacific Partnership agreement, including the US-Viet Nam Plan for the Enhancement of Trade and Labor Relations (Consistency Plan). Specifically, ILAB will assist in Viet Nam's drafting of laws, decrees or regulations, and other legal instruments as agreed upon in the Consistency Plan; and, creation and implementation of a new industrial relations system to register and protect trade unions of workers' own choosing.	Milestone 3	Milestone 4
Colombia	This priority includes ILAB's USG interagency policy negotiation process and progress on convincing the Government of Colombia to adopt ILAB's proposed policy changes. These proposed changes, included as recommendations in ILAB' review of the Colombia submission, will include streamlining the fine collection process, implementing a strategic plan for inspections, and increasing the number of prosecutions for criminal violations of worker rights.	Milestone 0	Milestone 2
Malaysia	This priority will capture ILAB's efforts to assist the Government of Malaysia to meeting the labor requirements of the Trans-Pacific Partnership agreement, including the Malaysia-United States Labor Consistency Plan. Specifically, ILAB will assist in Malaysia's drafting laws, decrees or regulations, and other legal instruments as agreed upon in the Consistency Plan; and, education of relevant dispute resolution, judicial and law enforcement authorities to the content of and obligations under ILO core conventions (both ratified and non-ratified).	Milestone 3	Milestone 4