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Implementation plan based on the priorities defined in the Punta Cana Declaration

Purpose of the document

This document contains the implementation plan based on the priorities defined in the Punta Cana Declaration, adopted at the 20th American Regional Meeting, which was held in Punta Cana, from 1 to 3 October 2025 (see the draft decision in paragraph 21).

Relevant strategic objective: All.

Main relevant outcome: All.

Policy implications: None.

Legal implications: None.

Financial implications: None.

Follow-up action required: Periodic implementation reports.

Author unit: ILO Regional Office for Latin America and the Caribbean.

Related documents: [GB.355/INS/13](#); [GB.356/INS/INF/6](#); [AMRM.20/D.2](#); [AMRM.20/D.3\(Rev.1\)](#).

► Background

1. The 20th American Regional Meeting was held from 1 to 3 October 2025 in Punta Cana, Dominican Republic. It concluded with the adoption of the Punta Cana Declaration for democracy, peace, decent work and social dialogue: Uniting the Americas for a future with sustainable development and social justice.¹
2. Paragraph 22 of the Declaration requests that the Office “develop, in consultation with constituents, a regional implementation plan with clear targets based on the priorities set out in this Declaration to enable follow-up of the Organization’s work in the Americas, to be presented to the Governing Body at its 356th Session (March 2026)”.
3. Furthermore, at its 355th Session (November 2025), the Governing Body considered the report of the 20th American Regional Meeting and requested the Director-General to:

...

 - (c) submit to the Governing Body a document for information at its 356th Session (March 2026) and develop, in consultation with the constituents from the region, an implementation plan with clear targets based on the priorities defined in the Declaration to monitor the Organization’s work in the Americas, for submission to the Governing Body at its 358th Session (November 2026);
 - (d) incorporate, in the biennial programme implementation report submitted to the Governing Body, information on the implementation of the Punta Cana Declaration.²
4. At the 356th Session of the Governing Body (March 2026), the Office reported on the progress made in the preparation of a plan for the implementation of the priorities set out in the Punta Cana Declaration in a document submitted for information.³

► Implementation plan

5. In preparing this implementation plan, the Office took into account the structure of the Programme and Budget for 2026–27, with its eight policy outcomes and one policy coherence outcome, adopted by the International Labour Conference at its 113th Session (2025).⁴
6. The Office will update the plan in the second half of 2027 on the basis of the Programme and Budget for 2028–29 to be adopted by the Conference at its 115th Session (2027), following consultations with tripartite constituents similar to those held in 2026.⁵
7. The Office held a series of five consultations related to this implementation plan with the spokespersons of the region’s tripartite constituents on 28 April, 15 July, 12 August, 21 August

¹ AMRM.20/D.2.

² GB.355/PV(Rev.1), para. 755.

³ GB.356/INS/INF/6.

⁴ Global consultations were held with constituents in August and November 2024 during the initial phase of the preparation of the [Programme and Budget 2026–27](#).

⁵ Global consultations were held with constituents in August 2026 during the initial phase of the preparation of the Programme and Budget for 2028–29.

and 26 August 2026 to gather guidance on the proposed approach, the operational aspects of the plan and the conditions necessary to ensure its effective implementation and a measurable regional impact.⁶

8. The implementation plan provides for:
 - (a) the application of the framework of 8 policy outcomes, 1 policy coherence outcome and 37 policy outputs applicable to all regions, together with the corresponding indicators, from the Programme and Budget for 2026–27, as these are the reporting and monitoring mechanisms officially used within the ILO and ensure resource optimization;
 - (b) a link between each of the 15 priorities of the Punta Cana Declaration and the policy outputs and indicators of the Programme and Budget for 2026–27, which are applicable to all regions;
 - (c) the use of the target countries in the updated measurement and results framework for each indicator in the Programme and Budget for 2026–27, so that the implementation of the Declaration and the Programme and Budget for 2026–27 can be monitored simultaneously, thereby avoiding duplication and parallel reporting systems;⁷
 - (d) avoidance of duplication of existing reporting mechanisms within the ILO and of any requirement for the allocation of financial resources;
 - (e) reporting by the Office to the Governing Body on implementation, including:
 - (i) target countries and ongoing actions for each priority (November 2026 and November 2028);
 - (ii) target countries and results achieved for each priority (November 2027 and November 2029).
9. The implementation of the proposed plan maintains coherence between thematic areas and incorporates cross-cutting issues, such as the promotion of gender equality, tripartite social dialogue and international labour standards, into each.
10. To facilitate communication and raise awareness of progress, the Office will include a section on the Regional Office's website dedicated to the Punta Cana Declaration, which will also be visible on the respective country websites.

Alignment of the Punta Cana Declaration with the Programme and Budget for 2026–27

11. The implementation plan is organized around the framework of the Programme and Budget for 2026–27, which contains eight policy outcomes and one policy coherence outcome, each of which is broken down into specific policy outputs, and in turn into indicators, which apply to all regions. Aligning the implementation plan with the Programme and Budget for 2026–27 ensures that the core dimensions of decent work in Latin America and the Caribbean are covered during the first two years of implementation of the Punta Cana Declaration.

⁶ In a communication dated 4 August 2026, the Government of Argentina informed the Office that, in line with its position to dissociate itself from certain paragraphs of the Declaration and terminology contained therein (see [AMRM.20/D.3\(Rev.1\)](#), footnote 3), its country could not be associated with any text that would reproduce or refer to those paragraphs or terminology of the Declaration.

⁷ See paragraph 12 on the establishment of the targets for countries.

12. In response to the requests and needs of tripartite constituents, the Office has set specific targets for the number of countries globally and in each region that should achieve results under each of the indicators. Regional monitoring of the achievement of results under indicators will consider national contexts, available institutional capacities in the countries, existing social dialogue forums, national budgets and the commitments made by the Office.
13. The table below shows the alignment between the priorities of the Declaration and the policy outputs of the Programme and Budget for 2026–27, which will form the basis for identifying, in consultation with the tripartite constituents, the indicators specific to each priority.

► **Table 1. Alignment between the priorities of the Punta Cana Declaration and the policy outputs of the Programme and Budget for 2026–27**

Priority of the Punta Cana Declaration	Corresponding policy outputs
1. Fundamental principles and rights at work, labour administration and inspection	1.2. Effective application of international labour standards 1.4. Promotion of fundamental principles and rights at work 1.5. Implementation of sectoral international labour standards, codes of practice, guidelines and tools 2.3. Social dialogue, labour relations and labour justice 2.4. Labour administration, inspection and good governance of work 4.1. Integrated policy frameworks for a conducive environment for sustainable enterprises
2. Employment policies, formalization, sustainable enterprises and productivity	3.1. Comprehensive employment policy frameworks 3.4. Labour market programmes and services to support transitions 4.1. Integrated policy frameworks for a conducive environment for sustainable enterprises 4.2. Responsible business conduct 4.3. Access of enterprises to business development and financial services 4.4. Transition of enterprises to the formal economy 9.2. Coherence to facilitate the transition to the formal economy 9.4. Coherence to advance decent work outcomes in supply chains
3. Comprehensive social protection	1.4. Promotion of fundamental principles and rights at work 4.5. Promotion of a strong and resilient social and solidarity economy for decent work 7.1. Social protection policies 7.2. Sustainable financing and sound governance of social protection systems 7.3. Social protection to support life and work transitions and structural transformations 9.1. Coherence of multilateral support for integrated policy responses 9.2. Coherence to facilitate the transition to the formal economy
4. Safe and healthy working environment	1.4. Promotion of fundamental principles and rights at work 2.3. Social dialogue, labour relations and labour justice 6.1. Safe and healthy working environment

Priority of the Punta Cana Declaration	Corresponding policy outputs
5. Wage policies	1.4. Promotion of fundamental principles and rights at work 2.3. Social dialogue, labour relations and labour justice 4.1. Integrated policy frameworks for a conducive environment for sustainable enterprises 6.2. Adequate wages and decent working time
6. Participation of employers' organizations and trade unions	1.3. Capacity of the constituents to engage in normative action 1.4. Promotion of fundamental principles and rights at work 2.1. Enhanced institutional capacity of employers' organizations 2.2. Enhanced institutional capacity of workers' organizations 2.3. Social dialogue, labour relations and labour justice 4.1. Integrated policy frameworks for a conducive environment for sustainable enterprises 9.5. Inclusive, peaceful, stable and resilient societies through decent work and social justice in contexts of crisis
7. Just transition and green jobs	9.3. A just transition towards environmentally sustainable economies and societies for all
8. Skills policies, including for young people	1.4. Promotion of fundamental principles and rights at work 2.1. Enhanced institutional capacity of employer and business membership organizations 2.2. Enhanced institutional capacity of workers' organizations 3.2. Skills development and lifelong learning systems 3.4. Labour market programmes and services to support transitions 3.5. Decent work for youth 4.1. Integrated policy frameworks for a conducive environment for sustainable enterprises 4.3. Access of enterprises to business development and financial services
9. Platform economy	1.1. Capacity to ratify international labour standards 1.4. Promotion of fundamental principles and rights at work 2.1. Enhanced institutional capacity of employer and business membership organizations 2.2. Enhanced institutional capacity of workers' organizations 4.1. Integrated policy frameworks for a conducive environment for sustainable enterprises 4.3. Access of enterprises to business development and financial services 6.3. Extension of labour protection to workers at high risk of being excluded from adequate protection 8.1. Strategies for creating decent work opportunities in the digital economy 8.2. Promoting inclusive and effective governance for the digital economy 8.3. Digitalization of services for decent work
10. Gender equality	5.1. Transformative agenda for gender equality, non-discrimination and inclusion

Priority of the Punta Cana Declaration		Corresponding policy outputs
11.	Violence and harassment in the world of work	5.3. Preventing and addressing violence and harassment at work
12.	Care economy	5.2. Promoting decent work in and through the care economy
13.	Indigenous populations	5.1. Transformative agenda for gender equality, non-discrimination and inclusion
14.	Labour migration	6.4. Fair and effective frameworks to govern labour migration
15.	Elimination of child labour	1.4. Promotion of fundamental principles and rights at work 3.3. Policies and strategies for creating decent work in rural areas

- 14.** As envisaged in the Programme and Budget for 2026–27,⁸ the Office published an updated version of the results framework in March 2026.⁹ It includes a target number of countries, both globally and by region, under each indicator of the Programme and Budget for 2026–27, taking into account progress in decent work trends and the implementation of the ILO’s programme during the 2024–25 biennium. The review also reflected the reprioritization exercise carried out in early 2026 to address potential resource shortfalls. In addition, qualitative measurement criteria were set for each indicator, defining the expected outcomes that constituents hope to achieve with the Office’s support, which are based, in all cases, on consultations with the social partners and on international labour standards. This review was carried out in consultation between ILO staff at headquarters and in field offices in all regions.
- 15.** Following the approval of the measurement criteria and target countries, each office in the region and the regional office prepared specific work plans at the national and regional levels to address the priorities set out in the Punta Cana Declaration.

Example of alignment between the Declaration and the Programme and Budget for 2026–27

- 16.** The 15th priority of the Declaration is the commitment to “the prevention and elimination of child labour and the protection of young people who have reached the minimum working age, in accordance with the fundamental principles and rights at work”. This is aligned with output 1.4 of the Programme and Budget for 2026–27: “Increased capacity of the constituents to advance the effective respect, promotion and realization of the fundamental principles and rights at work”.
- 17.** To measure the progress to be achieved in this thematic area, one of the indicators under output 1.4, indicator 1.4.2, “Number of countries that have taken action on child labour, forced labour or trafficking in persons”, is used in the implementation plan.
- 18.** For a country to meet indicator 1.4.2, one of the following measurement criteria must be fulfilled:

⁸ Programme and Budget 2026–27, para. 26.

⁹ The [Updated Results and Measurement Framework](#) also includes regional and global baselines, regional and global targets, measurement criteria, key technical definitions and means of verification required to report results.

- (a) The Government, in consultation with employers' and trade union organizations, adopts, improves or implements policy measures to combat child labour.
 - (b) An employers' or workers' organization adopts, improves or implements policy measures to combat child labour.
19. Furthermore, for this specific indicator, a baseline was established of 4 countries having met the criteria, and the target was set at a further 11 countries.¹⁰ If the target is achieved, it will be possible to state that, at the start of 2026, only four countries had concrete measures in place to prevent and eliminate child labour and by the end of 2027, 11 additional countries had adopted such measures.

► **Table 2. Link between the Declaration and the programme and budget output and indicator on child labour**

	Description	Number of countries in Latin America and the Caribbean
Priority of the Punta Cana Declaration	Paragraph 20: We reaffirm our commitment to the prevention and elimination of child labour and the protection of young people who have reached the minimum working age, in accordance with the fundamental principles and rights at work.	Baseline: 4 countries Target: 11 additional countries (The same number specified for the region in the Programme and Budget for 2026–27)
Output and indicator of the Programme and Budget for 2026–27	Output 1.4. Increased capacity of the constituents to advance the effective respect, promotion and realization of the fundamental principles and rights at work. Indicator 1.4.2. Number of countries that have taken action on child labour, forced labour or trafficking in persons. Measurement criteria for the indicator: (a) The Government, in consultation with employers' and trade union organizations, adopts, improves or implements policy measures to combat child labour. (b) An employers' or workers' organization adopts, improves or implements policy measures to combat child labour.	Baseline: 4 countries Target: 11 additional countries

20. Throughout the 2026–27 biennium, the Office will identify target countries on the basis of their specific contexts, institutional capacities, available resources and commitments.¹¹ For each country selected as a target country for indicator 1.4.2, the responsible field office will prepare

¹⁰ The baseline of four countries for indicator 1.4.2 corresponds to the countries in the region where results were reported during the biennium 2024–25 (ILC.114/Report I(C)).

¹¹ The target of 11 countries may not be met by the end of biennium 2026–27 due to factors beyond the ILO's control. If resources can be mobilized in additional countries, however, results may be achieved in more countries than the target.

a country-specific strategy and actions under a country programme outcome and will monitor progress.

► Draft decision

- 21. The Governing Body endorsed the implementation plan based on the priorities of the Punta Cana Declaration as set out in document GB.358/INS/12 and requested the Office:**
- (a) to take its guidance into account when implementing current programmes and in developing future programme and budget proposals;**
 - (b) to provide periodic updates on the implementation of the Declaration as part of the existing monitoring and reporting processes and mechanisms.**