

Annex

# **ILO activities in the Americas, 1999-2002**

**Fifteenth American Regional Meeting**  
Lima, December 2002

Report of the Director-General

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## Introduction

This report on the activities of the ILO in Latin America and the Caribbean is being presented to the 15th American Regional Meeting of Member States of the ILO as a basis for an analysis that may produce useful guidelines for future ILO activities in the region.

In order to facilitate reading, and to follow the layout of the ILO's programme proposals, the report's structure is based on the four strategic objectives as defined in the Programme and Budget proposals for 2002-03.

Given that the ILO's programme activities are geared to obtaining results and ensuring maximum impact in the member States, this report places particular emphasis on activities undertaken and results actually achieved. These are illustrated with examples of the most innovative and successful initiatives undertaken in the region. This has the dual purpose of showing the progress that has been achieved and suggesting promising models for future activities, both for the ILO itself and for other bodies concerned by the social dimension of development.

The period covered by the report is the period between the 14th and 15th American Regional Meetings, that is, between August 1999 and June 2002.

The report comprises two chapters. The first describes the basic features of the ILO's programme in the region. It reviews the progress that has been made in developing a programme that will meet the needs of individuals within the framework of the ILO's mandate as defined by the innovative concept of *decent work* for all, and in developing the tools now being used to design a more effective programme that can be measured both in terms of its impact and its medium- and long-term sustainability.

The report also describes the means by which the ILO carries out coordinated action, both internally and in relation to other programmes and other institutions that seek to work with countries to bring about economic and social development.

The first chapter of the report also covers the most relevant activities undertaken by the ILO to support the processes of integration currently under way in Latin America and the Caribbean. Lastly, the chapter describes the advances made in the region in terms of gender as a cross-cutting issue, both in the Organization's internal activities and in activities intended for its constituents and carried out in response to specific situations with a view to

promoting and strengthening the position of women as active and productive partners in countries' economic and social environments.

The second chapter of the report focuses on the mandate reflected in the ILO's four strategic objectives, and describes some of its most relevant activities (the appendices contain more detailed descriptions of the activities undertaken during the period in question).

It should be emphasized that, although the activities presented under each of the strategic objective headings are aimed specifically at achieving the objective in question, all the activities described also serve to promote the other objectives, with the overall common objective of achieving *decent work*. This is the unifying theme of all units and sectors at headquarters and in the regions. It is defined in terms of its impact on employment, rights at the workplace, social protection and social dialogue, under economic conditions characterized by rapid change, in accordance with the ILO's mandate and experience and the new themes put forward by the ILO's constituents. Policy integration is one of the priorities of institutional activities in the region.

## I. *The ILO's programme in the region*

The Report of the Director-General presented to the 14th American Regional Meeting (Lima, August 1999) recalled that the Active Partnership Policy (APP) had been adopted by the Governing Body in 1993 following intensive consultations and analyses, with the aim of bringing the ILO closer to its constituents and enhancing the coherence and quality of technical services provided by the Office. For this new policy to be implemented, the ILO's field structures needed to be strengthened in order to ensure that content and techniques could be constantly adapted to the needs of the countries concerned in the changing international climate.

In response to this need, multidisciplinary advisory teams (MDTs) were established from 1994 onwards (in Latin America and the Caribbean). These teams, together with the Area Offices, were better able than in the past to define priorities in consultation with the constituents, and to respond to those priorities more rapidly and flexibly.

In March 1997, the Governing Body decided to evaluate the APP. The conclusions of that exercise were very positive.

In the years covered by this Report, the structure and services of the ILO in the Latin American region continued to improve through processes of adjustment – some of them still under way – which were the result of a number of factors including constant self-assessment at different levels of the Office, dialogue with the constituents, gradual implementation of management by results, and training of staff in modern management techniques. Specific advances are described later in this report.

Delegates at the same Regional Meeting were also presented with the *decent work* strategy. “We are faced with the need to find contemporary solutions, in the context of the emerging global economy, to the historical problem of enabling our societies to provide their people with employment, housing, food, education, social protection and adequate incomes. I have drawn all these aspects together under the concept of decent work.”<sup>1</sup>

In order to attain these targets, the Office is undergoing a reorganization based on the four strategic objectives, namely: standards and fundamental principles and rights at work; employment; social protection; and social

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<sup>1</sup> ILO: *Decent work and protection for all*, Report of the Director-General, 14th American Regional Meeting, Lima, 24-27 August 1999.

dialogue. In addition, there are the “InFocus” programmes<sup>2</sup> and the two cross-cutting issues of gender and development.

As the Report of the Director-General at the International Labour Conference in June 2001 pointed out, the ideas that underlie the concept of *decent work* have been part of the ILO's vision since it was established. The concept of *decent work* and the four strategic objectives embrace the ILO's traditional values while giving them a new, more future-oriented slant, thereby helping to create an integrated policy framework that will guide the work of the Office, taking concrete shape at the national level and enhancing the coherence of the multilateral system.

This crucial orientation for the ILO's future activities was unanimously endorsed by the member States during the 14th American Regional Meeting which took place in Lima in August 1999. The first of the conclusions adopted at that Meeting stressed the unanimous support for the four strategic objectives proposed in the Report of the Director-General and for the InFocus programmes, and emphasized the importance of incorporating gender and development perspectives in all the ILO's activities.

Within the regional structure, one immediate measure has been to deepen discussion and broaden the scope of action to apply the concept of *decent work* in practice, through the establishment of a specific structure for that purpose under the overall guidance of the Regional Department for the Americas. Within the Office, progress has been made with a valuable process of exchange between the different headquarters departments in Geneva and between ILO headquarters and the field offices. Joint programming, the integration of programmes and activities, is thus gradually ceasing to be a goal in itself and becoming a tool for strategic planning and management by results. One challenge lies in highlighting the links between the four strategic objectives, both in the analysis and diagnostic phase, and in the formulation and implementation of programmes to reduce the *decent work* deficit in each country. The interrelationships between these objectives in real situations, and the way in which these four dimensions are applied, must be geared to prevailing conditions in each country, and thought must be given to the appropriate combinations in a given country, sector, branch, enterprise or region. In each situation it may be possible to formulate distinct combinations that will result in proposals for reducing the *decent work* deficit.

## Strategic planning

The year 2000 saw the introduction of **strategic budgeting and planning** as an instrument for attaining the objectives proposed for the ILO: “This [2000-01] budget presentation sets in motion a process of strategic budgeting [...]. It moves away from the previous structure based on 39 major programmes to a new one centred on four strategic objectives and their corresponding operational objectives.”<sup>3</sup> Eight InFocus programmes (see footnote 2) operate globally to implement each strategic objective.

<sup>2</sup> There are two InFocus programmes to promote and realize standards and fundamental rights at work (Strategic Objective No. 1), namely: (1) Promoting the Declaration; and (2) Child Labour (IPEC). There are three InFocus programmes for the creation of greater opportunities for women and men to secure decent employment and income (Strategic Objective No. 2), namely: (1) Skills, Knowledge and Employability (IFP/SKILLS); (2) Boosting Employment through Small Enterprise Development; and (3) Crisis Response and Reconstruction (IFP/CRISIS). Two InFocus programmes exist to enhance the coverage and effectiveness of social protection for all (Strategic Objective No. 3), namely: (1) Socio-Economic Security; and (2) Safety and Health at Work and the Environment (SafeWork). There is one InFocus programme to strengthen tripartism and social dialogue (Strategic Objective No. 4), namely the InFocus Programme on Social Dialogue (IFP/DIALOGUE).

<sup>3</sup> Programme and Budget proposals for 2000-01 (document GB.274/PFA/9/1, para. 1).



“The Programme and Budget for 2000-01 is the ILO’s first strategic budget, an initial effort to apply results-based management concepts and tools. Strategic budgeting operates by establishing measurable performance objectives, focusing programmes on the achievement of these objectives through increased accountability, monitoring implementation to improve strategies and to allocate resources where they can be most effectively used, and reporting on performance for use in resource allocation and related decisions.”<sup>4</sup>

Within the region, the Regional Office, the Area Offices and the multidisciplinary teams are beginning to introduce this particular tool in their respective workplans. In order to ensure that these remain consistent with the programmes of the headquarters technical departments, the Office convened a joint planning meeting in March 2000. Another similar meeting along the same lines was held in October 2001 with the aim of combining and harmonizing headquarters and field operational agendas within the Strategic Policy Framework, which sets as a central priority the need “to consolidate decent work across the four strategic objectives in the context of a rapidly changing global economy”.<sup>5</sup>

## ***Technical cooperation***

In accordance with the general guidelines set out by the Director-General in 1999, technical cooperation continues to be one of the main means by which the ILO can carry out its mission and attain its objectives. As such, it is one of the most important tools for applying the principle of decent work in practice at the national level. Technical cooperation is thus an integral part of the Organization’s activities.

In the context of the ILO’s practical activities, strategic planning is closely linked to technical cooperation, which embraces all the activities undertaken to promote development and economic and social well-being by realizing human and institutional capacities through the transfer, mobilization and use of skills and technologies. Its objective is to ensure that developing countries can develop confidence in their own national and collective strengths.

Technical cooperation activities comprise technical advisory services provided by specialists and consultants, and training through meetings, seminars, courses, symposia and projects. These are based principally on the needs of the countries or subregions concerned, or of the region as a whole, and focus on specific goals such as skills development, institutional development and exchanges of experience.

During the 14th American Regional Meeting in August 1999, it was agreed that a synthesis of the debate on technical cooperation should be included as an addendum to the conclusions of the Meeting, to show the importance which countries in the region attach to this particular function of the ILO.

The ILO is developing “programmes” designed as consistent sets of technical cooperation projects or programme components covering different technical areas within its area of competence and under the overall direction of different technical sectors. A programme is a logically coherent area of activity designed with a view to attaining certain overall objectives; it embraces a number of different activities which are themselves defined in terms of specific objectives. It thus comprises activities on a larger scale than the projects

<sup>4</sup> Document GB.283/PFA/9.

<sup>5</sup> Programme and Budget proposals for 2002-03 (GB.280/PFA/7), para. 4.

themselves, and may consist of a number of projects whose specific objectives are linked to common higher-level objectives.

Since the ILO is first and foremost a technical cooperation agency, rather than a source of funding, regular budget funds are used to initiate activities so that negotiations can take place with potential donors for the resources needed for further implementation. These activities are conceived as part of the ILO's Strategic Programme, as support measures to attain the targets defined by the Office.

A number of factors must be taken into account if negotiations on funding are to be successful. The most important of these is the soundness of the project itself and the sustainability of its impact, including its role in the overall context of the Office's programme of work. Another factor is the quality of the project design. This is crucial since it includes the parameters for the project's implementation and is presented to donors, and is therefore an important tool for promoting the ILO's activities. A third factor to be considered is the need to establish long-term relations with the donor, which is achieved through the implementation of the project. This must be relevant and of high quality, in the interests of the ILO's credibility.

Since a technical cooperation project is implemented mainly with the aim of developing or strengthening national capacities, it is to be hoped that once the project is completed, the beneficiary will continue to carry out the activities systematically. For this reason, the project must be designed with a view to sustainability and relevance, not only during the period of implementation of the project itself but over a longer period; this can be achieved by encouraging the beneficiaries to become involved in the development of the project.

The United Nations Development Programme (UNDP) was once the major source of funding for technical cooperation. In the light of the decision taken by the United Nations General Assembly and in order to make technical assistance more effective, the UNDP adopted a flexible policy of providing necessary inputs while encouraging the governments and institutions of the receiving countries to assume responsibility for project implementation. This has meant the introduction of country implementation, as opposed to the traditional procedure which had been operated by specialized agencies such as the ILO. Under the new system, the agencies perform specific tasks but not throughout the entire project.

Multi-bilateral funding has now taken over as the largest source of funds for the ILO's technical cooperation activities in the Americas. Donor countries make direct contributions to the ILO for a number of reasons. Firstly, through the multi-bilateral programme, donors have an opportunity to draw on the ILO's wide experience in the area of technical cooperation, and the programme enables them to adapt that experience and apply it in their bilateral programmes, as is the case with the Associate Experts Programme. At the same time, owing to the tripartite nature of the ILO, the donor has the opportunity to fund projects intended not only for government agencies but also for organizations of employers and workers.

Trends in project funding vary, depending on the donor. However, most donors nowadays seek to apply an overall programme concept when allocating contributions.

Bearing in mind the mandate that emerged from the 14th American Regional Meeting, and given the importance of linking technical cooperation with investment, investment-related activities are being promoted with development banks. During the period 1999-2002, the Americas region has made great efforts to obtain funding for new programmes and/or projects, and the total level of resources allocated to the region has risen considerably.

The figures (1-3) show extra-budgetary allocations for the region between 1999 and 2002, distribution of resources by region and distribution of resources by strategic objective.

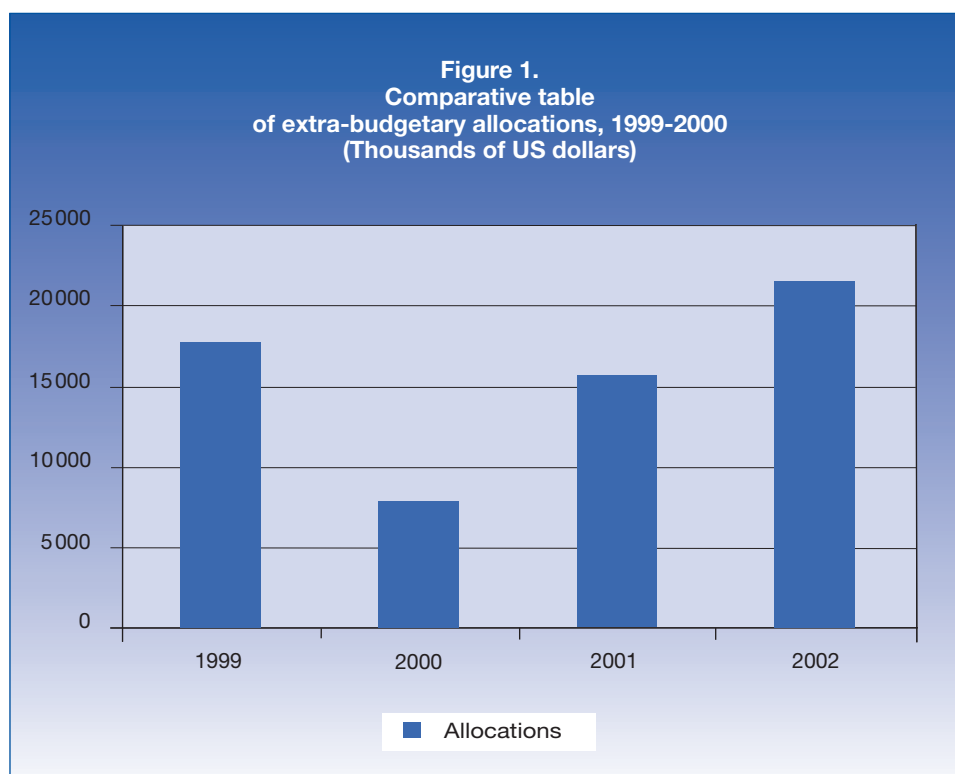


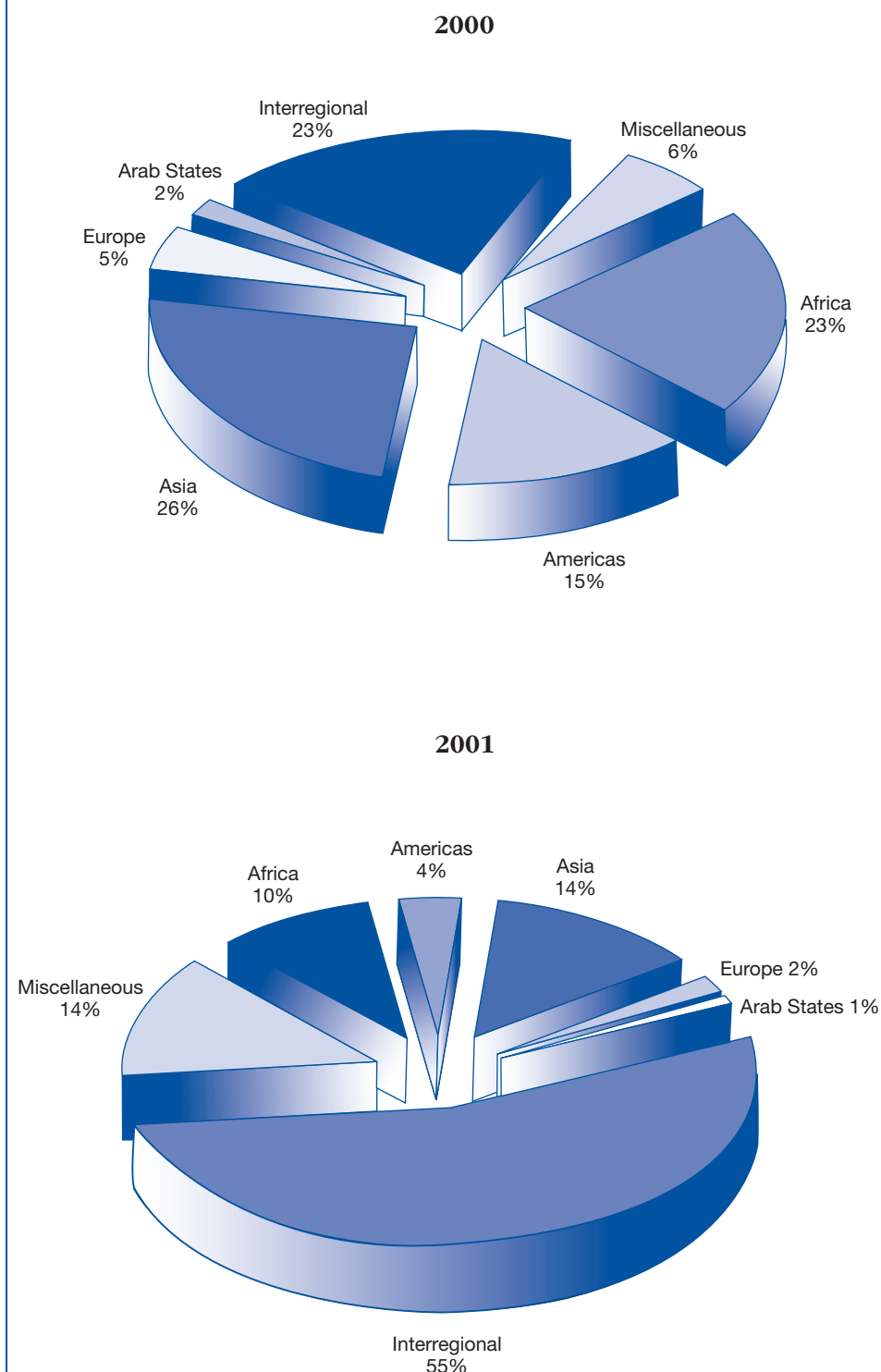
Figure 1 shows changes in extra-budgetary allocations in the region, which has reached US\$22 million during the current year for the development of technical cooperation projects.

Figure 2 shows that during the 2000-01 biennium, Latin America and the Caribbean accounted on average for 9.5 per cent of all ILO-approved projects throughout the world (the corresponding figures for Africa and Asia were 16.5 per cent and 20 per cent, respectively). It is worth noting that, while interregional projects accounted for 23 per cent of all approvals in 2000, the figure rose to 55 per cent in 2001. Interregional projects include activities on all continents, including Latin America and the Caribbean. Examples include the Interregional programme to mobilize educators against child labour through education, financed by Norway, which covers Brazil and Peru; the Interregional *decent work* programme on “training and innovation” (UNIVERSITAS), which is funded by the Government of Italy and covers Cuba, the Dominican Republic, El Salvador, Guatemala, Honduras and Nicaragua; and the Interregional programmes on “occupational safety and health in hazardous activities” and on “safety and health in mining”, funded by DANIDA, which cover Bolivia, Ecuador and Peru.

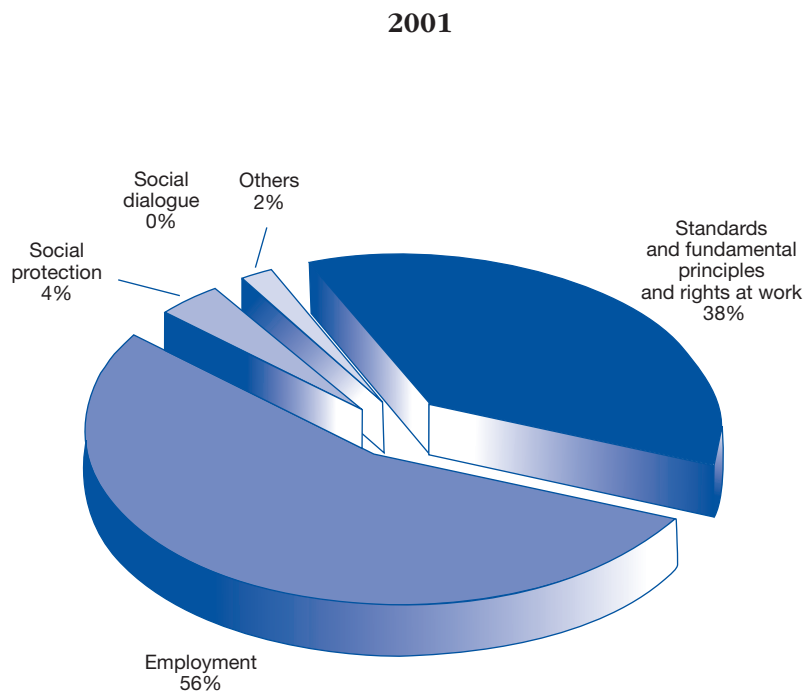
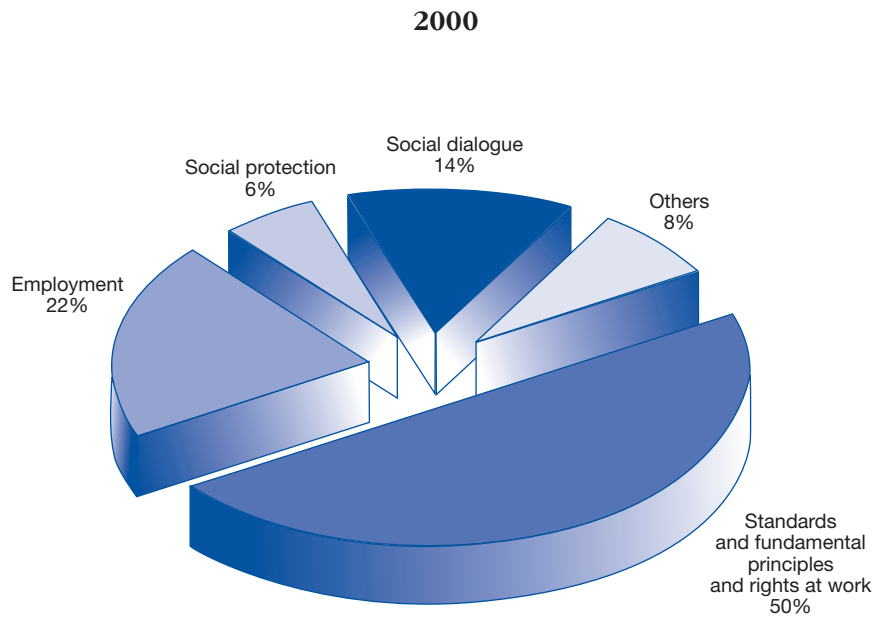
Figure 3 shows the evolution in budget approvals between 2000 and 2001 for each of the four strategic objectives in Latin America and the Caribbean. For example, while Strategic Objective No. 1 accounted for 50 per cent of project investment in 2000, in 2001 activities had become more concentrated on Strategic Objective No. 2 (56 per cent of total project investment).

As regards the implementation of technical cooperation, very specific policies and modalities apply, especially with regard to funding. Over recent years, and especially with the introduction of new information technologies, major changes have taken place with the aim of facilitating and speeding up the

**Figure 2.**  
Project approvals by region, 2000-01



**Figure 3.**  
**Project approvals by strategic objectives**  
**in the Americas region, 2000-01**



development of project activities. Decentralization of project management to the field, which began in 1999, has become the main element in this process.

Following a trial period, now that the necessary adjustments have been made, the new computerized finance system has proven to be a useful tool for monitoring project costs. To further this process, the programme in question has undergone periodic and very detailed reviews.

At the same time, the Office adopted a number of internal measures relating to joint training for headquarters and field staff, and for the programme, personnel and administration departments. These initiatives have given an impetus to multidisciplinary activities and brought headquarters and field offices closer together, and this in turn has led to greater efficiency.

During the 2000-01 biennium some progress was made in integrating technical cooperation activities, whether funded out of the regular budget or out of extra-budgetary funds, with the strategic objectives and the Decent Work Agenda. This has laid the foundations for the development of a resource mobilization strategy. Greater emphasis will be placed on this in the preparation of the Programme and Budget proposals for 2004-05, which are now under discussion; account will be taken of the needs and priorities of the ILO's constituents, the interests of donors, the Decent Work Agenda and cross-cutting themes, in order to reflect international development goals in areas such as poverty reduction, gender equality and promotion of good governance.

### ***Collaboration with other development agencies and international financial institutions***

Within the United Nations system the ILO has the undisputed mandate in labour matters. Nevertheless it is difficult to fulfill this mandate adequately in isolation from the other agencies, and cooperation needs to be established on a sound footing. Collaboration with a number of United Nations agencies is of strategic importance: with the Pan-American Health Organization (PAHO/WHO), in matters of employment, occupational safety at work and extending social health protection to excluded population groups; with the United Nations Educational, Scientific and Cultural Organization (UNESCO), in matters relating to education and training; with the Food and Agriculture Organization (FAO), in the area of employment in agriculture; and with the United Nations Children's Fund (UNICEF), in matters relating to child workers.

In Latin America and the Caribbean, major initiatives are being developed in all these areas with different agencies. For example, in Peru the Office has for some years been collaborating with the PAHO/WHO in a programme on safety and health at work with the active participation of the Government (the Ministries of Health and Labour), the social partners and civil society. This has been done under an agreement on joint programmes signed with WHO in 1999. In other countries, partnerships have been established with UNICEF aimed at eliminating child labour; with UNAIDS, in programmes relating to AIDS in the workplace; and with the FAO and the United Nations International Drug Control Programme (UNDCP) in the area of vocational training and employment in the rural sector. In the area of human rights there is close collaboration with the UNDP and other United Nations agencies, and with the Office of the High Commissioner for Human Rights in Colombia.

At the same time the Office, in those countries where it is represented, participates in the United Nations Development Assistance Framework

(UNDAF). This offers a way of establishing a common framework for planning and programming cooperation in each country, with a view to creating synergies, boosting development assistance, applying an integrated and coherent approach and avoiding duplication of effort in supporting development policies and priorities in each country. It might in certain respects be compared to the ILO strategy in developing national decent work programmes. Nevertheless, following the initial advances that have been achieved by UNDAF in the region, the assessment highlights the need to improve the joint planning process between different common system agencies by allowing greater participation by governments and, where appropriate, civil society, and incorporating subregional and regional dimensions in the planning process. At the international level, a total of 28 UNDAF documents have been finalized and another 31 are being prepared. The Office participates in the process and introduces subject areas pertaining to its own mandate in the joint programming process, in accordance with the principle that reducing the decent work deficit can be achieved only through the participation of all involved.

In a number of countries in the region, programmes are being developed in parallel with the UNDAF with a view to developing a "Poverty Reduction Strategy", often under the aegis of the World Bank. The ILO, from its headquarters in Geneva, has begun to establish closer links with World Bank representatives, and similar initiatives have begun at country level. This area is eminently suitable for active and close cooperation to promote development in which the ILO is endeavouring to participate. By contrast with UNDAF, which is a United Nations initiative, the Poverty Reduction Strategy has been (thus far) based more on joint efforts between governments and the World Bank. The ILO Regional Office has offered to become more involved in strategy formulation and its contributions have in some cases been adopted. In the words of the Director-General's Report to the International Labour Conference in 2001: "The difficulties faced by the traditional structural adjustment policies of the Bretton Woods institutions lie in part in their failure to incorporate these goals [employment, rights, social protection and social dialogue], and poverty reduction strategies will not succeed unless the same goals are built into them. At present, the Poverty Reduction Strategy Papers produced under the auspices of those institutions do not frontally address these issues."<sup>6</sup> Some work remains to be done before the different development agendas are all channelled in one direction. Nevertheless, the ILO will not only be integrating its activities to enhance their impact on development efforts, but has already incorporated the "Millennium Development Goals" in its own agenda.

During the period under review, the ILO has been in constant communication with the Economic Commission for Latin America (ECLA) and participated in the major regional events organized by that organization, including the Regional Conference on Women, Development and Gender, held in Lima in February 2000; the Second Regional Preparatory Conference for the World Summit on Social Development, held in Santiago in May 2000, in which the Regional Director took part in a panel discussion on the theme of productive employment; the Conference of Statisticians, held in Santiago in May 2001; the Tenth Meeting of Specialized Agencies on the Advancement of Women in Latin America, which was held in Port-of-Spain in October 2001; and the Regional Preparatory Conference for the World Summit on Sustainable Development, held in Rio de Janeiro in October 2001. The latter adopted a Platform of Action for Johannesburg 2002. The ILO has also, at

<sup>6</sup> ILO: *Reducing the decent work deficit: A global challenge*, Report of the Director-General, International Labour Conference, Geneva, 2001.



the invitation of ECLA, participated as an observer at the latter's annual conferences.

Relations with the Inter-American Development Bank (IDB) have resulted in a more flexible process and should bring that organization into closer involvement with the ILO's activities. It has just successfully concluded the first phase of the regional programme on "Strengthening technical and vocational training for women on low incomes" (*Formujer*). Regional coordination and technical and methodological supervision of this programme are the responsibility of the *Centro Interamericano de Investigación y Documentación sobre Formación Profesional* (CINTERFOR) and funding is provided by the Inter-American Development Bank (IDB). In view of the results already achieved, the Bank has undertaken to give its financial support to the second phase.

In the Caribbean, the ILO participated in the working party which developed the Subregional Programme on Labour Market Reform. Through this programme, countries will be able to obtain financial support from the IDB and the International Monetary Fund. The IDB has expressed interest in allowing the ILO to implement projects or in subcontracting particular tasks in the area of productivity, labour information systems, small enterprise development and skills development. The ILO, for its part, is participating in activities intended to influence the design and strategy of the Bank's own projects in the area of labour.

In 1998, the ILO signed a cooperation agreement with the Caribbean Development Bank (CDB), and a number of joint activities have been developed including the Subregional Seminar on Labour Market Information in October 1999. Since then, the CDB has co-funded or provided technical input for a number of ILO activities.

In its capacity as an observer, the ILO has been following the work of a working party formed by the IDB and the Inter-American Regional Organization of Workers (ORIT), as agreed at the 14th American Regional Meeting. It participated in the meeting held in Washington in September 2000 which discussed topics such as the effects of globalization or economic integration on labour markets in the American hemisphere and fundamental labour standards; the IDB and civil society; and the future roles of the IDB and ORIT with regard to the Worst Forms of Child Labour Convention, 1999 (No. 182), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111). It was agreed at the meeting that the IDB, ILO and ORIT would collaborate in a joint programme of research into globalization, and the IDB for its part would carry out an awareness-raising exercise through its employees with a view to promoting the ILO's fundamental standards.

The ILO has also participated in various meetings organized by the Coordinating Committee of Central Trade Unions of the Southern Cone. ACTRAV and other services have contributed to the technical improvement of proposals for socio-labour initiatives discussed and approved by MERCOSUR bodies (the Economic and Social Consultative Forum; the Socio-Labour Commission; technical working groups), particularly with regard to the promulgation, dissemination and follow-up to the Socio-Labour Declaration and in the preparation of country reports. It collaborated in the three MERCOSUR trade union summits, which brought together a large number of workers' delegations.

ACTRAV, together with the Association of Labour Lawyers of Argentina, carried out a study on "The Legal Applicability of the Socio-Labour Declaration", the final product of which has been published as a book.



## ***Collaboration in regional and subregional integration processes***

The ILO is becoming more actively involved in the economic and trade integration processes now under way in Latin America and the Caribbean, at both subregional and regional levels. In doing so, it seeks to strengthen participation by the social actors and to ensure that these integration efforts also embrace the socio-labour dimension, in the interests of more inclusive development.

In the process of Andean integration, as regards socio-labour issues, a crucial milestone was the Cartagena Declaration signed by Ministers of Labour in May 1999. This document focuses on five main thematic areas for social progress in the subregion: occupational safety and health; vocational training and education; promotion of employment; social security; and protection of migrant workers. The Andean multidisciplinary team has collaborated closely with the General Secretariat of the Andean Community to produce a draft Andean instrument on occupational safety and health. The Lima Declaration of May 2002, which resulted from the Third Meeting of the Advisory Council of Ministers of Labour of the Andean Community, enables the ILO to provide assistance in the areas of promotion of employment and vocational training, the latter with the cooperation of CINTERFOR.

The ILO Area Office in Buenos Aires was responsible for coordinating activities with MERCOSUR, mainly through the Socio-Labour Commission and Working Subgroup No. 10, with a view to strengthening the work of these institutions, which have held regular meetings. In 2000, at the invitation of the Government of Brazil, it attended the inaugural seminar of the national section of the MERCOSUR Labour Market Observatory, with a permanent network of collaborators to boost existing research capacities. Technical assistance was also provided for setting up similar observatories in Paraguay (in 2002) and in Uruguay (scheduled for 2003).

The Area Office has taken part in the meetings organized by the Coordinating Committee of Central Trade Unions of the Southern Cone, particularly the MERCOSUR Trade Union Summit on Employment, Wages and Social Protection that took place in Brazil in December 2000.

Following the resolution adopted by the Ninth Inter-American Conference of Ministers of Labour organized by the Organization of American States (OAS) in October 1998, the ILO carried out thematic studies of the relevant agreements, Conventions and other international instruments concerning integration and the free market which establish the labour principles applied in the region. This initiative led to a compilation of the relevant documents, as well as studies and analyses of labour principles in the integration processes under way in the Americas. The document (in Spanish) "Labour standards in the integration agreements in the Americas" is regarded as a valuable tool for assessing the socio-labour standards in force in the hemisphere.

As a result of this work, the United States Department of Labor has provided funding for a project launched in 2000 on issues relating to labour rights and social security systems. With regard to regional integration, a technical cooperation project was implemented in support of the Inter-American Conference of Ministers of Labour and its two working parties with a view to promoting the fundamental principles and rights at work in the context of hemispheric integration. This is examined in detail in the section on Strategic Objective No. 1.

Under the Central American Agreement, the Area Office has attended the meetings of the Ministers of Labour of Central America, Belize, Panama and the Dominican Republic. Delegates at these meetings have reiterated their commitment to working together to create a competitive labour market based on a trained workforce and policies of high-quality employment intended to reduce poverty and bring about an equitable distribution of economic resources. Meetings of employers' and workers' organizations have also been attended by the technical specialists concerned.

The efforts of the ILO Office in Port-of-Spain in support of the activities of the Caribbean Community (CARICOM) have resulted in the inclusion of labour issues in the Community's various legal instruments. This integration initiative is one that most broadly covers topics relating to labour institutions, social security and vocational training, including virtually all the major thematic areas of labour rights and social security.

In March 2002, a Subregional Seminar for employers took place in San José, Costa Rica, on the subject of the social and labour dimensions of integration. Its purpose was to improve the ability of employers' organizations to deal with themes relating to the social and labour impact of integration processes in their societies. Similar meetings have been held this year for the Andean Countries of the Southern Cone. The conclusions of all these events will be discussed at a regional seminar.

In order to strengthen workers' organizations in the context of integration, support and assistance has been given in two areas considered by the organizations themselves to be of high priority, namely: (i) giving the integration processes a social dimension, the cornerstone of which is the recognition of fundamental principles and rights of workers; and (ii) the democratization of the integration processes themselves.

This has been done in three principal ways: (i) through support for training and education and skills updating for trade union officials; (ii) through research and publications on the socio-labour effects of the processes; and (iii) through technical assistance to strengthen subregional trade union bodies that participate in CARICOM, the Andean Community, MERCOSUR and the Central American Integration System, and to facilitate a process of dialogue between these bodies and the Trade Union Technical Advisory Committee (COSATE).

### ***Making gender a cross-cutting issue***

Since the foundation of the ILO, the defence of equality between men and women has been an integral part of the Organization's mandate as a means of bringing about a more just society. The Decent Work Agenda emphasizes the fact that, in addition to the four strategic objectives, intensive efforts must be made to ensure that gender issues are also included, in practical terms as well as in theory. Since 1999 there has been an explicit and renewed commitment to enhancing the integration of gender in the Organization's activities as a means of achieving equality among the constituents. That interest and willingness have been evident on a number of occasions. In an address on 8 March 1999, the Director-General stated his personal and institutional commitment to gender equality; in December of that year instructions were issued to the entire Office regarding the promotion of gender equality, and the Bureau for Gender Equality was incorporated in the Office of the Director-General, with a broad mandate in keeping with the cross-cutting and priority nature of the gender issue within the Organization. The Action Plan on Gender Equality was approved in October 2001, and will be revised and renewed on an annual basis.

The most recent meeting on this theme took place in February 2002, at the ILO's International Training Centre in Turin. The progress made in each region was reviewed and specific agreements were established on better coordination and consolidation of strategies and mechanisms for planning and management and for defining indicators of progress, monitoring and evaluation. Of particular relevance is the first phase of gender audits which took place between October 2001 and April 2002 in 15 ILO offices throughout the world, as well as the third Global Report under the follow-up to the Declaration on Fundamental Principles and Rights at Work, which will be presented at the International Labour Conference in 2003 and will focus on discrimination in employment and occupation. One other advance during the period in question was the adoption of the new Maternity Protection Convention, 2000 (No. 183).

These changes are occurring in each of the regions. In Latin America, significant progress on gender is being made in relation to each of the four strategic objectives in the pursuit of decent work.

#### Box 1

##### Research on gender issues

The main areas of research in the period 1999-2002 were the following:

- general trends in integrating women in the labour market and changes in gender equality gaps during the 1990s;
- labour costs, disaggregated by gender;
- the wages gap between women and men in the 1990s;
- collective bargaining and gender equality in Latin America;
- quality of women's employment in the MERCOSUR countries and Chile;
- home work in Latin America;
- living and working conditions of women in the Central American assembly (*maquila*) plants;
- social protection, pensions and gender in Argentina, Brazil and Chile.

Progress has been made in enhancing the production of statistical data and in research efforts to produce constantly updated comparative gender-disaggregated data, as well as in defining indicators and gender analyses of different aspects of the Decent Work Agenda. The aim of these efforts is to clarify the situation and provide basic information that can be used in plans promoting equal opportunities for men and women and reducing the existing "equality deficit" in the region.

A number of regional and subregional initiatives sought to promote the creation of more and better jobs for men and women. These initiatives have led to concrete improvements in the social and labour situation of women workers, better health and working conditions in enterprises, improved dissemination and application of the fundamental ILO Conventions, and a stronger gender component in national and local employment policies. The initiatives include the following programmes: (a) "Vocational training for women on low incomes", with the support of the IDB; (b) "Improving living and working conditions for women workers in the Central American assembly (*maquila*) industry", supported by the Netherlands; and (c) "Employment and income for urban low-income women in three countries (Peru, Bolivia and Ecuador)", supported by the Ministry of Labour of Spain.

The regional project on "Incorporating the gender dimension in poverty eradication and job-creation policies in Latin America" was launched with support from the Netherlands (2002-04). The project will make it possible to pursue in greater depth an initiative launched in 1999 with a tripartite

subregional seminar for the Southern Cone countries, funded by the ILO and with technical support from Italy and Spain. The aim is to adapt the programme on "Institutional strengthening for gender equality, employment promotion and the eradication of poverty" to Latin American conditions, so that it can be applied in activities for disseminating information, raising awareness and training public managers and representatives of tripartite equal opportunities commissions in various countries of the Southern Cone, the Andean region and Central America, in response to requests from the ILO's constituents. Another project funded by the ILO, and by the Ministry of Labour and Employment of Brazil, is the translation into Portuguese of the programme on "Institutional strengthening" already referred to, its adaptation to Brazilian conditions and the formulation of an implementation plan. The project should be completed in 2002.

#### Box 2

#### Income generation for women on low incomes in Peru, Bolivia and Ecuador

The project on "Employment and income for urban women on low incomes in three Andean countries" was implemented between April 2001 and April 2002 in three cities in the Andean subregion (Lima, La Paz and Quito). It covered seven trial schemes set up in response to the requirements of self-employed women, women micro-entrepreneurs and women's organizations for financial and non-financial services in urban and suburban areas. The aim of the project was to improve income and quality of employment for women on low-incomes in urban areas through cost-effective employment programmes, on a fairly large scale, with long-term economic objectives based on sustainable foundations. The strategy actually adopted was to enhance existing projects and create synergies through partnerships with non-governmental organizations and other institutions which already had projects under way, rather than by creating new mechanisms.

In Peru, four subprojects were launched, two each in the services and production sectors. The subproject "Business initiatives in food production and services for public soup kitchens" has set up ten companies managed by people running public soup kitchens (*comedores populares*). This has made it possible to implement a low-cost training and technical assistance programme. The project "Women *can* do it!" has created opportunities for women trained in non-traditional occupations (electrical trades) through setting up micro-enterprises based on the provision of services from the home in areas coordinated with local authorities in various districts of Lima. There is considerable potential for expansion.

The project "Efficient workshops and gender equality" has developed initiatives to improve working conditions in clothing and textiles workshops and access to health-care services, which will directly benefit women employers and workers in the industry. It has been possible to develop the ILO's "Improve your Working Environment and Enterprise" (MATYSE) methodology in enterprises run by women and employing mainly women workers, and to make use of low-cost techniques for improving productivity and working conditions.

The project "Marketing and selling hand-made rush products" is intended to consolidate the capacity and organization of a group of women's craft companies with a view to improving access to product marketing.

In Bolivia, a group of diverse institutions (Comart, Alma de los Andes, Caritas, CADEM, Estrategia Ingeniería y Desarrollo, Swisscontact) has been brought together with the common goal of promoting management capacities and raising productivity and quality in alpaca and cotton hand-weaving shops run by mothers' groups and women's associations in urban and suburban areas of La Paz and

El Alto. The diversity of the institutions involved, in terms of their areas of specialization, reinforces the technical and managerial capacities of more than 500 hand-weaving workshops, and makes it possible for them to offer more and higher-quality articles, thus improving their access to local and international markets.

In Ecuador, a Business Training Centre for Women (CFEMO) has been established in the southern part of Quito, which has the city's highest concentration of people living below the poverty line. This Centre has responded to requests by organized women's groups who have started up small businesses; they are provided with training, and with financial services through various group savings and loan schemes. The Centre has consolidated its curriculum, and it is hoped that on the basis of that curriculum it will launch a mass training initiative in the district, which has been encouraged by agreements with the local authority in the southern part of Quito and strategic partnerships with other institutions in the city.

The project overall has had a significant impact on institutions in the three countries – which assumed responsibility for training and for technical and/or financial assistance to women running micro-enterprises and women's groups, on public policy and on the ILO's methodological input. The participating institutions saw the need for developing or improving their gender strategies. The project has facilitated meetings, follow-up activities for professionals involved in training and effective support aimed at improving institutional strategic planning processes focusing on gender.

The results of the different subprojects were analysed, evaluated and shared with public bodies in the three countries concerned. The emphasis was on their suitability for inclusion among countries' priorities in promoting jobs for women, and as viable experience in processes of local decentralization and development which the three countries have adopted as a strategy for implementing policies and social plans.

The project, which includes a major training component, has applied different ILO methodologies to strengthen business capacity and improve working conditions in micro-enterprises. As a result of the project, a process of adapting this material has begun, in response to the need to include the gender dimension and in recognition of the process of cultural exchange between the Andean countries and the new guiding concepts of decent work.

Considerable attention has also been devoted to the incorporation of the gender and ethnic dimensions in methodologies and procedures for training women and men micro-entrepreneurs – for example, the “Elements of Business Management” (EGE/Andean Women), or “Improve your Working Environment and Enterprise (MATYSE)” methodologies – which promote the integration and development of women under conditions of equality and result in qualitative changes for families and communities. In Brazil, a major technical cooperation project has been launched with the Ministry of Labour and Employment. This is intended to promote the incorporation of the aspect of diversity in vocational training and skills certification policies. This has led to significant conceptual progress with regard to better understanding of the different forms of discrimination affecting different groups at work, especially discrimination based on gender, race, disability or HIV/AIDS status.

The promotion of fundamental rights is central to the ILO's activities in the area of gender. This has meant assisting the ILO's constituents in a number of countries in implementing Conventions Nos. 100 and 111. Of particular note is the programme “Brazil, gender and race”, and the support given to the programme on “Incorporating the gender dimension into the social observatory of the CUT-Brazil”.



**Box 3****Pilot project "More and better jobs for women in Mexico"**

Between April 2000 and March 2002, the pilot project "More and better jobs for women in Mexico" was set up in collaboration with the General Department of Employment of the Labour and Social Security Secretariat. As part of this project, two subprogrammes have been launched in the *maquilador* sector in Coahuila State and in the informal sector in Guerrero State.

The project is part of the international technical cooperation programme set up by the ILO under the follow-up to the Beijing Platform of Action. Under this international programme, the Labour and Social Security Secretariat, Foreign Relations Secretariat and National Women's Institute, together with the ILO, in October 1999 launched the Plan of Action "More and better jobs for women in Mexico". Implementation was planned in a pilot phase in Coahuila and Guerrero States.

The aim of the project is to "demonstrate the efficacy of general and coherently integrated measures for improving job opportunities and working conditions for specific groups of women: women wage earners in the assembly industry in Coahuila State and women workers in the informal sector in Guerrero State".

In Coahuila State, the project aims specifically to improve the working conditions of some 3,000 women workers in the State's export assembly industry and to raise productivity.

In Guerrero State, the project focused on providing 400 women in the informal sector with opportunities for enterprise development and sustainable paid employment.

In Coahuila, a programme of awareness-raising on gender issues was implemented for trade union leaders, human resource managers, line managers and supervisors, as well as government officials. More than 3,000 employees underwent training on labour rights, gender, time management, team work, personal development and leadership. They are now aware of their labour rights and have new means of exercising them.

Very active assistance was given to constituents (ministries of labour, women's bureaux, representatives of trade unions and tripartite equal opportunities commissions) in the process of revising Convention No. 103. This resulted in: (a) significantly greater women's presence among delegates to the 88th Session of the International Labour Conference in June 2000; (b) qualitatively better and more thoroughly prepared participation by Conference delegates (both men and women); (c) greater awareness, in different countries, of the importance of national maternity protection legislation and of the relevant international standards in this area.

Attempts have been made to strengthen trade union bodies responsible for gender issues and to improve the capacity of trade unions to incorporate gender requirements in their action strategies, especially with regard to collective bargaining. To that end, a series of activities have been coordinated between ACTRAV and the gender specialists with the aim of gathering information on procedures for participation by women in trade unions, and the challenges and priorities facing them. "Gender maps" have been produced in three Andean countries (Venezuela, Peru and Colombia); "participative self-diagnostic exercises" have been undertaken in Peru and Colombia, as well as various awareness-raising activities concerning the ILO's fundamental Conventions, particularly those concerning equal opportunities and non-discrimination (Nos. 100, 103, 111, 156 and 183). Assistance

has been provided for training on gender issues and social dialogue, and suitable material has been produced for these activities.

A number of regional activities are of particular interest:

- (a) Assistance given to the Women's Committee of the Coordinating Committee of Central Trade Unions of the Southern Cone, the Coordinating Committee for Women Workers in the Andean countries (*Comuande*) and the Women Workers' Committee of the Inter-American Regional Organization of Workers (COMUT-ORIT).
- (b) The regional project on "Trade union training for social dialogue" (ACTRAV-Spanish Agency for International Cooperation), which covers a number of the activities already referred to. The new regional project, approved in 2001, aims to strengthen this line of action and the aforementioned collaboration between the gender specialists and ACTRAV, to ensure that the topic is incorporated as a cross-cutting issue throughout the entire process of project development.
- (c) The regional project on "Collective bargaining and gender equality", implemented with the ILO's own funds. In 2002 the first diagnostic phase will be concluded in eight countries (Argentina, Brazil, Colombia, Chile, Mexico, Paraguay, Uruguay and Venezuela).

The ILO has regularly been asked to provide assistance in establishing and strengthening tripartite equal opportunities commissions (CTIOs) in Argentina, Chile, Paraguay and Uruguay.<sup>7</sup> The commissions are winning increasing recognition as major players in matters of employment and gender and have helped to highlight subject areas that hitherto had not been on the public agenda. In some cases, they have established contact with other concerned groups, and have participated in discussions on proposed legislation, in the definition of national equal opportunities plans (in Chile and Paraguay), in producing reports to the MERCOSUR Socio-Labour Commission in November 2001, and in discussions on the reports presented to the International Labour Conference on topics of particular relevance to gender equality in the world of work. During the first half of 2000, a number of the commissions (in Chile, Paraguay and Uruguay) played an active part in discussions on the revision of the Maternity Protection Convention (Revised), 1952 (No. 103), thereby helping to increase women's presence among official Workers' and Employers' delegations and raising the visibility of and coordination between Latin American Government representatives at the 88th Session of the International Labour Conference (June 2000).

The commissions are the first tripartite forum dedicated to the topic of gender equality in employment in the Southern Cone, and are helping to reinforce more general processes of social dialogue in the countries concerned.

Another project under development is one on "Redefining development for women workers in the garments sector in Central America". One important result of this project is the agreement reached by organizations of workers and employers and the ministries of labour that this project should be developed on the basis of consultation, not confrontation, and should be based on a sociological, anthropological and macroeconomic analysis, as well as an analysis of the situation of women in the world of work. Two important outputs of this project are a book containing a comparative analysis of legislation from a gender perspective and a training module for judges in the region. Another output currently being developed concerns employment and income for women on low incomes in urban centres in Bolivia, Ecuador and Peru. Its basic objective is to promote employment opportunities by

<sup>7</sup> In Chile, as of 2000, the Women and Work Committee was established under the Council for Social Dialogue. This builds on the experience of the equal opportunities commissions in that country since 1995.

strengthening institutions that specialize in supporting production and service initiatives for urban women on low incomes.

Lastly, as regards social protection, a comparative survey on the impact of different pension reforms on the social protection available to men and women is being carried out at subregional level, covering Argentina, Brazil and Chile. This survey is intended not only to evaluate and characterize the level of social protection afforded to men and women under the new, reformed pensions systems, but also to analyse and quantify gender inequalities in the pensions market resulting both from the gender inequities that already exist in the labour market and from those created by the new reformed schemes.



## II. *Strategic objectives*

As has been indicated in the context of the Decent Work Agenda, the Office has been reorganized along the lines of four strategic objectives: fundamental principles and rights at work, employment, social protection and social dialogue. To these are added the two cross-cutting themes of gender and development. For each objective, operational objectives have been established.

The four strategic objectives bring together the principles of the ILO that have been part of the Organization since its inception, placing them in the new social and economic context of globalization and creating an integrated framework of policies that guide the work of the Office and help to achieve results that will be of benefit to people. In this sense, the ILO is using its comparative advantage with regard to other international institutions: the tripartite presence in its own governing bodies permits it to extend its programmes and activities for all-inclusive development.

In the following pages, the progress made by the region will be summarized, grouped by strategic objectives. This is not an exhaustive account to the ILO constituents of all support activities, rather it is a review of the most representative programmes, projects and activities.

### *Strategic Objective No. 1:*

Promote and realize standards and fundamental principles and rights at work

#### ***Mandate***

*“... the ILO is the constitutionally mandated international organization and the competent body to set and deal with international labour standards, and enjoys universal support and acknowledgement in promoting fundamental rights at work as the expression of its constitutional principles.”*

*(ILO Declaration on Fundamental Principles and Rights at Work)*

## Operational objectives

1. States Members of the ILO adhere to the principles and rights referring to freedom of association and collective bargaining and put into effect the elimination of forced labour, child labour and discrimination in employment and occupation.
2. The progressive elimination of child labour, with priority to the urgent elimination of its worst forms and the provision of other opportunities to children and families.
3. The facilitation of services to follow-up agencies, constituents, the Governing Body and the International Labour Conference, with a view to regulation of existing standards and the establishment of new standards.

One of the most important challenges for the region is to ensure the fair distribution of the economic benefits flowing from globalization and the growth in international competition in order to achieve sustainable social progress.

One of the main means to achieve this is through the effective application of the international labour standards established by the International Labour Organization. However, international labour standards are not only a vehicle through which to translate the benefits of economic progress to social progress, but also a way of generating social effects that contribute to economic development. In other words, this is a synergistic relationship between international labour standards, economic development and social progress.

In this framework, the four priorities set for the region under this objective are:

1. The ratification and application of the international labour standards, with particular emphasis on the fundamental Conventions.
2. The promotion and application of the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up.
3. The coordination of national policies in the context of economic integration.
4. Action to eliminate child labour.

The points mentioned above agree with the Conclusions of the 14th American Regional Meeting, in which it is stated that great importance is attached to respect for and promotion of the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, and that this includes the proposal to take concrete measures to create *decent work* in the region (point 2 of the Conclusions). These points also reflect the priority of the gradual elimination of child labour within the framework of Convention No. 138, and, in particular, the adoption of immediate actions aimed at the eradication of its worst forms (point 5 of the Conclusions).

The Governing Body has identified eight of the 184 international labour Conventions as being fundamental to guaranteeing the rights of human beings at work. These rights are prerequisites for the development of other Conventions in so far as they set the framework necessary to improve individual and collective working conditions.<sup>8</sup>

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<sup>8</sup> The eight fundamental Conventions are: the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87); the Right to Organise and Collective Bargaining Convention, 1949 (No. 98); the Forced Labour Convention, 1930 (No. 29); the Abolition of Forced Labour Convention, 1957 (No. 105); the Equal Remuneration Convention, 1951 (No. 100); the Discrimination (Employment and Occupation) Convention, 1958 (No. 111); the Minimum Age Convention, 1973 (No. 138); and the Worst Forms of Child Labour Convention, 1999 (No. 182).

The ILO has made an important contribution in this process in Latin America and the Caribbean, but it needs to increase these efforts and to explore new procedures in order to continue to provide governments with the necessary assistance so that those that have still not ratified all the fundamental Conventions do so without delay, while those that have ratified them can ensure that they are applied. The ILO is committed to activities to achieve widespread acceptance of these Conventions, in all sectors of society, through social dialogue and participation. This commitment should be shared by governments and by the social partners themselves.

During the period covered by this report, the ILO has made great efforts in the region to promote the ratification of the international labour standards, with particular emphasis on the fundamental Conventions: in 1999-2001, there were 89 ratifications of 31 Conventions, including the fundamental Conventions. To date, 15 countries have ratified the eight fundamental Conventions<sup>9</sup> and nine countries have ratified seven or more.<sup>10</sup>

Work was carried out through government consultancies to achieve full harmonization of legislation and national practice with the letter and the spirit of those ILO Conventions already ratified or likely to be ratified. Technical assistance was given to professional groups of workers and employers in the procedures to which they have access, in accordance with the ILO Constitution and the Standing Orders, and in disseminating procedures laid down in the Standing Orders of the Organization and in the programmatic content of the international labour Conventions. This was done through meetings, seminars and specific training activities that have been agreed by the constituents.

In the tripartite committees in the Caribbean, in which there is a strong trade union influence, the standards have been made into a reference framework for the development and revision of labour legislation, including within CARICOM, which has adopted a declaration containing a commitment to the ILO standards and has prepared models of labour laws formed at the grass-roots level for the CARICOM project to harmonize labour legislation.

The training work in standards, carried out in Paraguay with the collaboration of the Ministry of Justice and Labour, not only provided information on the Conventions and their importance, but also examined in detail, with representatives of the social partners, members of the Judiciary, Parliament and the Government, the new tendencies in standards and control mechanisms.

Work was undertaken to promote the ILO standards through seminars, which were held by the Area Offices of the region for magistrates, jurists and law teachers. This has provided information support to the judicial system in the countries of Latin America so that they can develop consistency in national legislation with the international labour standards through judicial rulings. This work will allow in-depth analysis of the standards to be carried out with the participants so that they can transmit this knowledge and thereby allow the application of international labour law. It will also provide better understanding of the structure and content of the standards system, which will improve the treatment of this subject in the various related professional activities.

The Indigenous and Tribal Peoples Convention, 1989 (No. 169) is particularly relevant for this region. In this sphere, the promotion work carried out in

<sup>9</sup> Argentina, Bahamas, Barbados, Belize, Chile, Costa Rica, Dominica, Dominican Republic, Ecuador, Guatemala, Guyana, Honduras, Nicaragua, Panama, Uruguay.

<sup>10</sup> Brazil, Colombia, Cuba, Paraguay, Peru, Saint Kitts and Nevis, Saint Vincent and the Grenadines, Saint Lucia, Venezuela.

**Box 4****Project Colombia**

Colombia is a special case for the ILO, not only because of the conflict in that country, which has strong repercussions in all areas dealt with by the ILO, but also because of the extent of the violence against the social actors, especially trade union officials and representatives. In order to support a process of dialogue and human rights protection in accordance with the complexity of the situation, the Governing Body, in June 2001, asked the Office to prepare a special technical cooperation programme for Colombia.

On the basis of this request, the Director-General of the ILO charged the Regional Office for the Americas and the ILO Andean multidisciplinary advisory team (MDT) to prepare a programme along the lines established by the Director-General himself. Consequently, members of the Regional Office and the MDT carried out a mission to Colombia in July 2001 to get to know in more detail the needs, requests and proposals of the social actors (the Ministry of Labour and the employers' and workers' organizations). The final proposal for the programme had the agreement and support of the Ministry of Labour and the trade union confederations, and included suggestions and recommendations from the employers.

The content of the programme includes workers' rights and freedom of association, labour legislation and the promotion of social dialogue. This covers aspects as important as protection of the lives of trade union officials, promotion of the right of association, development of collective bargaining and adaptation of labour legislation to international labour standards.

Argentina should be highlighted where, following ratification of this Convention, technical assistance was provided to extend its application. In the Andean countries, and in Peru, an information booklet was prepared on the rights of indigenous peoples, which was distributed to grass-roots organizations. In the Central American isthmus, a technical cooperation programme was developed to strengthen the indigenous populations' knowledge of their rights and how to submit petitions as a fundamental tool in resolving their urgent and immediate needs.

As a result of this project, the establishment of legal teams, which are capable of dealing with violations of collective rights, following up applications and the performance of national and international laws and proposing legislative reform, has been promoted. Along with these activities, a methodology for training in legal subjects at the level of these indigenous collectives has been proposed. In these indigenous communities themselves, training activities are being developed that foster the sustainability and legitimacy of the project, in which the beneficiaries are taking responsibility through their involvement in a task that is collective.

### ***The ILO Declaration on Fundamental Principles and Rights at Work***

The ILO Declaration on Fundamental Principles and Rights at Work, adopted by the International Labour Conference at its 86th Session in 1998, represents, in the context of globalization, a new foundation for the promotion and realization of the basic principles and rights at work established in the ILO Constitution. Through this new instrument, the member States have committed themselves categorically to promote, respect and realize a minimum floor of fundamental rights (recognized in the fundamental Conven-

tions) that will permit the development of *decent work*. These fundamental principles and rights are: freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; and the elimination of discrimination in employment and occupation.

In accordance with the information in the annex and with the goal of promoting the fundamental principles, the Declaration, through its follow-up mechanisms (the annual report and the global reports) shows the situation with regard to the different principles in the region. The annual report (which comprises reports from countries that have not yet ratified all eight fundamental Conventions) shows progress and obstacles to ratification in the countries concerned and identifies the technical assistance needed to overcome those obstacles. The Global Reports of the Director-General, of which there have been three to date,<sup>11</sup> review the situation throughout the world and provide new data on failure to comply, good practices, progress in the effective application of the principles and future action of the ILO. The Americas play a fundamental part in these texts.<sup>12</sup>

Technical cooperation, in accordance with paragraph 3 of the Declaration, is another of the basic pillars of action. In the Americas, six technical cooperation programmes have been developed, five of them financed by the United States Department of Labor (US-DOL). These programmes concern: the improvement of labour relations and the promotion of economic equality for women in Colombia; collective bargaining and gender equality in the English-speaking Caribbean; freedom of association and collective bargaining in Central America and Belize; forced labour in Brazil, support for the XIIth Inter-American Conference of Ministers in the framework of the Organization of American States (OAS) (Declaration in general); and (financed by the Government of the Netherlands) the promotion of the Declaration at the normative, promotional and institutional levels in Bolivia. There is also a large number of promotion and dissemination activities in all countries of the region.

The programme on the improvement of labour relations and the promotion of economic equality for women in Colombia is part of the technical cooperation programme for Colombia, the labour relations component of which covers, in the main, the activities anticipated in the programme. The programme aims to guarantee a better and more correct application of the principles of freedom of association and promotion of collective bargaining through a series of practical activities that aim to improve the culture of labour relations. The programme is based on strengthening collective bargaining through good practice, the mutually agreed creation of an alternative system for resolving conflicts, promotional campaigns for fundamental rights and changes to national law in accordance with the principles recognized in Conventions Nos. 87 and 98. With regard to economic growth through gender equality, the aim is to promote associations of poor women through credit programmes. It is hoped that this programme, and the entire technical cooperation programme, will have a positive effect on promoting peace and tolerance in Colombia and contribute to the dissemination and protection of fundamental rights, in particular labour rights.

<sup>11</sup> 2000: *Your voice at work*, on the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98); 2001: *Stopping forced labour*, on the Forced Labour Convention, 1930 (No. 29) and the Abolition of Forced Labour Convention, 1957 (No. 105); 2002: *A future without child labour*, on the Minimum Age Convention, 1973 (No. 138) and the Worst Forms of Child Labour Convention, 1999 (No. 182).

<sup>12</sup> See *Your voice at work* (failure to comply with the principle of freedom of association) or *Stopping forced labour* (the case of Brazil).

**Table 1. Conventions ratified between June 1999 and May 2002 (the Americas and the Caribbean)**

Country	Convention ratified	Number of countries that have ratified the Convention
Belize	Weekly Rest (Industry) Convention, 1921 (No. 14)	1
Saint Kitts and Nevis	Forced Labour Convention, 1930 (No. 29)	1
Bahamas, Chile, Saint Kitts and Nevis, Saint Vincent and the Grenadines	Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	4
Chile, Saint Kitts and Nevis	Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	2
Bahamas, Belize, El Salvador, Saint Kitts and Nevis, Saint Vincent and the Grenadines	Equal Remuneration Convention, 1951 (No. 100)	5
Bahamas, Belize	Maternity Protection Convention (Revised), 1952 (No. 103)	2
Chile, Saint Kitts and Nevis	Abolition of Forced Labour Convention, 1957 (No. 105)	2
Bahamas, Belize, Saint Kitts and Nevis, Saint Vincent and the Grenadines	Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	4
Chile	Employment Injury Benefits Convention, 1964 [Schedule I amended in 1980] (No. 121)	1
Dominican Republic	Employment Policy Convention, 1964 (No. 122)	1
Chile	Minimum Wage Fixing Convention, 1970 (No. 131)	1
Belize, Chile	Workers' Representatives Convention, 1971 (No. 135)	2
Bahamas, Barbados, Belize, Brazil, Chile, Colombia, Dominican Republic, Ecuador, Panama	Minimum Age Convention, 1973 (No. 138)	9
Belize, Chile	Paid Educational Leave Convention, 1974 (No. 140)	2
Belize, Colombia, Dominica, Dominican Republic, Saint Kitts and Nevis	Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	5
Bahamas, Trinidad and Tobago	Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)	2
Belize, Dominican Republic, El Salvador	Labour Administration Convention, 1978 (No. 150)	3
Belize, Chile, Colombia	Labour Relations (Public Service) Convention, 1978 (No. 151)	3
Belize, Colombia, Saint Lucia	Collective Bargaining Convention, 1981 (No. 154)	3
Belize, El Salvador	Occupational Safety and Health Convention, 1981 (No. 155)	2
Belize, El Salvador	Workers with Family Responsibilities Convention, 1981 (No. 156)	2
Saint Lucia	Termination of Employment Convention, 1982 (No. 158)	1
Mexico, Trinidad and Tobago	Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)	2
Costa Rica	Labour Statistics Convention, 1985 (No. 160)	1
Chile, Colombia	Occupational Health Services Convention, 1985 (No. 161)	2
Colombia	Asbestos Convention, 1986 (No. 162)	1
Argentina, Venezuela	Indigenous and Tribal Peoples Convention, 1989 (No. 169)	2
Brazil	Prevention of Major Industrial Accidents Convention, 1993 (No. 174)	1
United States	Safety and Health in Mines Convention, 1995 (No. 176)	1
Saint Vincent and the Grenadines	Seafarers' Hours of Work and the Manning of Ships Convention, 1996 (No. 180)	1
Panama	Private Employment Agencies Convention, 1997 (No. 181)	1
Argentina, Bahamas, Barbados, Belize, Brazil, Canada, Chile, Costa Rica, Dominica, Dominican Republic, Ecuador, El Salvador, Guatemala, Guyana, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, United States, Uruguay	Worst Forms of Child Labour Convention, 1999 (No. 182)	25
Total ratifications		95

**Table 2. Ratifications of Conventions concerning the fundamental principles and rights at work (the Americas and the Caribbean)**

Country	Freedom of association and collective bargaining		Elimination of forced or compulsory labour		Elimination of discrimination in respect of employment and occupation		Abolition of child labour	
	C. 87	C. 98	C. 29	C. 105	C. 100	C. 111	C. 138	C. 182
Antigua and Barbuda								
Argentina								
Bahamas								
Barbados								
Belize								
Bolivia								
Brazil								
Canada								
Chile								
Colombia								
Costa Rica								
Cuba								
Dominica								
Dominican Republic								
Ecuador								
El Salvador								
Grenada								
Guatemala								
Guyana								
Haiti								
Honduras								
Jamaica								
Mexico								
Nicaragua								
Panama								
Paraguay								
Peru*								
Saint Kitts and Nevis								
Saint Lucia								
Saint Vincent and the Grenadines								
Suriname								
Trinidad and Tobago								
United States								
Uruguay								
Venezuela								
Total: 35	32	31	32	35	32	32	22	25

 Convention ratified
  Convention not yet ratified

\* Peru has ratified Convention No. 138 but this has not yet been deposited.

Source: ILOLEX, 5 May 2002.



**Box 5****Studies carried out as part of the programme of support for the Inter-American Conference of Ministers of Labour**

*Information to member countries of the Conference concerning experiences and results in integration processes and social and labour dimensions:*

1. Informe acerca de la política y el derecho social comunitarios de la Unión Europea [Report on community policies and social law in the European Union]. Tomás Sala Franco.
2. Présentation analytique de l'accord nord-américain de coopération dans le domaine du travail (anact) [Analytical presentation of the North American Agreement on Labour Cooperation (NAALC)]. Pierre Verge, November 2001.
3. La dimensión social de la integración. La experiencia del MERCOSUR. [The social dimension of integration. The experience of MERCOSUR.] María Carmen Ferreira, June 2001.
4. The social ground of integration. The case of CARICOM. Senator Edwin Snagg.

*Precedents regarding experience and effectiveness of social dialogue in countries:*

1. América: el diálogo social y los actuales procesos de cambios económicos y tecnológicos [America: social dialogue and current processes of economic and technological change]. Emilio Morgado Valenzuela.
2. Social dialogue and alternative conflict. Resolution procedures. The case of CARICOM. Senator Edwin Snagg.

*Information and analysis carried out on the state of labour reforms in the OAS countries:*

1. Labour principles and rights in the context of the XI Inter-American Labour Conference – labour laws implemented or being implemented in the Caribbean Community. Senator Edwin Snagg.
2. Reformas laborales y procesos de integración en los países de la OEA: 1980-2000 [Labour reforms and integration processes in the OAS countries: 1980-2000]. Adolfo Ciudad Reynaud.

*Precedents regarding modernization of labour administration:*

1. Modernization of public institutions and labour administration: requirements and challenges.
2. Inspección del trabajo en el marco de la modernización de la administración del trabajo [Labour inspection in the modernization of the labour administration]. Vera Lucía Jatobá, June 2001.

*Identification of labour law systems and alternative measures:*

1. Justicia laboral y medios alternativos de solución de conflictos colectivos e individuales del trabajo [Labour law and alternative measures of resolution of collective and individual labour conflicts]. Jorge Sappia, June 2001.

*Institutional models and recent changes in protection of displaced people:*

1. Sistemas de protección a desempleados en los países de la OEA [Protection systems for unemployed in the OAS countries]. Gonzalo Islas Rojas.

*Updated information on models of functioning of labour training:*

1. Políticas de capacitación laboral en los países de la OEA [Labour training policies in the OAS countries]. Juan Manuel Rodríguez.



*Emerging themes linked to integration processes:*

1. La inmigración laboral temporal en la región de América del Norte [Seasonal labour migration in North America]. Mónica Vereá de Yturbe.

*Indicators to evaluate the progress of the action plan:*

1. Encuesta Estado de avance del plan de acción de Viña del Mar: Informe de resultados [Survey on the progress of the Viña del Mar action plan: Results report]. Mario Velásquez P., October 2001.

*Material for discussion at the preparatory meeting in Miami:*

1. Las normas laborales y los procesos de integración. [Labour standards and integration processes]. CIMT-OEA project, July 2001.

*Identification of "good practice" in labour among the countries of the Conference:*

1. Identificación de buenas prácticas en material laboral. Estudios de nueve países. [Identification of good practices in labour. Studies of nine countries.] Ana Gerson, Francisco Tapia, José Zapata, Jorge Sappia, Siquiera, Graciela Bensusán, Mario Pasco.
2. Estudio analítico sobre buenas prácticas en materia laboral en nueve países [Analytical study of good practices in labour in nine countries]. Mario Albuquerque.

In the context of subregional and regional integration, a technical cooperation programme is being implemented to provide support to the Inter-American Conference of Ministers of Labour. The first phase of this programme ended in March 2002 and the second phase is due to begin in August 2002.

This support programme centres on the constitution of Working Groups 1 and 2 of the OAS and is supported by the Trade Union Technical Advisory Council (COSATE) and the Business Technical Advisory Committee on Labour Matters (CEATAL) (workers' and employers' organizations in the region). It aims to promote fundamental principles and rights at work in the context of globalization and economic integration in the hemisphere. A large number of activities have been developed under this programme. It includes 36 studies related to the institutionalization of fundamental principles and rights in integration processes under way with the European Union, MERCOSUR and the North American Free Trade Agreement (NAFTA), in particular the North American Labour Cooperation Agreement, one of the NAFTA Supplementary Agreements. These studies also cover employment and labour institutions, collective bargaining, learning and training for employment, labour relations and social dialogue. This enormous quantity of information is being published for wider distribution, and a specific site with various links has been created for electronic dissemination over the Internet.

As a result of the action plans that came out of the meetings at Viña del Mar (1999) and Ottawa (2001), the programme in its two phases is mandated to examine the labour dimensions of the Summit of the Americas and to create a process of collaboration with the Ministries of Labour and with other relevant ministries and key international institutions. In this sense, the support of Working Group 1 focuses on examining the labour dimension of free trade through direct studies and activities. A specific study relating to labour standards and the integration process in the Americas will be carried out. This study

will provide information on progress made in the various regional integration agreements. Working Group 2 is supported through actions and programmes to promote the Declaration throughout the hemisphere, and through specific activities at the national and regional levels to modernize the administration.

In Brazil, since April 2002, the International Labour Organization has moved to support the efforts of the federal Government in the fight against forced labour through a technical cooperation programme to be implemented until October 2004. This ILO project has the following basic objectives:

- to strengthen actions already under way in the areas of prevention and suppression of forced labour, anticipating the optimization of coordination mechanisms among agencies and, in particular, the role of the Special Mobile Inspection Group and its principal partners;
- to help workers who have been freed and to prevent them from returning to forced labour through the creation of prevention and rehabilitation programmes that include family income generation and take into account the factors that impact on the sources and illegal hiring of workers.

The project also aims to create a database that will consolidate all available information and supply elements for planning inspection and monitoring operations. The ILO initiative anticipates, furthermore, the launch of a national awareness campaign on the existence of forced labour and the need for a concerted effort to fight it; the elaboration and implementation of a national workplan that will incorporate the work of members of the Executive Group for the Suppression of Forced Labour (GERTRAF) at federal, state and municipal levels; human resources training in this area; and the offer of financial technical assistance to strengthen the work of the Special Mobile Inspection Group.

The implementation of the project will take into account the tripartite structure of the ILO, searching to broaden social dialogue in the sphere of GERTRAF and to involve workers, employers, governmental agencies and non-governmental institutions in the efforts to prevent and eliminate forced labour in Brazil.

In another geographic sphere, the promotion of the Management Labour Cooperation (PROMALCO) project in the business sphere in the Caribbean countries should be highlighted. This project began in October 2000 and will last two years. The basic objective is to assist enterprise managers and workers to identify jointly the most effective way for Caribbean enterprises to face the new challenges of globalization and free trade.

In order to attain this goal, the project is based on creating a new type of association between management and labour with a view to creating partnerships to achieve better productivity, to encourage social dialogue and participation and to find new directions from social indicators and from management experiences that have proved successful in other geographic contexts. The project is also looking to provide data that will confirm the hypothesis that the correct policy for Caribbean countries must be based on respect for sound labour laws, labour policies established in advance, improved labour relations and greater efficiency in the labour market, and that all this constitutes a positive contribution to higher productivity while at the same time realizing the aspirations of workers to have *decent work*.

This project is supported by the governments of the member States of the English- and Dutch-speaking Caribbean, the Caribbean Congress of Labour (CCL), workers' organizations and the Caribbean Confederation of Employers (FEC).

It also hopes to have an impact on another cross-cutting concept of ILO policies and programmes – gender equality – by focusing its enterprise-oriented activities on non-discrimination and equal opportunities for women and men.

Funding has also been obtained for specific activities relating to promotion and discussion of the Declaration, such as a Central American Seminar held in Mexico in 2000 and local seminars held in Cuba. Training materials for teachers and pupils have been prepared for the Andean countries aimed at including the subject of fundamental labour rights in primary school curricula. These materials are being published nationally. A campaign was also implemented in the Andean countries in December 2001 to promote the Declaration through the distribution of 18,000 leaflets to governments, enterprises, trade unions and other social actors.

In the subregion comprising Argentina, Brazil, Chile, Paraguay and Uruguay, the Conventions promoted by the Declaration have been widely ratified: only two Conventions remain to be ratified – Convention No. 87 (by Brazil) and Convention No. 138 (by Paraguay).

The InFocus Programme on promoting the Declaration and the Andean Multidisciplinary Advisory Team (AMAT) have been involved in the framework of the mandate of the Declaration Expert-Advisers, in developing an action programme, and a number of seminars for the effective application of the principle of non-discrimination in Peru that requires the mutually agreed elaboration of a national plan for equality.

In collaboration with IPEC in South America, the InFocus Programme on Promoting the Declaration undertook a promotion campaign for the abolition of child labour in the five Andean countries, which included the elaboration of technical application memoranda for the principles, audiovisual presentations and dissemination and explanation seminars. This resulted in the ratification of Conventions Nos. 138 and 182 by Ecuador and Convention No. 138 by Colombia, as well as a better knowledge of the subject among the social partners.

All countries in Central America, with the exception of El Salvador, Dominican Republic and Panama, have ratified the fundamental Conventions. However, in practice, ratification of these standards has not necessarily been all that is hoped for. Because of this, many ILO activities reflect a concern to reconcile national legislation with the fundamental principles, and a large number of activities have been carried out to support the social partners in their responsibilities to report on the application of the ratified international labour Conventions. This is complemented by the implementation, with the constituents, of training and discussion activities emphasizing freedom of association and monitoring procedures.

Among the projects being implemented in the subregion is RELACENTRO – freedom of association, collective bargaining and labour relations in Central America, Panama, Belize and the Dominican Republic. Activities began in January 2001 and the project will last two years. The main objective is to strengthen labour relations systems in the subregion, as an instrument for democratic participation, maintaining social stability and increasing opportunity, creating the necessary elements for labour relations based on ongoing dialogue and negotiation between the social actors.

Faced with the current realities of the labour relations systems, the RELACENTRO project hopes to offer a systematic vision of labour relations at the same time as it expresses the need to move from conflict to cooperation, starting from the conviction that societies in the countries covered by the project must make serious efforts to guarantee their governance and to

**Box 6****Promotion of Management Labour Cooperation (PROMALCO):  
Caribbean Enterprise Project**

The Caribbean region, with its vulnerable economies and precarious industrial development, is confronted with the necessity to join the world economy and to conduct this process wisely at the hemispheric level, which calls for special efforts on the part of the business community and workers' representatives. In this new environment, it is hoped that the region will be capable of being competitive, of attracting investment that will create jobs and of fulfilling universal social standards and the aspirations of workers for decent work.

Given the commitment of the region to be part of the Free Trade Area of the Americas (FTAA), the new trade strategies should take into account the normative elements that this implies, among which, without doubt, are those contained in the fundamental Conventions of the ILO on rights at work (see the Declaration of Santiago).

This scenario opens up new opportunities for better labour cooperation for negotiation of labour conditions, the formation of social partnerships and the elimination of business practices that encourage confrontational labour relations.

**Objectives of the project**

- To re-evaluate business practices by speciality, according to the concepts of decent work, to achieve labour cooperation in improving enterprise productivity and competitiveness.
- To increase collective bargaining and human resources management strategies that will reconcile economic efficiency with workers' rights.
- To strengthen respect for the fundamental labour standards, in particular those relating to freedom of association and collective bargaining, non-discrimination in employment and equal pay and opportunities as a positive element in the spectrum of business development.
- To achieve agreements between the business sector and the workers, in which commitment to working together is stipulated as a means of ensuring profitability, employment security and protection of workers' legitimate interests.

**Activities**

- Provide support to employers' and workers' representatives in the improvement of their capacity to understand, analyse and reach agreements on successful business strategies to improve business competitiveness through workers' cooperation and the application of international labour laws.
- Develop an information base to disseminate best practices in business development, labour cooperation, collective bargaining strategies and new practices in the workplace, which reflect full respect for the eight fundamental ILO Conventions on labour standards.
- Suggest new points of collective bargaining in which the interests of employers and workers converge, as well as promoting flexibility in negotiations, productive partnerships and shared profit models.
- Identify bargaining strategies that can be more correctly applied in the socio-cultural context of the Caribbean and that can lead to labour cooperation.
- Produce a quarterly bulletin of information on trends and events relating to labour cooperation: business agreements, collective bargaining, administration of human resources, etc.
- Advise governments on legal and judicial measures and on policies that facilitate the development of a harmonious industrial relations environment.

**Expected results**

It is hoped that the enterprises of the Caribbean will increasingly incline towards business strategies that recognize the fundamental labour rights and make use of the advantages of social partnerships and good practices with a view to encouraging participation in regional, hemispheric and global trade agreements and strengthening their competitive advantage. In this way, they should aim for sustainable economic growth on the basis of respect for the principles of decent work.

diminish the deep divergences that exist in their development. To do this, it is proposed to contribute to strengthening the labour relations system as a prerequisite to expanding democratic participation, maintaining social stability, and increasing economic opportunities in each country. Strengthening the labour relations system in the region is essential to its economic development and to democracy.

The immediate objectives of the RELACENTRO project are:

1. To recognize the need for ongoing dialogue to deal with a variety of labour issues and the adoption, by participants, of a new and more effective culture and practices of labour relations, in harmony with both the political changes (democratization, rule of law, respect for human rights, governance) and the economic changes (change of the role of the State in the open economy, globalization) that participating countries face.
2. To improve the efficiency and the effectiveness of administrative and judicial systems in the application of labour law.
3. To improve the capacity of the social actors to understand and manage labour relations, to negotiate collectively at different levels, and to adopt a cooperative approach to labour relations.

In order for the RELACENTRO project to achieve its mission, its strategy was based on activities in three main areas: (a) research as a critical first step to knowing the current situation of labour relations in the region, with proposals and strategies for improvements; (b) training for the social partners to build a healthy labour relations system based on ongoing dialogue to overcome the differences that may exist; and finally (c) efforts to reduce costs and multiply the benefits of the project for a wider audience and the general public through the use of modern technology to disseminate information.

Finally, in a global campaign to improve awareness of the Declaration (financed by US-DOL) and in the framework of strictly promotional activities, the InFocus Programme on Promoting the Declaration, along with the Regional Office, has designed a programme with graphics, audiovisuals and press cuttings, among other presentations, on the fundamental rights at work, which will be widely disseminated during the Regional Conference of the Americas.

The ILO Office in Brazil has also encouraged the dissemination of information on the ILO Declaration on Fundamental Principles and Rights at Work and has set up an Internet site and a virtual forum on the Declaration in Portuguese. To promote *decent work* and the fundamental principles and rights, the ILO Office in Brazil has set in motion the development of a project for implementation in 2002 at the state and local levels in Sao Paolo, aimed at strengthening the capacity for development, follow-up, evaluation and redesign of integrative social programmes that include social protection, and employment promotion, ensure that the laws comply with the fundamental

principles and rights at work and use social dialogue as an instrument of planning and implementation.

Although the Declaration programme is less than four years old, activities in the Americas are being implemented at various levels and on an increasingly significant basis. The promotion of the fundamental principles and rights is a priority and programmes to disseminate awareness and guarantee its application and the achievement of *decent work* are being implemented.

### **Child labour**

Work for the abolition of child labour fulfils the express mandate defined by and through the strategic objectives of the ILO; it also contributes to cross-cutting themes by ensuring greater opportunities for women and men in income and *decent work*, enhancing the reach and effectiveness of social protection for all and strengthening tripartism and social dialogue.

ILO activities for the abolition of child labour are developed through the work of the International Programme on the Elimination of Child Labour (IPEC).

In the early years of its existence, IPEC supported partner organizations to create and implement innovative and experimental activities such as determining the size and shape of the child labour problem, devising national policies and drawing up legislation for adequate protection, developing mechanisms to guarantee the implementation of national action programmes, and promoting awareness in communities and workplaces. This “national programme focus” resulted in wide support to fight against child labour and to increase the capacity of many national institutions. Since 1997, IPEC has slowly broadened the extent of its operations as a result of the experience it has acquired, in many cases taking in large geographical areas and very specific economic sectors. In parallel, it began to raise issues relating to workplace inspections and social protection. These programmes have helped to rescue thousands of children from hazardous work, to ensure that they do not return to child labour and to guarantee that children and their families have a viable alternative way of earning their livelihoods.

Another significant advance made by IPEC is the realization of global programmes to fight child labour at the national or regional level. In general, such initiatives have had positive results, thanks to the combination of numerous activities such as surveys on child labour, specific projects to remove children from work and awareness-raising activities for political leaders and the public. Moreover, in order more effectively to tackle the problem of groups in high-risk situations or those that are especially vulnerable (for example, children who are victims of trafficking for slavery or sexual exploitation), IPEC has begun a number of cross-border programmes at the regional level to fight trafficking in children, the use of child soldiers and the use of child labour in domestic service, mining and agriculture.

In the 2000-01 biennium, IPEC prepared more than 50 large-scale programmes throughout the world. Table 3 shows the number of new programmes according to region over two biennia. The time-bound programmes (TBPs) in El Salvador, Nepal and the United Republic of Tanzania, with an average budget each of around US\$5 million, should be highlighted, as should the large subregional programmes to fight trafficking in children and child sexual exploitation in central and western Africa and Central and South America (Brazil and Paraguay).

Between 2000 and 2002, the IPEC programme in Latin America and the Caribbean grew noticeably, in terms both of resources and of beneficiaries. Even more pertinent is that the issues linked to child labour were gradually



**Table 3. New projects approved by region for 1998-99 and 2000-01 (percentage of the total)**

	1998-99	2000-01
Africa	11	16
Americas	27	22
Asia	38	37
Europe and the Arab States	2	3
Interregional	22	22
<b>Total</b>	100	100
	(US\$63 million)	(US\$102 million)

incorporated in the priorities, policies and programmes of civil society, governmental organizations and social partners. Three more countries – Belize, Haiti and Jamaica – were added to the programme, and Canada and the United Kingdom joined Germany, Spain and the United States as donor countries.

IPEC made a sizeable investment in order to widen its knowledge base and to evaluate the results of its activities. Currently, in many cases in association with national institutions, the Statistical Information and Monitoring Programme on Child Labour (SIMPOC) is carrying out surveys in Belize, Colombia, Dominican Republic, Ecuador, El Salvador, Guatemala, Nicaragua and Panama, and is planning others for Argentina, Brazil, Chile, Costa Rica, and Honduras. It has financed more than 20 research projects, including rapid assessments to know better the causes and the size of the problem of the worst forms of child labour, among them, commercial sexual exploitation, domestic service, hazardous work in rubbish dumps, mining, commercial agriculture, and the urban informal sector. National programmes in Brazil and Nicaragua, as well as a number of individual action programmes in the areas of child sexual exploitation, fishing and quarrying were evaluated and the lessons learnt incorporated into new projects. The regional programme was broadened to cover more than 30,000 children, mainly through large-scale sectoral interventions to end the worst forms of child labour in commercial agriculture in Central America, child sexual exploitation in South America, the production of fireworks in Guatemala and El Salvador, children working in rubbish dumps in Managua, in mining in the Andean countries and in domestic service in Central America and South America. Moreover, a US\$7 million project, financed by Spain, has been approved; it will last for four years and will implement the second stage of the Latin American Regional Programme. El Salvador is the first country in the region to have a time-bound programme. Activities have already begun in Costa Rica, Dominican Republic and Ecuador to prepare time-bound programmes.

A time-bound programme comprises a collection of closely integrated and coordinated policies and programmes to prevent and to eliminate the worst forms of child labour in a country within a specific time. TBPs emphasize the need to tackle the root causes of child labour, linking action to combat it with national development, highlighting social and economic policies to combat poverty and encouraging basic education for all and social mobilization.

The fundamental successes of IPEC in the region include the establishment of 18 national commissions in the same number of countries. Convention No. 138 has been ratified by 22 countries and Convention No. 182 by 25. Seventeen countries have ratified both of these fundamental Conventions.

**Table 4. Ratification of Conventions Nos. 138 and 182 by countries in the region (by April 2002)**

Country	Convention ratified	No. of countries that have ratified the Conventions
Antigua and Barbuda, Argentina, Bahamas, Barbados, Belize, Bolivia, Brazil, Chile, Colombia, Costa Rica, Cuba, Dominica, Dominican Republic, Ecuador, El Salvador, Guatemala, Guyana, Honduras, Nicaragua, Panama, Uruguay, Venezuela	138	22
Argentina, Bahamas, Barbados, Belize, Brazil, Canada, Chile, Costa Rica, Dominica, Dominican Republic, Ecuador, El Salvador, Guatemala, Guyana, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, United States, Uruguay	182	25
<b>Total ratifications</b>		<b>47</b>

Source: ILOLEX.

To this success should be added the impetus provided by IPEC to national legislative reforms, to the training of thousands of members of employers' and workers' organizations and of non-governmental organizations.

Direct action by IPEC is implemented through intervention in sectors and specific geographic areas through around 80 projects in countries in the region. From these particular experiences and from partnerships established with governments, employers' and workers' organizations, NGOs and other international agencies, it has been established that child labour in the region, especially in its worst forms, occurs in response to common cultural patterns and to economic, political and social factors, and this has allowed regional strategies to be implemented to carry out specific actions in sectors such as small-scale mining, commercial agriculture, child domestic labour, commercial sexual exploitation of children and child slavery. In each of these areas important technical cooperation programmes are being carried out.

In Latin America, IPEC is working in close cooperation with other international agencies, NGOs and employers' and workers' organizations. As an example, there is the IPEC participation in the meetings of the inter-institutional coordinating committee for the follow-up to the World Summit for Children, in preparation for the Fifth Ministerial Meeting in Kingston, Jamaica, in October 2000 and the Ibero-American Summit of Heads of State and Government on Childhood and Youth, which took place in Panama in November 2000. Thanks to this participation, both in the meetings mentioned and in the context of negotiation of integration of MERCOSUR, declarations recommending the elimination of the worst forms of child labour were promoted.

Report VI of the 87th Session of the International Labour Conference, held in 1999, defined a new challenge for the ILO on the threshold of the twenty-first century. It indicated, as a priority, the development of a new regional and subregional dimension, expressed in the ILO's new strategic objectives, especially since the adoption of the ILO Declaration on Fundamental Principles and Rights at Work.

Furthermore, the Social and Labour Declaration of MERCOSUR on child labour has just fulfilled, with this strategic and specific mandate, the efforts of the IPEC programme for a number of years to place on the social and labour agenda of MERCOSUR a collection of measures for the effective application of Conventions Nos. 138 and 182. On 8 May 2002, the Social and Labour Commission on child labour issued an important resolution, urging that actions aimed at eliminating child labour be made a priority in the policies of the labour administrations in the MERCOSUR countries.



**Box 7****Ecuador: A national commitment to fight child labour**

Since the signing of a Memorandum of Understanding between the Government of the Republic of Ecuador and the ILO on 5 May 1997, the State and civil society of Ecuador have joined forces with a common objective – to create the conditions necessary to eliminate child labour, particularly the worst forms.

As a result of this concerted effort, on 17 June 1999 a global consensus was reached to eliminate the worst forms of child labour and ILO Convention No. 182 was ratified. This decision committed the Government of Ecuador to take steps to adopt immediate and effective measures to eliminate the worst forms of child labour. These are to be defined through national consultation, to take place soon.

Ecuador is the first South American country to undertake a time-bound programme (TBP) for the elimination of the worst forms of child labour. IPEC is working with the authorities and representatives of civil society to define and formulate a national plan for the elimination of the worst forms of child labour, based on the following objectives:

- to achieve full compliance with national and international standards concerning child labour;
- to establish a national policy to promote the gradual elimination of child labour;
- to promote the responsibility of the national community with regard to the problem of child labour and to engender commitments leading to the resolution of this problem.

Among the activities laid down in the TBP is the promotion of various studies in different sectors such as:

- **Commercial sexual exploitation of children:** Focused on the cities of Machala, Quito and Guayaquil and aimed at devising strategies leading to the prevention of child labour and the rehabilitation of the children involved in it.
- **Child labour in construction:** The working conditions of children in construction are unstable and precarious, as well as unsafe and unhygienic. Working days are long, pay is below average for the sector, the food provided is impromptu and insufficient and the level of physical work is high. Moreover, these children are exposed to a number of risks through contact with asbestos, silica powder, and chemicals such as solvents and paints.
- **Child labour in the banana industry:** Bananas in Ecuador are the country's major source of income in agriculture. Huge plantations stretch along the Ecuadorian coast, especially in the provinces of Guayas and El Oro. This hugely remunerative sector hides irregularities that affect children and action in this area will be focused on some 2,000 children.
- **Child labour in flower production:** A rapid assessment was carried out and currently a study is being completed in this sector, which is located in the Cayambe region. Children and young people in the flower-growing areas have twice to three times the burden of work, composed of productive formal, domestic and reproductive.
- **Child labour in small-scale mining:** IPEC already has experience in the small-scale mining sector in Ecuador. The success of this project is based on the high degree of involvement of the institutions in the areas in which they work, the level of visibility and awareness at local level and the alternatives proposed for the families of working children.
- **Child labour in rubbish dumps:** The programme being developed by IPEC, in collaboration with the National Institute of the Child and the Family (INNFA) and with Development and Self-Management (DYA) in the city of Santo Domingo de los Colorados, has allowed the complexity of one of the worst forms of child labour – that carried out in the rubbish dumps of cities with high urban growth and reduced capacity for urban planning – to be revealed and understood. The experience garnered in this sector with regard to this line of action will result in the development of strategies on how future actions are to be developed.

**Box 8****Child labour in MERCOSUR**

In the light of the Treaty of Asunción, the Protocol of Ouro Preto and the provisions of article 6 of the Social and Labour Declaration of MERCOSUR, adopted in Rio de Janeiro on 10 December 1998;

Considering the analysis carried out by the Social and Labour Commission of the reports submitted by the States Members with regard to application of that article of the Declaration at its meeting from 6 to 8 May 2002 in Buenos Aires;

Considering the decision of the Ministers of Labour of MERCOSUR, in a number of meetings, to give priority to those actions supporting the elimination of child labour in the policies of their labour administrations;

Considering the Convention on the Rights of the Child and the various initiatives of the international community, channelled mainly through the International Labour Organization, in particular ILO Conventions Nos. 138 and 182;

The Common Market Group resolves:

Article 1: To recommend to the States Members that they elaborate or strengthen national plans for the prevention and elimination of child labour, taking into account:

- (a) harmonization of standards with ILO Conventions Nos. 138 and 182;
- (b) coordination and subsequent harmonization of actions and efforts by all social partners;
- (c) active participation of government organizations with employers' and workers' organizations;
- (d) education, health and integral protection of the rights of childhood as essential objectives of the elimination of child labour;
- (e) constant updating of information through surveys, statements, mappings, etc. that will allow for regular and effective assessments;
- (f) awareness raising on a permanent and social basis;
- (g) strengthening of the social safety nets and the immediate capacity of reply to the requirements for the elimination of child labour in each specific case;
- (h) strengthening of monitoring and inspection systems with regard to the worst forms of child labour;
- (i) coordination of policies for the elimination of child labour with the education system in order to guarantee school integration and continuing attendance of children;
- (j) the guarantee that all policies, programmes and actions implemented for the elimination of child labour will have impact evaluation and results mechanisms in order to facilitate reforms or adjustments and optimize results;
- (k) the incorporation of appropriate mechanisms to obtain information linked to the level of compliance with standards and provisions in the area of child labour in order to have the input necessary to optimize the effectiveness of policies for prevention and elimination of child labour;
- (l) the adoption of homogeneous statistics mechanisms and instruments for gathering data on child labour among the four countries, which will allow the comparative analysis of this issue in order to design and implement joint policies.

Article 2: To incorporate the subject of child labour into the Permanent Observatory of the Labour Market in MERCOSUR.

Article 3: This resolution does not need to be incorporated into the legislation of States Members in view of the fact that it regulates organizational or management aspects of MERCOSUR.

## Strategic Objective No. 2

Create greater opportunities for women and men to secure decent employment and income

### **Mandate**

*“We commit ourselves to promoting the goal of full employment as a basic priority of our economic and social policies, to enabling all men and women to attain secure and sustainable livelihoods through freely chosen productive employment and work.”*

*(World Summit for Social Development, commitment 3)*

### **Operational objectives**

1. ILO constituents are better placed to analyse the evolution of employment and labour markets in their countries and in the world, and to prepare, propose and apply effective strategies promoting *decent work* for women and men.
2. ILO constituents invest more in training and advanced vocational training to give women and men better access, in conditions of equality, to *decent work*.
3. The States Members of the ILO and its constituents are better placed to develop and implement programmes promoting employment with regard to enterprise development and to use employment-intensive investment, for example, following a crisis, with special attention to the situation of women.

The employment deficit is at the very heart of the spirit and letter of the Decent Work Agenda. In the new economic and social order that is emerging in this age of globalization and major political and social crises, one of the problems in the region is that, while economic growth has been made possible, the labour situation for millions of Americans and Caribbeans has not changed in any significant way. There is a renewed search under way for a model oriented towards recovering full employment and establishing new bases of solidarity. In this context, the creation of quality employment in appropriate labour conditions and respect for the skills of workers and the creation of greater employment opportunities for women and men were, and are, the principle challenges.

The States in the region have recognized and accepted that they must not abandon the objective of full employment for all and that it is the duty of all to move towards achieving that objective. At the 14th American Regional Meeting, the discussions revealed the importance and priority of employment-related issues for all countries in the area. The meeting's conclusions left little room for doubt in that respect. They emphasize the general principle that economic policies should promote productivity growth and guarantee the necessary macroeconomic stability<sup>13</sup> within a framework of social justice and encourage the creation of new enterprises, particularly

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<sup>13</sup> Report and conclusions of the 14th American Regional Meeting, Lima, 24-27 August 1999, document GB.276/4, para. 3.

small and medium-sized enterprises; they call on States to create a favourable environment for investment based on respect for social and labour rights. The conclusions also indicate the development of specific actions in the area of employment: awareness of the evolution of labour markets<sup>14</sup> and application of strategies that promote employment,<sup>15</sup> human resources training,<sup>16</sup> improvement of the ability to respond to crisis situations.<sup>17</sup>

Given that employment is fundamental in the fight against poverty and social exclusion, the ILO has developed the Global Employment Agenda. This Agenda is the ILO's response to the resolution of the United Nations General Assembly of 2002 which has the goal of an internationally coordinated strategy on employment with a view to attaining the global objective of the Millennium Declaration to halve the proportion of the world's population living in extreme poverty by the year 2015. The essential objective of the Agenda is to place employment at the centre of economic and social policies.

The Agenda is an invitation to governments, social partners, the private sector and civil society to give priority to full, productive and freely chosen employment as the basis for *decent work*. In the interdependent world of today, the essence of a strategy in this field is that it must exploit the principal forces of change, such as trade, technology and the capacity for activity, and then manage these changes appropriately by developing active labour market policies, developing individual abilities for employability and policies to guarantee the security and health of the change process. In order to place employment truly at the centre of economic and social policies, the ILO is promoting the creation of partnerships with regional and national organizations and is encouraging the application of employment agendas at the national level.

The ILO has four main areas of action in this context in the region. The first refers to the need to apply policies that provide a solution to the situation of the most vulnerable groups; the second, to apply policies and programmes that bring more and better employment in the short and medium term for groups with employment difficulties; the third, to look at the situation of working women and provide more and better employment opportunities for them; and the fourth, to improve the capacity of constituents to invest in programmes that favour employment creation.

There is broad consensus in the Americas on the need to increase efforts to reduce unemployment and also to improve the quality of employment, particularly in marginalized sectors. This implies supporting the task of defining appropriate policies in economic and labour areas in response to the challenge to create more and better jobs, as well as ensuring social progress.

The process of economic recovery that is under way in the region has not succeeded in generating significant changes in the labour market. High unemployment and underemployment rates persist, and participation and employment indices showed results similar to the economic development indices of recent years. The quality of employment continues to deteriorate and at the same time informal work and lack of social protection is increasing.

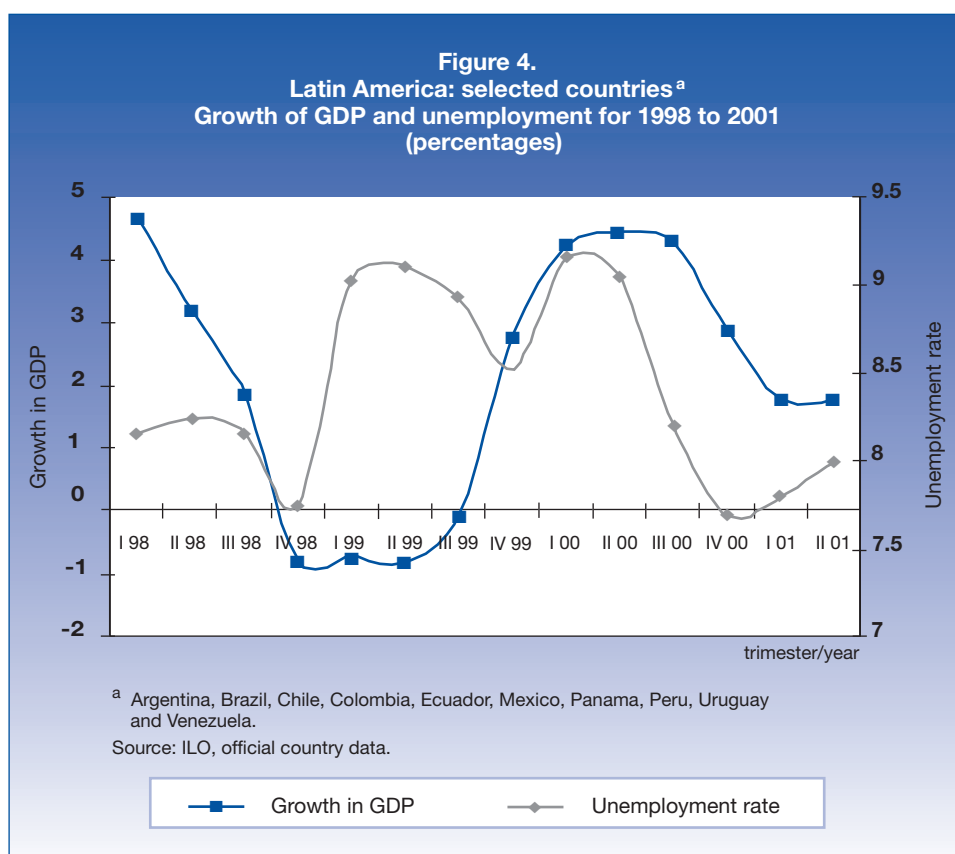
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<sup>14</sup> *ibid.*, para. 22.

<sup>15</sup> *ibid.*, para. 16.

<sup>16</sup> *ibid.*, para. 14.

<sup>17</sup> *ibid.*, para. 21.



### ***Support for employment policies***

All the indicators show that the employment situation has deteriorated in the majority of Latin American countries to the point of becoming the main concern of governments and populations. High unemployment rates, insecurity in maintaining employment and the fall in wages are only some of the most worrying aspects.

ILO collaboration in this area has been directed towards a better evaluation of the employment situation and the policy alternatives that are available. Reports on the employment situation have been made in various countries, as have studies on the quality of employment created (looking at employment contracts, social cover, informality, working hours) and reports on wage policy and other subjects.

As a result, information on the economic situation and the perspectives of the labour market, with proposals for employment policies, has improved. In many cases, these proposals emphasized particularly the situation of the most vulnerable groups (the poor, young people, women heads of households or workers in small enterprises). In this context, the ILO promoted the need to apply active policies adapted to the prevailing socio-economic conditions in each particular case.

At the regional level, the contribution made by the *Labour Overview* since 1994 undoubtedly stands out. This is a yearly report, in Spanish and in English, on labour market trends in the region. As well as presenting the economic situation and unemployment forecasts, the *Labour Overview* includes studies on special subjects in each of its editions. In recent editions, there have been reports on the employment situation of young people,

**Box 9**

## The most relevant publications supporting the employment policies in the Americas – 1999-2002

- Empleo, un desafío para Colombia [Employment, a challenge for Colombia].
- Apertura económica y empleo: los Países Andinos en los noventa [Economic openness and employment: The Andean countries in the 1990s].
- Ecuador y Venezuela frente a la crisis financiera internacional [Ecuador and Venezuela and the international financial crisis].
- Empleo y protección social en Ecuador. Propuestas de la OIT [Employment and social protection in Ecuador: ILO proposals].
- Políticas públicas y empleo en las pequeñas y microempresas en el Perú [Public policies and employment in small and micro-enterprises in Peru].
- La fuerza de trabajo, poder de compra de ingresos y salarios en las ciudades capitales de los países de América Central, Panamá y República Dominicana [Labour force, income purchasing power and wages in the capital cities of the countries of Central America and in Panama and the Dominican Republic].
- Investigaciones desarrolladas en la región sobre estabilidad en el empleo y sobre políticas sectoriales para la generación de empleo [Research carried out in the region on employment stability and sectoral policies for employment creation].
- Más y mejores empleos para las mujeres: la experiencia de los países del MERCOSUR y Chile [More and better jobs for women: The experience of the MERCOSUR countries and Chile].
- Programas de infraestructura intensive en empleo. Políticas y prácticas laborales [Intensive infrastructure programmes in employment: Labour policies and practices].
- Exclusión social en el mercado de trabajo en MERCOSUR y Chile [Social exclusion in the labour market in MERCOSUR and Chile].
- Programas de empleo e ingresos en América Latina y el Caribe [Employment and income programmes in Latin America and the Caribbean].
- La calidad del empleo: la experiencia de los países latinoamericanos y de los Estados Unidos [Employment quality: The experience of Latin American countries and of the United States].
- Argentina: una década de convertibilidad [Argentina: A decade of convertibility].

labour costs of maternity protection and childcare, labour risk insurance and working days.

The most recent report (*Labour Overview 2001/Latin America and the Caribbean*) includes a first indicator to measure the *decent work* deficit in various countries in the region (1990-2000). Among the special subjects are protection of the unemployed through unemployment insurance and a detailed study on the disparity of income between men and women in the region.

The yearly publication of the *Labour Overview* is consulted by governments and social partners and is also a compulsory reference in the region on all subjects to do with the labour market, including for analysts at university centres, NGOs and research institutes dealing with the subject.



**Box 10****Statistical data on and analysis of gender issues**

Since 1999, the subject of gender has been included in the *Labour Overview*, an official yearly report on the labour market situation in Latin America and the Caribbean, prepared by the Regional Office of the Americas since 1994. The data and analysis of the *Labour Overview* have high credibility and are an important reference for ILO constituents in Latin America and for national statistics systems and the academic community in general. The publication of the report receives great media coverage. From issue No. 7 on, the statistics in the *Labour Overview* have been disaggregated by sex and one of the special subjects has been dedicated to the analysis of gender issues. In 1999, an article appeared examining the general trends of change in the integration of women in the labour market in Latin America during the 1990s, and the disparities between men and women in all indicators habitually analysed in the *Labour Overview*. This analysis was also part of an ILO contribution to the preparatory process for the Special Session of the United Nations General Assembly in June 2000 (Beijing +5). In 2000, a report was published on the progress of an ILO investigation in five countries in Latin America (Argentina, Brazil, Chile, Mexico, Uruguay) on labour costs disaggregated by sex and, in 2001, the results of a regional study on the size and change in the 1990s in the disparities in income between men and women in 15 countries of Latin America.

ILO data helped to expose the myths surrounding the inequality of labour costs between men and women. Data from the research previously mentioned showed that, according to legislation in force in these countries, the direct monetary costs for the employer of employing women are small: they correspond to less than 2 per cent of the gross monthly salary for women workers. In Chile, this figure is 1.8 per cent.

In Chile, ILO work contributed to and reinforced that being implemented in collaboration with the National Women's Service (SERNAM) and the National Statistics Institute (INE) in disaggregating by sex the Survey on Costs and Remuneration that has been applied in Chile since 1993 for a sample of 1,600 enterprises. It also responded to a request for technical support from the Committee of Women Entrepreneurs of the Confederation of Production and Commerce (CPC), concerned to analyse objectively the current statement that the labour costs of women would be greater to those of men.

The results of the ILO study show that this is not the case. The main reason to explain this is, precisely, the nature of the existing legislation for maternity protection in Chile, which, inspired by the spirit of the ILO Conventions on maternity protection, establishes that the costs of maternity leave be financed by a public fund and not by the employer who decides to hire a woman.

The results of the ILO study, and those of the study carried out in collaboration with SERNAM-INE, which resulted in the application (for the first time and experimentally) of the Survey of Costs and Remuneration disaggregated by sex, contributed also to proving that the existing disparity in income between men and women in the country (26 per cent per hour worked in 2000, according to ILO data) cannot be explained by the supposed greater labour cost of women. During 2001, the subject was discussed in various circles, including in the press, and the figures provided by the ILO were repeatedly submitted as an important argument in this debate.

The other concrete result, and one of great importance in this activity was an explicit commitment by the Director of INE, from this moment on, to maintain permanently data disaggregated by sex in the Survey on Costs and Remuneration. This type of action contributes to improving national statistics systems and, consequently, to improving the capacity of national actors to promote business strategies and public policies aimed at facilitating labour integration of women in conditions equal to those of men and at approaching more equitably subjects relating to social reproduction.



**Box 11****Reports on the labour market in Chile help to devise employment policies**

During the 2000-01 biennium, the ILO prepared a series of reports on the labour market situation in Chile that showed that there was no correlation between economic recovery and employment and that the country was going to have to live with high rates of unemployment. The reports relied on a model of projected unemployment that turned out to be very exact. While the reports were showing the accuracy of their predictions, various government agencies were regularly requesting the results for decision-making purposes.

The central recommendation of these reports was to apply and to maintain employment programmes with fiscal support so as to mitigate the social cost of adjustment during the first indications of the crisis and to boost recovery at a second stage. Although in the early stages many believed that economic recovery would generate sufficient employment to make employment programmes unnecessary, the prognosis of the ILO was closer to reality and the employment programmes had to be maintained. And already in 2000, the ILO had prepared a brief report on the subsidy programmes for the creation of new employment, which was the main policy applied in 2001.

These reports also served to provide information on certain characteristics of the labour market that had not been detected by the analysts in general. First, combining information from a number of studies, the conclusion was reached that from the start of the economic recovery the creation of employment was concentrated in large enterprises while small enterprises were losing jobs. Second, it was noted that while the percentage growth of real wages per hour worked was significant, this was the result of a decrease in the number of hours worked and did not amount to an increase in wages themselves. This conclusion helped to explain better the stagnation in consumption. Both forecasts helped the authorities to elaborate policies that were more appropriate to the circumstances.

***Information system and labour analysis (SIAL)***

In the framework of an agreement signed in 1998, the Government of Panama and the ILO agreed on the implementation of a Programme of Action on Information System and Labour Analysis (SIAL), which aims to strengthen the capacity of the authorities providing statistical social and labour information for member States in the region, and strengthen employers' and workers' organizations. Simultaneously, it will enhance the ILO's operational capacity through technical support to specialists in the multidisciplinary advisory teams in statistics matters.

It is extremely useful, considering the strategic and operational objectives defined by the ILO for the 2000-01 and 2001-02 biennia, to compile, process and disseminate a wide range of statistical information derived from the social and labour sphere so that both the ILO and the constituents have available the quantitative elements to allow them not only to evaluate and understand the underlying trends and causes of changes in the labour market but also to elaborate programmes and policy directions in social and labour areas.

ILO support for employment policies in the region is directed at contributing, with the social partners, to achieving better awareness of the labour markets and formulating policies for employment and income programmes with

**Box 12****The objectives of the Information System and Labour Analysis (SIAL) for Latin America**

1. To strengthen the system of statistical information available by broadening and refining its databases. In this field, the availability of the household surveys databases has been widened, especially in the South American countries and the database of 16 countries in the region has been updated and maintained. To this end, collaboration agreements were established with the national statistics institutes. A database of administrative records, sourced from the Ministries of Labour, statistics institutes, central banks and Ministries of the Economy has also been updated.
2. To provide the constituents with relevant statistical information on the labour market. A computer programme arbitrating supply and demand for employment, the software for which was designed and developed by SIAL, hopes to contribute to the modernization of the employment offices of the ministries in the region, especially in the Central American subregion, where, in coordination with the project on Modernizing the Labour Administrations of Central America (MATAC), the software is being disseminated. The objective is to build, as far as possible, homogeneous employment agencies so that progress can be made in establishing a regional employment agency. The programme is designed to generate a large quantity of statistical data to add force to information systems as support for employment services.
3. To support ILO structures in the region in disseminating and processing information and social and labour statistics. SIAL has collaborated in gathering, processing and archiving basic statistical data required for the elaboration and publication of the *Labour Overview*, a yearly ILO report on the labour situation in the region. In collaboration with IPEC San José, statistical information from the Statistical Information and Monitoring Programme on Child Labour (SIM-POC) in Central America has been processed. Work has been carried out with MATAC and the Central American Project to Support Microenterprise Programmes (PROMICRO), processing and providing the statistical data required to develop those projects. Given that administrative data for labour accident statistics is often gathered manually, and is therefore not very reliable, software is being developed that will allow this data to be gathered and processed automatically.

During the 2002-03 biennium, SIAL will continue to work in these areas, and will also endeavour to improve constituents' access to the relevant, statistical, labour market information available in the system.

the perspective of achieving decent work. For this, a large number of actions need to be implemented throughout the region that include the analysis, revision and formulation of proposals for employment policies. Of special note is the Analysis and Revision of Employment Policies (ARPE) in Panama, developed by the multidisciplinary advisory team in San José, under which 12 prospective studies and a summary report with proposals for employment and decent work policies were completed. Both the studies and the global report were submitted to and adopted with the social partners, which has also served to support the promotion of tripartite dialogue.

Studies carried out on the employment situation and prospects, with support from the Governments of Honduras, Dominican Republic and Guatemala, show the main challenges for employment policies and labour markets today with a view to the future. These studies were carried out in order better to know the size and the nature of the employment problem and its links with

**Box 13****The successful outcome of the Analysis and Revision of Employment Policies process in Panama**

In 2001, the ILO supported the Panamanian process of Analysis and Revision of Employment Policies (ARPE), which included the active participation of the Panamanian social partners.

ILO support combined the contributions of more than 12 national and international specialists and gave rise to a series of proposals for policies and programmes encouraging employment and decent work conditions for the decade.

The exercise highlighted that the type of growth and development followed by the country during previous decades and the content and emphasis of macroeconomic policies for liberalization, opening up and deregulation of the markets had the effect, similar to that in the rest of Latin America, of tertiarization, informalization and precarization of the labour market.

In fact, there have been advances and reverses in the conditions of decent work in the country. For example, there were advances in social security cover, wage differences between women and men were reduced, the relative rates of women's participation in the labour market increased, open unemployment was slightly reduced, the level of training of the labour force improved relatively, the proportion of employees covered by collective labour agreements increased, and the country completed its ratification of the eight fundamental Conventions of the ILO.

However, at the same time, underemployment or precarious employment increased, wages continued to have low purchasing power (in spite of their improvement in real terms), wide gaps in learning in the workforce continued, particularly in the countryside and among indigenous people, and discriminatory practices against women in the labour market continued to prevail.

The proposals for employment policies and decent work arising out of the exercise emphasize the need for a new type of growth: more balanced and integrationist at the sectoral, regional and social levels.

Along with policies to stimulate private investment, there needs to be a proactive role for public investment aimed equally at increasing the competitiveness of the economy and improving the living and working conditions of the poorest people. As part of this process, there needs to be a sustained level of public investment aimed at improving the conditions of productivity and income of the rural and indigenous economy and of the informal sector.

The exercise highlights the economic and political viability of the proposals, taking into account the advantageous availability of resources that Panama already has, and the vocation and capacity for dialogue and negotiation shown between employers, workers and the Government. This analysis and the proposals have been received by the various social partners with great enthusiasm and with the expectation that they will help to achieve consensus on the main suggestions coming out of the study. The exercise showed particularly the Panamanian Government's interest in implementing the proposals where agreement is reached.

poverty, as well as the identification of policy options for employment and income. These studies have enabled the social partners to have current information with regard to the situation and prospects of the labour market, and this favours the holding of national tripartite discussions that will arrive at points of fundamental agreement for the promotion of consensus policies on employment.

In El Salvador, an analysis document was prepared and proposals for measures and programmes to improve employment and income conditions in the country were made (see box 18), in order to contribute, with the social partners, to quantifying and evaluating the occupational, labour and social effects of the earthquakes of 2001 and establishing policies and programmes to improve employment and income conditions of the country in the medium and long term.

There has been notable progress in activities to create more favourable conditions to attract investment in greater “added value” sectors of the economy as a prerequisite for growth in employment in the Caribbean area. All CARICOM countries have committed themselves to contributing, gathering and distributing labour market information that is more complete, reliable and regular. This is based on the Caribbean Labour Market Information System (CLMIS) programme. The three most developed countries in the region in this area – Trinidad and Tobago, Barbados, and Jamaica – have agreed to improve their technical and professional training systems to make them more responsive to labour market demands. This includes the proposals of the ILO to strengthen training institutions, the establishment of industrial committees that will advise on study programmes, the integration into training systems of the principles of competitiveness based on the development of skills, the development of a subregional agreement on occupational standards, and the recognition of the technical diplomas issued by training organizations.

The social partners are playing an increasingly important role as competent bodies in policies relating to labour markets and in supporting the transformation and restructuring of enterprises. Both employers’ and workers’ organizations are taking part in the CLMIS programme to become better users and suppliers of information. It should also be noted that the ministries of labour are assuming greater responsibility for the development of small enterprises and job creation.

In other countries such as Jamaica, Saint Lucia, Guyana and Saint Vincent and the Grenadines, national strategies to improve productivity in response to the initiatives of the ILO have been implemented. For example, the Eastern Caribbean Bank has become a partner of the ILO with regard to a regional productivity programme, which includes a process of tripartite consultation and the development of statistical information on productivity and wages. The concept of the ILO with regard to strategies to achieve competitiveness is now widely accepted and is beginning to influence the direction of labour market reforms.

In Brazil, the ILO developed, over 2000 and 2001, a series of studies included in a preparatory activity package for the UNDP project on the development of a microcredit programme for the Caixa Econômica Federal, which is the most important social bank in the country. All this was accompanied by specific training programmes at the ILO International Training Centre in Turin on the development of microcredit operations. The country has a better and more updated information system on supply and demand of microcredit that is needed and that is fundamental for planning the necessary activities in this area. Public employees of 15 cities in Brazil, with responsibility for managing microcredit, have received training from the ILO, and the UNDP project is producing information on the situation of microcredit in the various parts of the country, as well as its competitive status with the formal banking sector. This information is being used by microcredit enterprises to develop methodologies for direct action and to make progress in their activities.

In Mexico, in 2000, a wide-ranging analysis of the main challenges facing the labour market in Mexico at the beginning of the twenty-first century was

**Box 14****ILO action on microcredit in Brazil**

The prevalent view is that microcredit is a tool to be used to improve the standard of living of the poorest people, including indigenous peoples. As the agencies that comprise the modern strata of the financial sector do not lend to producers who request small amounts and cannot offer real guarantees, the only possible offer must come from non-governmental organizations (NGOs) specializing in microcredit.

The offer of microcredit in Brazil is provided by some 40 NGOs with external support, principally from foreign NGOs and the Inter-American Development Bank (IDB). The exception to this is a regional public bank – the Northeast Bank of Brazil – which takes advantage of methodologies applied by the ILO in the State Bank of Chile to operate a programme called Crediamigo, which contributes a little over 50 per cent of the credit and a little under half the amount loaned.

Through its association with the Caixa Econômica Federal – a large public bank – and with the local UNDP, the ILO in Brasilia was able to carry out three analyses to provide a current overview of the situation.

First, a study showed that, at the end of 2000, there were no fewer than 6 million micro-enterprises needing small or microcredit and looking for the corresponding offer. In monetary terms, these requests totalled some 11 billion reales, the equivalent of around 1.5 per cent of the country's GDP.<sup>1</sup>

It is clear that lending 11 billion reales to almost 6 million clients is a task for the financial sector and should be carried out profitably because there are no viable subsidy policies that can attain these figures.

Second, through an analysis carried out in the credit agencies that undertake this lending, the ILO showed that the total offer was some 116,000 credits – less than 2 per cent of the estimated demand – which totalled some 85 million reales, that is to say, 1 per cent of the necessary volume.

Third, with only 1 or 2 per cent of a demand dispersed in literally millions of productive micro-units, this cannot be a solution for balance for more than the very short term. This prompted another study that is due to be published, which shows that, contrary to previous beliefs, between “the large bank that provides large loans” and “the NGOs that provide microcredit” there are a large number of agencies in the private financial sector that are serving the micro-enterprise sector with small loans. These are small financial agencies in comparison with the large banks, semi-financial agencies that operate outside the control of the Central Bank but linked to formal banks, forms of direct credit of the suppliers themselves, “factoring” agencies, loans cooperatives, etc.

In general, these loans are issued at very high interest rates (higher than those of the NGOs), but the micro-enterprises interviewed indicate that such loans are more timely and involve less bureaucracy than those of the NGOs.

Fourth, the justification for microcredit on a large scale, which must be profitable and as such charge high rates of interest, is that it allows enormous gains in productivity for micro-enterprises that have almost no capital. Thus, microcredit is one of the few policies that is both economically highly profitable and also highly beneficial at the social level in terms of income distribution. But for this to be realized, the micro-enterprise applying for a loan must have the minimum structure to allow it to increase productivity, which will ensure that it can pay the high rates of interest and make the operation profitable. The ILO does not believe that ensuring access to capital for these productive units is in itself sufficient to remove those workers from poverty but it is very clear that access to capital is a precondition for progress to be made.

<sup>1</sup> During the study, a Brazilian real was quoted at approximately 1.80 to the dollar, giving it a value of around US\$0.55. Some 11,000 million reales would, therefore, be just over US\$6,000 million.

elaborated. With the objective of identifying the main challenges linked to the interaction between labour supply and demand and of examining the active employment policies that have received great attention in Mexico and have been promoted in recent years, the analysis looked at the main trends and employment programmes and highlighted the challenges of the current economic situation that were facing labour authorities, workers' organizations and enterprises. The conclusions on formal and informal employment, legal framework, wages and productivity, vulnerable groups and active employment policies provided an important contribution for the definition of the labour policy of the new administration that was taking power in Mexico at the time.

Since May 2000, the ILO has been implementing a project to create productive employment and to counter social exclusion in Haiti; this was extended in June 2001 to give it greater reach. The objective of this extended programme is the development of a national partnership for social and economic integration and the implementation of a national programme to promote employment. To date, the Ministry of Social Affairs and the Ministry of Planning have been strengthened with regard to policy design, coordination for the creation of productive employment and the fight against exclusion.

In Ecuador, a group of ILO specialists and consultants, at the request of the Government, carried out a mission to prepare an analysis of the employment and social protection situation and to draw up a report with proposals for policies and programmes. This document was presented in October 2000 to the Vice-Presidency of the Republic, other high-ranking government authorities and international organizations. The report contained a series of proposals and information on their impact and cost. Among the first results are those that show that some of these proposals have already been implemented (such as the productivity bonuses, the constitution of a national tripartite council for vocational training and the fact that the technical advisory committee for employment of the Inter-Ministerial Employment Commission has adopted the report as one of its reference documents for the elaboration of its proposed national employment plan). The report was also examined in more detail with the technical team appointed by the Government (ODEPLAN) and was distributed to the social partners. During 2001-02, the document was revised, updated and published by the ILO; it was widely distributed in Ecuador and tripartite forums to discuss it were held. In this way, it has contributed to providing a more solid base upon which to establish an employment policy in this country.

A similar mission took place in Bolivia, in November 2000, also at the request of the Government. A team of specialists and consultants from the multidisciplinary advisory team met with high-ranking officials from various sectors of the Government, with social partners and with specialists and representatives of NGOs, to gather information and documentation for the report. This was submitted to the Government in March 2001 and is a positive contribution not only for its specific and feasible proposals but also for an analysis which, in the opinion of some Bolivian public employees, did not previously exist and is fundamental to the design and establishment of employment policies. Some of the proposals from the study are being considered in the final elaboration of the Bolivian strategy to reduce unemployment.

In the framework of the employment stability project, financed by Spain, a tripartite survey on the fundamental subjects of flexible contracts, employees without contracts and their link to spending in training, the increase in productivity and its incidence on competitiveness was carried out in all the countries envisaged for its application (Argentina, Ecuador, Panama and Peru).



In Ecuador, Panama and Peru, the results of the surveys led to the organization of technical and institutional seminars. These seminars presented the Spanish experience of the inter-confederal agreements of 1997 and the conclusions of the surveys carried out at national level, as well as empirical data on the subjects covered by the survey. Tripartite representatives from each country, as well as technicians and specialists from the Government, research institutions and workers' and employers' organizations in each country attended the seminars. Also present were representatives of the Spanish Government and the labour organizations. An investigation on labour reform, stability, training and productivity was published and this also served as input for the technical and institutional seminars in each country. As a result of the interest awakened by the seminars, the project promoted technical assistance for social actors and the Government, especially in Peru, where various actions in this field were carried out with very positive results.

As a result of the activities described, it was possible to improve significantly the mutual knowledge of the social actors with respect to the key subject of the project (improvements in stability in the face of deregulation excesses or contractual flexibility) and with respect to reciprocal positions. In each country, an area of training and productivity incentives were specifically identified as subjects for bipartite or tripartite negotiation, which implicitly implies bipartite negotiation for improvements in the proportion of stable jobs at the enterprise level. The inclusion of the key subjects of the project in the social dialogue agenda or the initiation of dialogue with respect to these was encouraged. Thus, in Peru, the National Labour Council included the subject in its social dialogue agenda, and in Ecuador and Panama, discussions held on the development of the project were concluded with commitments to restart the dialogue process on the subjects of stability, training, productivity and competitiveness. It is important to clarify that the inclusion of the subject of the project in the social dialogue or bipartite or tripartite dialogue is seen as a necessary step and prerequisite of any attempt to change labour legislation.

With regard to the effectiveness of the results, in all the experiments, the technicians and representatives of social partners and government did not know the difference between labour costs per hour and labour costs per unit produced, and the fact that reforms had focused on the former without paying attention to the latter meant that the reforms themselves did not realize the implications for improvements in training and productivity. This fact strengthened the effectiveness of the project as the dissemination of the Spanish experience validated very specifically the importance of negotiating or harmonizing these subjects along with an improvement in the stability of the experiences characterized by an excessive effect of flexibility and deregulation.

The subject is undoubtedly relevant and was perceived as such by representatives of government and workers' organizations. Representatives of employers' organizations, however, retained a different view: they agreed on the importance of the subject of training and productivity and on the specific steps to progress with these, but they continued to see fully flexible employment as the only way to do so. In a certain sense, the driving force of the focus adopted by employers' organizations in the past persists in the face of weak trade unions. It will be necessary to maintain the efforts begun by the project to make gradual progress on the subject.

In this sense, the sustainability of the activities undertaken by the project for the future require two ingredients: (i) a change on the international scene which will allow economic growth to restart; and (ii) continued technical assistance activities on the subjects covered by the project.



In Chapter 1, in the section on “Making gender a cross-cutting issue”, a report was made of interventions at a regional and subregional level that had contributed to improved employment opportunities, labour conditions and the social and labour situation of women and, in particular, of women workers in the region. This section also gives examples of some of the most relevant activities.

### ***Development of enterprises***

The fight against poverty is intimately linked to the creation of productive employment that is fairly remunerated in conditions of freedom, equality, security and respect for human dignity. The ILO, fulfilling those principles that point towards the concept of *decent work*, has developed specific activities to promote the development of enterprises, with special emphasis on the development of small and medium-sized enterprises (SMEs) and cooperatives. An example of this is the support given to the sectoral business centres developed with the employers of Uruguay, which encouraged association between small enterprises, maintaining their competitiveness and their level of employment, in an openly recessive economic situation.

Since 1990, with the financial support of the Government of the Netherlands, the Central American Project to Support Micro-enterprise Programmes (PROMICRO) has been implemented. This project has achieved important results such as the regional diploma in training for trainers in micro-enterprise management, which has been recognized by the national authorities. This initiative is of particular interest to other cooperation agencies, as it is to micro-enterprises that are currently financing part of the costs of the diploma programme. Another important result from this project is the Forum of National Programmes. PROMICRO, the information system administered by the Galileo Foundation for the general public, has succeeded in diversifying its sources of income in such a way as not to depend on financial support from the project.

To ensure the sustainability of these initiatives and to maintain the support to micro-enterprise organizations, PROMICRO launched an initiative to create a Central American agency, which was supported by the Permanent Secretariat of the General Treaty of Central American Economic Integration (SIECA) and by the Central American Parliament (PARLACEN), and by those ministers in charge of areas relevant to micro-enterprises.

Four Caribbean countries – Jamaica, Grenada, Suriname and Trinidad and Tobago – have agreed to form a national network as a result of the ILO initiative to promote the development of exporting enterprises in sectors that produce goods based on the cultural, social and financial capital of the indigenous populations (fashion, art and handicrafts, ethnic and eco-tourism, food and entertainment and services applying communication and information technologies).

The cooperative sector in the Caribbean countries is restructuring and adopting a more business-oriented framework of management. In this sense, countries such as the Bahamas, Belize and Guyana have adopted new legislation for cooperatives based on technical consultancy by the ILO.

The development of cooperatives has had, and continues to have, particular importance in Brazil, as it has been useful in making labour legislation flexible, especially in the agriculture sector. As a result of this, the ILO has been urged to develop technical cooperation activities to strengthen the development of cooperatives and to discuss their regulating legal frameworks.

In Uruguay, there has been a broad investigation into the obstacles found in national legislation that hamper the participation of women in cooperatives.

**Box 15****The creation of the Micro and Small Enterprise Promotion Centre of Central America (CENPROMYPE)**

There are now more than 35 million people in Central America. Sixty per cent of that total live in poverty, that is to say, some 21 million people do not have sufficient income to satisfy their basic needs.

Based on the fact that the fight against poverty is closely linked to the creation of equitably remunerated productive employment in conditions of freedom, equality, security and respect for human dignity, that is to say, decent work, the ILO, since 1990, with the financial support of the Government of the Netherlands, has implemented the Central American Project to Support Micro-enterprise Programmes (PROMICRO), with the fundamental objective of contributing to the creation of greater and better opportunities for decent work for those people who are self-employed or work in micro-enterprises, through the strengthening of the public and private bodies that support them.

For more than a decade, the strategy of the PROMICRO project has been based on the creation and/or strengthening of organizations promoting micro and small enterprises and on the identification and organization of the supply of services by national support programmes in order to satisfy the demand for services that make micro and small enterprises (MSEs) a viable option for decent work in the subregion.

In January 1997, a medium-term evaluation of the third and final phase of the project was carried out. The evaluation team recommended that PROMICRO be institutionalized with the creation of an organization to promote MSEs in Central America, and in this way it would contribute to the progress made by the project throughout its various phases. As a result of this recommendation, and with the financial support of the Government of the Netherlands, the fourth and definitive phase of the project was designed and implemented. This began in 1999 and ended in May 2002.

During this time, emphatic consensus has been reached among the different support organizations for micro and small enterprises, both public and private, on the need to establish the CENPROMYPE. Around 50 institutions and organizations were consulted with regard to the creation of the Centre.

The efforts of the ILO, through PROMICRO were rewarded with the creation of the Centre on 15 June 2001, with the agreement of the Presidents of Central America and Panama and the Prime Minister of Belize. CENPROMYPE officially came into operation on 18 March 2002.

The Centre has become an international organization with regional character, belonging to the Central American Integration System (SICA). The direct beneficiaries are more than 3 million MSEs in the subregion; the seven Central American States, through their councils, programmes or national bodies responsible for defining and implementing policies, programmes and projects directed at MSEs; the cooperation agencies that promote MSEs; their service providers; and the coordinators and implementers of the Plan Puebla Panama (PPP) and the municipalities involved.

In this sense, the work of the Centre is directly oriented towards improving the quality of services to MSEs and widening their coverage, encouraging effectiveness of the organizations that provide these services and facilitating more conducive environments.

The approval of the Central American Bank for Economic Integration (BCIE), in the form of a non-refundable grant of US\$1 million to support the operations of

the Centre for a period of two years should be noted. The ILO, through PRO-MICRO, not only created CENPROMYPE, but also ensured its financial sustainability, at least for the next two years, with this contribution of the BCIE. It is hoped that both the Inter-American Development Bank (IDB) and the InFocus Programme on Boosting Employment through Small Enterprise Development (SEED) will contribute further resources to the Centre, for its existence and for the development of special programmes. It is also hoped that further resources will be contributed by other donors.

This investigation has introduced the dimension of gender into cooperative action, promoting the local reforms necessary to achieve equal opportunities.

Local development has also attracted a large part of ILO activities in the region, which have centred on strategic planning of local development in order to improve technical and management training of human resources and to facilitate the exchange of experiences and labour in a network among municipalities, provinces and institutions involved in local development in the region. To this end, the ILO has implemented the DELNET programme, which is a programme of the International Training Centre of the ILO in Turin, begun in 1988 to support the institutions and people who work in and for local development. It develops the transfer of multidisciplinary knowledge and its practical application, technology and methodology for participative strategic planning and its application, information and technical assistance at the international level that is regularly updated to integrate institutions and people in a global network that acts locally.

In Argentina, for example, from June 2001, there has been a DELNET focal point at the ILO Office in Buenos Aires to provide technical assistance to those participating in DELNET, and in the REDES Programme (the regional programme for social undertaking of the Secretariat of Social Policies of the Ministry of Social Development and the Environment of the Nation).

The Andean multidisciplinary advisory team is implementing a project on promotion and intensive technology in employment in public infrastructure in Bolivia, Ecuador and Peru. The project endeavours to encourage employment through technology that aims to optimize the "labour factor" in construction, restoration and maintenance projects, as well as in the area of the public services. Given the high unemployment and underemployment rates and the adjustment of economies to the requirements of globalized markets, these technologies represent an important instrument in a new active employment policy. At the same time, they provide an alternative means of creating and maintaining productive infrastructure that is crucial to socio-economic development. The project promotes, in particular, preventive maintenance of rural roads with micro-enterprises, generating pilot projects and local capacities in the three countries. In the context of decentralization in the Andean region, an indispensable factor to guarantee the feasibility and sustainability of micro-enterprise roads is the strengthening and training of local governments. The support provided to these government agencies is aimed at improving their road management and redirecting their investment in infrastructure towards intensive employment technologies. To date, 16 of the 22 provinces in Ecuador and seven of the nine prefectures in Bolivia have received training. The project also promotes the knowledge and awareness of those who make policy and of technical organizations with regard to labour methodologies in the three countries and the training of trainers for the support of the small construction enterprise. To do so, information and training materials in Spanish have been produced.

The ILO has also developed initiatives in the Andean countries to support small enterprises at different institutional levels, taking advantage also of available institutional synergies such as the support of the ILO InFocus Programme on Boosting Employment through Small Enterprise Development (SEED) in Geneva. Thus, during 2001, small enterprises of the subregion were promoted in areas affecting national policies and the institutions that implement them. In Peru, the National Board for Coordination of Small and Micro-enterprises has been strengthened and promoted. This is the forum where harmonization and social dialogue are encouraged among the actors of the sector, with a view to proposing national policies. In Ecuador, there has been support for the establishment of the micro-enterprise consultation committee, led by the Ministry of Labour, and in Bolivia, the Vice-Ministry of Micro-Enterprises has been supported in a similar process. As well as support to the organizations that are at the centre of the policy environment, there was emphasis on stimulating territorial decentralization in the promotion of small enterprises. Thus, both programmes for strengthening the municipalities in their support for micro and small enterprises have been implemented in Peru and Bolivia. In Peru, a similar programme, PROMDE, has already been extended to 70 municipalities in its third year of operations; it encourages and stimulates the development of better municipal practices with emphasis on the promotion of micro-enterprises, disseminating innovations that favour relationships between the municipality and micro-enterprises such as systems to simplify registration and issuing municipal licences for commercial operations. In Bolivia, the PROFIM programme has developed capacities to promote micro-enterprises in ten of the country's largest urban municipalities, contributing to strategic planning for local development as the appropriate framework for promotion.

In another essential aspect of *decent work* in smaller enterprises, gender equality in promotion of micro-enterprises at the national and subregional levels has been encouraged, promoting innovative experiences in the promotion of employment in micro-enterprises with regard to gender – more than 20 in Ecuador, Peru and Bolivia – and organizing competitions for better institutional practices in gender and micro-enterprises that have involved some 80 service institutions in the subregion. Furthermore, contributions have been made to the development of methods for enterprise development services of small enterprises, encouraging subregional training programmes for business management, for the development of markets and to improve labour conditions in small enterprises. These programmes have been aimed at micro-enterprises in training and in operation, at semi-literate businesswomen, at students in technical education centres and at other human resource areas in the sector that require strengthening of their capacities, through a broad network of collaborating institutions totalling more than 50 in the subregion and covering some 3,000 workers and business people in the sector.

### ***Human resources training for employment***

Vocational training for human resources development has become of absolute importance throughout the world, and particularly in the Latin American and Caribbean countries, and it has become a permanent procedure for improving and perfecting people's skills.

The Inter-American Research and Documentation Center on Vocational Training (CINTERFOR) develops its promotional activities for training as a tool that contributes to the achievement of *decent work*, and for this it develops its activities in constant coordination and collaboration with all the countries of Latin America and the Caribbean through the activities of the various Area Offices and multidisciplinary advisory teams.

The ILO has paid particular attention to the modernization and transformation processes of national institutions for vocational training. In many cases, modernization and institutional restructuring has allowed institutions to provide greater quality, relevance and coverage when responding to the needs of the productive sector and the society that they serve. In this way, institutions are contributing to improving employability, productivity, equality and *decent work* for the citizens of their countries. These processes have meant that institutions are adapting themselves to specific quality management criteria that have redefined their work as demand-oriented. They have redesigned themselves to reply to both the requirements of workers and the individual enterprises (micro-, small and medium-sized) and to a group of enterprises in specific productive arrangements (incubator bodies for enterprises, technological and industrial parks, productive networks and chains, etc.).

The most significant experiences in modernization in the region have taken place in Bolivia (National Institute for Labour Training, INFOCAL), Brazil (National Industrial Training Service, SENAI), Colombia (National Training Service, SENA), El Salvador (Salvadorian Vocational Training Institute, INSAFORP), Guatemala (Technical Institute for Training and Productivity, INTECAP), Jamaica (Human Employment and Resources Training/National Training Agency, HEART/NTA), Peru (National Service of Occupational Training in Industry, SENATI), Dominican Republic (Institute of Technical Professional Training, INFOTEP) and Venezuela (National Institute for Educational Cooperation, INCE).

The role of the ministries of labour in vocational training has attracted particular and increasing attention. Exchanges have begun in the ministries of labour in various countries in the Americas region. In all of these, the training component of state labour policies has been emphasized, in particular with regard to efforts to overcome social exclusion and to promote social equality, equal opportunities, the inclusion of young people and labour retraining. The ministries of labour have also taken a growing lead in the implementation of training activities. Their role in defining active employment policies and the placement of new resources to carry out these programmes is already clearly defined in many countries in the region, principally the countries of the Southern Cone (Argentina, Brazil, Chile and Uruguay) and also Mexico in the north of the continent.

Training has become one of the most promising areas in which to try to institutionalize new forms of social dialogue. In this sense, and in the framework of the strategic objective of the ILO to strengthen the participation of the social actors with a view to the development of social dialogue, the ILO has set out to encourage social dialogue in the area of training, particularly through strengthening the capacity for participation of the social partners. It gave vocational training the potential capacity to contribute to the development of social dialogue in other areas that are usually more difficult.

Efforts in this direction have meant wider mechanisms of participation in the formulation of public policy for vocational training in Argentina, Brazil, Chile and Uruguay. Along the same lines, there are currently frequent examples of tripartite or bipartite bodies responsible for incorporating advice on orientation, consultative or deliberative advice on training, as is the case of the English-speaking Caribbean countries where national training agencies have been established (Barbados, Jamaica and Trinidad and Tobago). In the same way, experiments in bipartite management and local management for training have been encouraged, as in the cases of Argentina, Brazil, Chile and, in the specific case of Uruguay, in the building and paper sectors where very significant bipartite management-training experiments are being carried out. Local dialogue has also been encouraged, in the same way, in the cases of Argentina and Brazil.



**Box 16****The modernization of national training institutions:  
The case of INTECAP in Guatemala**

A common element in the recent history of vocational training in Latin America is the existence of national institutions, specifically created to take charge of public policy in training.

Many countries in the region are dedicating significant resources (between 1 and 2 per cent of the total wages paid) to guarantee free training for young workers, unemployed workers or adults who need to update their skills or to retrain. Financing and stability are features that characterize such national institutions and that were used to confront, in the 1980s and 1990s, the economic and technological changes that affected the markets and employment.

As a result of the rapid change in their environment, the training programmes of these institutions rapidly became outdated, the need to update the training of the trainers intensified and demand for training in hitherto non-existent areas called for broad and effective modernization. This is the case of the Technical Institute for Training and Productivity (INTECAP), the national training institution in Guatemala.

Since 1999, INTECAP has carried out a transformation process that is ambitious in its extent and has had effective results. Relying on the technical assistance of CINTERFOR, the institution began to update its programmes, using skills as the focus. Its management took care to train the technicians necessary to acquire its own skills and to develop educational technology. A central axis of this strategy was to gather and disseminate, in the institution, the information necessary to create up-to-date educational products that were oriented to national demand.

This process maintained a clear relation to the institutional services of CINTERFOR. Specialists from INTECAP attended numerous workshops in the region and then transferred their knowledge to other colleagues in the institution. Today, INTECAP is updating its curricula in key areas such as training in the banking, hotels and tourism and computing sectors, the sugar industry and other typical areas of employment in the manufacturing industry, trade and services.

A second phase in the modernization of INTECAP took place with regard to organizational aspects and affected areas, such as restructuring, operational simplification and streamlining of the organic structure. A philosophy of quality work was created, aimed at creating satisfaction among business leaders and workers with regard to all responses. The culture of working as a team was encouraged and in this way it was the public employees themselves who took responsibility for the implementation of the changes.

The new institutional capacities have confirmed the credibility of the social actors participating on the executive board. This has led to the creation of new areas of activity in other geographic zones and sectors. It has consolidated the infrastructure and has also facilitated technical assistance to other institutions in the region.

Currently, the institution is implementing the necessary steps to consolidate its policy of total quality and it defines itself, with full technical authority, as the best certifier of labour competencies in Guatemala.

For example, the Ministry of Labour and the Ministry of Education of Brazil have made it a priority to expand vocational training as an essential instrument in promoting employment. They have developed guidelines for the certification of courses offered by training institutions, thanks to a project developed by the ILO. This project produced a large amount of material that was presented in a national video at the end of 2001.

**Box 17****Vocational training and the best access for the least favoured groups**

As well as training institutions, some ministries of labour have taken action to create favourable conditions for the access for those workers who are most vulnerable to unemployment. Efforts have focused on the creation of national frameworks that favour the philosophy of lifelong education and, as such, the recognition of skills acquired on the job and their certification as a means of education and labour promotion.

In Uruguay, a two-year project to design a national certification system for labour skills was implemented under the aegis of the National Directorate of Employment of the Ministry of Labour. In Brazil, the Secretariat for Public Policy and Employment of the Ministry of Labour developed a project, in collaboration with the ILO, to encourage conceptual progress in training and diversity. In Peru, the Ministry of Labour initiated a process of social dialogue to establish a training system that would function nationwide. CINTERFOR provided technical assistance for all these undertakings.

The Ministry of Education in Chile has begun a project that will endeavour to establish operational bases in the framework of lifelong education. Furthermore, the National Institute for Technological Education (INET) of Argentina implemented training offers through technical training based on skills and the Ministry of Education in Brazil created the basis for a national certification system for skills after establishing curricula guidelines for skills in 20 professional families.

Latin America and the Caribbean are going through an important period with regard to redefining and modernizing their institutional training capacities. For the major problems of poverty and informality, training continues to be a route for upward mobility and access for millions of workers. The modernization of educational content and practice, with the support of CINTERFOR, will allow such efforts to continue and will continue to show its advantages in providing access to decent work.

In conclusion, the region is facing major challenges, including that of improving access to employment and income for large groups of people that are suffering more directly the problems of unemployment and low educational levels, and are relying on assistance from the ILO.

The ILO is also providing consultancy services to the Hospitality Institute for the development of vocational training courses in the tourism sector. As a result of this work, a tripartite committee on certification has been created and the ILO provides this with technical and institutional support. Work in the tourism sector will be extended to other areas following the recommendations of the technical meeting on tourism which took place in Geneva last year.

The ILO is developing other technical cooperation activities related to training in the region, such as the training of the labour force and promotion of micro-enterprises and reducing coca cultivation in Chapare, Bolivia. This project, which began in December 2000, aims to train young workers of both sexes whose fathers have destroyed their coca plantations in the Chapare area, which is recognized as one of the areas of greatest production of this crop. The project is part of the policies being implemented by the Government as development alternatives. Around 3,000 unemployed or low-wage-earning young people are undergoing training in this programme.

Another activity in the sphere of human resources training is that being implemented in Honduras, with the support of the National Adult Vocational



Training Centre (CENET). The beneficiaries of this project are the poorest communities of Honduras that are trying to improve employment levels, improve rural worker productivity and, as a consequence, income, through education, vocational training and community organizations and management. A specific methodology has been developed for this in the framework of the project and this has been transferred to more than 50 national institutions and more than 15 municipalities. Around 200 promoters and trainers belonging to national institutions and to local governments have graduated in these training methodologies.

The most significant impact of the project has been the increase in opportunities to gain productive employment for both men and women in six departments of Honduras through training activities integrated into the organizing and functioning of micro-enterprises in the rural area. Together with this, 1,600 families in these departments have seen greater opportunities for access to credit for the establishment of micro-enterprises favouring the revival of production.

Another important project developed in this area has been the regional programme to strengthen vocational and technical training, aimed at low-income women workers. This project was developed to integrate the gender dimension in training policies. A complete training method to strengthen technical skills of training institutions has been developed for this with a gender perspective. The units that make up this methodology are being used in seminars and workshops. At the same time, and particularly in Bolivia, an awareness-raising campaign for the promotion and distribution of information on gender subjects was developed. The units of this training package are available to all vocational training institutions through a web page developed by the project.

The multidisciplinary advisory teams for the Andean countries and Central America and the InFocus Programme on Boosting Employment through Small Enterprise Development (SEED), have for a number of years been implementing various programmes on promoting micro- and small enterprises in the region, in particular in Bolivia, Honduras and Nicaragua. In the light of the results obtained and the needs that still exist in these subregions, the Regional Programme for Sustainable Employment (PRES) has been implemented since May 2002. This programme is a continuation of those activities with a regional focus emphasizing the promotion of micro- and small enterprises and community groups at the municipal level, and aims to strengthen capacities and encourage policies to promote employment at the national and local levels.

The programme, which has been funded through technical assistance from the Netherlands, has been developed within the common framework of the poverty reduction strategy, as well as the respective technical assistance programme agreements of the United Nations agencies (UNDAF). The ILO's technical assistance for this project is thus fully in line with the Decent Work Agenda.

At the regional level, the programme is looking for convergence of methodologies and maintaining an active exchange of successful experiences, instruments developed and appropriate human resources. This technical capital is also broadened through labour meetings, training workshops and joint publications and is carried out as complementary to other programmes relating to employment promotion, such as the programme on employment promotion through the use of labour and programmes focusing on gender and employment.

## *Response to the crisis*

The ILO believes that, in the context of the crisis, it is essential to maintain the basic development principles and concerns of the ILO in order to face the negative effects of the crisis and to create conditions for the subsequent development process. The main aim of the programme is reflected in its interventions relating to employment, such as the promotion of intensive labour reconstruction and rehabilitation, the socio-economic reintegration of groups affected by the crisis, training, local initiatives for economic development and the promotion of small enterprises and cooperatives.

For this, the ILO is acting through the InFocus Programme on Crisis Response and Reconstruction (IFP/CRISIS), the specific and immediate objectives of which are to develop a coherent framework in the ILO and the capacity to respond rapidly and effectively to the various crises, and to promote the socio-economic reintegration and poverty relief for groups affected by the crisis through employment-intensive investment programmes, training, re-training, small enterprise development, development of local economies, social dialogue, security networks and social protection, and the mobilization of resources for intervention in the crisis.

It is necessary to increase awareness at national, regional and international levels of the importance of employment, social inequalities and other social aspects in crisis situations, and to strengthen the capacity of the ILO constituents so that they can play a more effective role preventing crises or confronting their adverse consequences. Crises are very much present in Latin America and the Caribbean. Conflicts, frequent natural disasters, economic and financial instability and traumatic socio-political transitions are all too familiar in the region. Their reoccurrence and serious consequences compromise development and jeopardize the very future of these countries.

Among the crises that have left a deep mark on Latin American development in the past ten years are the Central American conflict (Nicaragua, El Salvador, Guatemala, with consequences in other countries of the sub-region), Hurricanes Mitch and Joanne in the Caribbean and Central America, the earthquakes in El Salvador, the armed conflicts in Peru and Colombia, the effects of El Niño in Ecuador and Peru, the economic crises in Mexico, Brazil and Argentina, the traumatic transition policies in Ecuador, Peru and Argentina, landslides and social unrest in Venezuela, etc.

IFP/CRISIS is collaborating in the region, with different ILO structures, principally following the landslides in Venezuela (2000), the earthquakes in El Salvador (2001) and Peru (2001), the conflict in Colombia (2002) and the economic crisis in Argentina (2002). It has also begun coordination at the regional level to position the focus of the ILO with regard to the way to treat the issue of employment in crisis situations in the Inter-American measuring mechanisms for the impact of conflicts and natural disasters (Economic Commission for Latin America and the Caribbean (ECLAC)).

A significant action undertaken directly by the Regional Office, closely coordinated with headquarters in Geneva, has been implemented in response to the current crisis in Argentina that is affecting all levels (political, economic and social); this implies the need to promote a strong process to search for consensus, the revision of legal frameworks, the redefinition of economic, labour and social policies, the reform of institutions (to improve governance) and the administration (the state structure). At times serious intervention is required and major sacrifices and changes in mentality are called for. In the framework of the Round Table on Social Dialogue in Argentina, convoked by the President's Office and the Catholic Church,

**Box 18**

### Rapid assessment programme for job recovery and reduction of economic vulnerability in the areas affected by the earthquakes of 2001 in the Department of Usulután in El Salvador

The main impact, in employment, of the earthquakes that took place in January and February 2001 in El Salvador was concentrated principally in the MSE sectors, and above all in those associated with employers' housing and in the agricultural sector<sup>1</sup> in the areas where agricultural land was buried, damaging irrigation systems and processing centres.

The recovery of employment lost in both sectors of economic activity was slowed down as a result of the pattern and sequence of reconstruction of productive infrastructure, the recessive effects of the disaster on local economies and the international crisis in agricultural products such as coffee. The impact on other economic activities, mainly in the modern sector of the economy, was reflected more in temporary loss of jobs, which were gradually recovered.

The repetition of devastating events such as the past armed conflict, Hurricane Mitch and the subsequent flooding, as well as the earthquake of 1986 which necessitated more than ten years' reconstruction work, weakened still further those local economies marginalized in the modernization process undertaken in the country throughout the 1990s, restricting even further the opportunities for consolidating a sustained process of development and preserving and broadening essential conditions to create sources of decent work.

The Department of Usulután reflects, to a great extent, the merciless attack of nature and man against a region reeling under the impact of war. It is home to a large number of former fighters from the various factions involved, was later battered by Hurricane Mitch and was the department worst affected by the earthquakes that took place in January and February and the drought of the summer of 2001.

The strategy taken with a view to the recovery of jobs lost raised the need, on the one hand, to take advantage of some of the influx of investment for the rehabilitation and reconstruction of infrastructure, as a channel to stimulate the local economies, creating demand for goods and services linked to reconstruction and, on the other hand, to support the capacity of local supply to respond to these initiatives in conditions of quality and opportunity.

This situation led to the need to intervene in the following areas of activity:

- revision of the licensing procedures for public works for reconstruction in order to incorporate practices favouring the recovery of employment;
- adaptation of the labour supply in the construction industry to bring skilled labour into those areas most affected by the earthquakes;
- support for local productive recovery, by supporting the relaunch of micro-enterprises linked to housing;
- support for the capacity of local supply to respond to opportunities created by investment in reconstruction;
- reduction of the levels of vulnerability of businesses, taking advantage of the opportunity for reconstruction in the face of possible new disasters.

Various institutions joined forces to implement and support this strategy: the Ministry of Labour, INSAFOR, CONAMYPE, FIS/DL and the UNDP.

<sup>1</sup> See ILO: *Situación del empleo en El Salvador después del terremoto de enero del 2001 y propuestas para su recuperación y reducción de su vulnerabilidad* [The employment situation in El Salvador following the earthquake of January 2001 and proposals for recovery and reducing vulnerability], San Salvador, February 2001, and ECLAC: *El terremoto del 13 de enero en El Salvador: impacto socioeconómico y ambiental* [The earthquake of January 2001 in El Salvador: The socio-economic and environmental impact], and the complementary report for the earthquake of 13 February.

The Ministry of Labour acted as facilitator for the development of the pilot programme, promoting the establishment of an intersectoral coordinating agency for the recovery of jobs. This agency comprises representatives of the Directorate of Social Security of the Ministry, INSAFOR, CONAMYPE, FIS/DL and the UNDP.

On the departmental level, national bodies, departments and municipalities competent in the tasks of reconstruction, representatives of civil society bodies in the cooperating sector (NGOs, foundations, etc.) and representatives (trade unions) in the areas of labour of the current project have been involved.

#### **Principal results**

- (a) The promotion of a favourable impact for the recovery of jobs through investment in sectors for reconstruction.
- (b) The elaboration of technical proposals and studies for the integration of productive space in progressive housing.
- (c) The provision of productive space to progressive housing projects.
- (d) The revival of response capacity of local micro-enterprises in the reconstruction sector.
- (e) Modification of the formative contents in construction and support to the local construction industry.

with the support of the United Nations Development Programme (UNDP) and as part of the activities to be developed at the Round Table on productive social and labour harmonization, the definition of immediate actions and specific strategic subjects was promoted, linked to labour and social security, in the context of dynamic cooperation among the various areas of national government with the representative bodies from the world of work, that is, business associations, trade unions and specific organizations in the area of social security.

The development of the subject is looking to bring about the establishment of a new culture of productive social and labour compromise among the State and the business and trade union organizations at the levels of enterprises, branches and sectors, a fundamental condition for the labour relations system to encourage the idea of the enterprise as a community of interests and the promotion of social cohesion, respecting labour and trade union rights.

The Committee for Productive Social and Labour Harmonization implemented its activities with technical cooperation from the UNDP and the ILO.

This cooperation will contribute decisively to achieving the objective that has been fixed as a priority by the Government and the social actors in social dialogue, in the framework of transparent management: to alleviate the needs of the most vulnerable, the poor and the unemployed, with particular attention to gender, through:

- coordination and harmonization of economic, employment and social protection programmes, with priority to social equality, financial and economic viability and transparency;
- promotion of productive employment, labour reinstatement and special youth programmes;
- support for programmes to maintain employment, crisis prevention in enterprises, income policies and revision of labour standards;
- extension of social protection programmes, paying urgent attention to unemployment and training;
- development of institutional and technical capacities necessary to optimize social dialogue.

## Strategic Objective No. 3

Enhance the coverage and effectiveness of social protection for all

### **Mandate**

*“The goals and objectives of social development require continuous efforts to reduce and eliminate major sources of social distress and instability for the family and for society. We pledge to place particular focus on and give priority attention to the fight against the world-wide conditions that pose severe threats to the health, safety, peace, security and well-being of our people.”*

*(Report of the World Summit for Social Development, 1995)*

### **Operational objectives**

1. Member States broaden the scope and the instruments of social security systems (including the informal sector and the working poor), improve and diversify benefits, strengthen governance and management, and develop policies to combat adverse effects of social and economic insecurity.
2. ILO constituents target and take effective action to improve safety and health and conditions of work, with special attention to the most hazardous conditions at the workplace.

The ILO has made the improvement of social protection in the region a fundamental objective. However, very serious problems persist in most of these countries. Serious occupational accidents continue to occur every day, and most workers do not enjoy even basic forms of protection. Given that most employment in the region is in the informal sector, the problem in general is even more serious for large sections of the population. An economic climate such that national budgets have to assume zero deficits at local level is creating enormous difficulties for governments and countries in their efforts to establish mechanisms that will ensure a certain minimum level of protection for workers at the workplace and after retirement.

In the light of these realities, the 14th American Regional Meeting concluded that *decent work* does not just mean jobs which have adequate productivity and wage levels, but also that workers are protected against the risk of accidents, since such prevention is a social investment and has a sound economic basis (paragraph 18 of the Conclusions of that Meeting). Similarly, it is indispensable to safeguard social security systems as an essential means of reducing the prevailing insecurity, which requires tripartite monitoring of the results of existing systems, and of their medium- and long-term prospects (Conclusions, paragraph 19).

The need to increase efficiency and transparency in the management of resources, and to expand the coverage of social security systems, was highlighted (Conclusions, paragraph 19). It was also noted that it is a desirable objective to design social safety nets that include special measures for unemployed workers (Conclusions, paragraph 20).

The ILO's activities have attempted to cover different areas within the mandate of government institutions and the social partners, with particular emphasis on social security and occupational health. A particular effort has been made to provide workers with information and training to enable them to analyse different aspects of social security. With this in mind, a web page has been created under the heading “Promoción y Defensa de la Seguridad



Social”, which enables trade unions and other organizations to do research and to obtain and use information needed to defend and promote the application of social protection measures, especially maternity protection. These activities to promote and defend social security are also aimed at working men and women in the informal sector and are intended to encourage the adoption of effective policies to counteract the negative effects of insecurity.

The ILO has devoted particular attention to analysing the situation of the different social security systems in the region and publishing the results. In Chile, for example, a programme on social security is being developed in collaboration with the Under-Secretariat for Social Security. The aim of this technical assistance programme is to manage the knowledge and capacities required for institutional design of social security programmes, particularly those relating to scope and coverage. These programmes are also aimed at enhancing technical capacity for devising and administering social security programmes in the area of pensions. Taking into account the deficits generated by these programmes, this technical assistance initiative by the ILO will make it possible to consolidate a policy incorporating different social policy objectives.

In the context of the ILO’s STEP programme (Strategies and Tools against Social Exclusion and Poverty), and at the request of the Health and Labour Ministries of Argentina, a technical cooperation programme to combat exclusion in health care is being implemented. It comprises two components. One is concerned with extending social protection with regard to health, and provides technical assistance in identifying and evaluating the options considered by the sectoral authorities for extending social security with regard to health to sections of the population that have no formal institutional cover. The other component concerns proposed new approaches for the “Mother and child” programme, the aim of which is to provide technical assistance needed to identify obstacles to the inclusion of mothers and children in promotion and prevention activities, and to identify and evaluate possible options for gradually tackling these problems through specific programmes.

Also under the auspices of this programme to extend social protection in relation to health, and in collaboration with the Santiago MDT, an empirical study was carried out on social exclusion in health care in three countries (Argentina, Brazil and Chile). The study quantifies social exclusion in health and provides a better insight into the respective situations of these three countries, while also identifying regional trends that may help to improve the practical implementation of proposed activities.

The Social Security Policy and Development Branch at headquarters in Geneva and the Santiago MDT have carried out a number of country surveys in Argentina, Brazil, Chile, Costa Rica and Uruguay, focusing on the coverage, funding and administration of national non-contributory pension programmes, with a view to assessing the structure and operation of these particular social protection programmes. These surveys were undertaken in response to the lack of any adequate comparative studies of non-contributory pension schemes. Moreover, in the last two years, there have been major changes in the management of these programmes, and the ILO survey makes a valuable contribution towards a better understanding of this subject area which will lead to improvements in technical assistance.

During 2001, the Santiago MDT also participated actively in a number of regional events, presenting documents of relevance to the region and publicizing the recommendations on social security made during the International Labour Conference in 2001. The ILO was thus represented at the International Seminar for Actuaries and Statisticians organized by the International Social Security Association (ISSA) in Montevideo, at which it

**Box 19****Increasing the capacity for defending the rights of women workers in assembly (*maquila*) plants in Central America**

Between January 1999 and December 2001, the project “Improving working and living conditions for women assembly workers” was implemented with funding from the Government of the Netherlands.

Over the 36 months of the project’s duration, it succeeded in enhancing the capacity for defending the rights of women workers in assembly plants, and a very high proportion of women in El Salvador, Honduras, and Nicaragua now know their fundamental labour rights.

For example, in Honduras and Nicaragua, women’s rights are now an integral part of collective bargaining. The main trade union confederations are promoting the topic among their affiliated unions in the assembly industry.

In Nicaragua and Honduras, the number of women assuming leadership posts in assembly industry trade unions has grown, and women now hold most of these leadership posts.

Labour inspectors in all the countries in the subregion are familiar with the labour Conventions relevant to women – the Equal Remuneration Convention, 1951 (No. 100), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) – and as a result have been able to carry out their inspections of assembly plants in a manner consistent with those instruments.

As part of the project, the ministries of labour, with the ILO’s assistance, have enhanced labour rights preventive and monitoring mechanisms in assembly plants in an initiative that has been agreed by the labour ministries of Guatemala, El Salvador, Nicaragua and Honduras.

The Guatemala Chamber of Clothing and Textile Employers (VESTEX), with advisory assistance provided under the project, has included measures for the prevention of sexual harassment in its code of conduct for affiliated companies.

Another clear example of the considerable improvement that has been taking place in the working conditions of women assembly workers is provided by the efforts made by the Assembly Conglomerate of El Salvador (EXPORTSALVA) to train human resources and production managers at assembly plants on gender-related aspects of labour rights.

Also in El Salvador, a labour disputes information system has been set up with the aim of enabling officials responsible for settling labour disputes to take effective action when disputes arise, whether at the conciliation stage or when a complaint is brought before labour tribunals.

As a result of this, during the 36 months of its implementation, the project succeeded in making many improvements in working and living conditions of women workers in the assembly industry, and also ensured that the successes achieved would be sustainable by putting the question on the agendas of the social partners in the subregion.

In all this, the ILO played its part in helping to strengthen the social partners in their respective areas, within the means available to each country involved.

The working conditions of women assembly workers in Central America is now recognized by the constituents and other social actors as a priority item on their respective agendas, one that opens up opportunities for action and presents the ILO with major challenges for its future activities in the subregion.



presented a study on the financial effects of state guarantees in pensions systems. It also took part in the General Assembly of the Inter-American Conference on Social Security and its international seminar on “The Third Age in the 21st Century” in Fortaleza, at which it presented a paper on the challenges in social security provision in Latin America that was subsequently published in the *International Social Security Review*.

One of the major problems facing social security systems in Latin America is their limited coverage of the various social hazards faced by both the working and non-working population. The extension of social security coverage to hitherto excluded population groups is one of the tasks facing the ILO as part of its overall *decent work* strategy. With this in mind, the ILO has published a survey on social security coverage in Argentina, Brazil and Chile, which offers an important tool for bringing improvements to the management systems of these programmes. A survey on social protection through non-contributory pensions in Latin America, which is being finalized, considers the particular cases of Argentina, Brazil, Chile, Costa Rica and Uruguay.

Also on the subject of the lack of social security coverage, the International Labour Conference in June 2001 agreed that “of highest priority are policies and initiatives which can bring social security to those who are not covered by existing systems”. To that end, the Conference proposed the launching of a major campaign to promote the extension of social security coverage. Responsibility for this has been assumed by the Social Security Policy and Development Branch, which is about to initiate relevant activities in the Latin American region.

As part of the continuing joint activities between the ILO and the Pan-American Health Organization (PAHO) to extend health-care benefits to excluded population groups, which were the subject of a Memorandum of Understanding between the two organizations signed in 1999, studies have been carried out and methods developed that will serve as a basis for the joint ILO/PAHO regional initiative to carry out systematic analysis of exclusion in health care. This initiative is due to be launched in the next two months in a number of countries in the region.

In the Caribbean, despite the pressures of globalization which are causing governments to reduce current levels of social protection and labour market regulation, a number of governments have sought the support and assistance of the ILO in improving the application of international labour standards and in updating and improving national laws concerning the protection of workers. In addition, both at enterprise and sectoral level, the activation of social dialogue has led to collective agreements establishing the occupational safety and health committees promoted and recommended by the ILO, as well as different forms of technical and financial support for workers who lose their jobs as a result of enterprise restructuring or for other reasons. This has been developed mainly through the cooperation model promoted by the Programme for the Promotion of Management-Labour Cooperation (PROMALCO) (see box 6, the section on Strategic Objective No. 1).

In the Caribbean, there are established national health insurance systems. Seven countries in this subregion have agreed to co-fund an actuarial service currently being developed by the ILO, and several national insurance systems have recently begun to review their funding and investment policies in accordance with Office advice.

The Andean countries MDT and the corresponding headquarters department in Geneva have provided technical assistance to the Government of Venezuela with a view to discussions on proposed reforms to the country’s social security system. More specifically, consultations have also been held on

financial compensation for redundancy. In other countries, such as Colombia, a technical assistance programme has also been developed with the Social Security Institute for the purpose of analysing social security reforms. Proposals have been drawn up in collaboration with the Government of Ecuador (see box 20) for devising policies and programmes on employment and social protection that are being discussed at the national level.

In Peru, the Social Health Insurance Fund and EsSalud have asked the ILO to provide technical assistance in matters of policy and in the actuarial aspects of financing health insurance benefits. This assistance should begin during the coming months.

The ILO has also played an important part in the national process of dialogue on social security that is taking place in Panama, in collaboration with the UNDP Office in Panama. The aim here is to help workers, employers and the Government to reach agreement on a package of reforms to the social security system. A full financial and actuarial assessment of the Social Security Fund schemes has also been undertaken, and thanks to this and to constant efforts to provide support in accordance with the report's conclusions, it has been possible to create a more favourable climate for agreements on improvements to the Panamanian social security system and to identify strategies conducive to actuarial and institutional balance.

The problem of economic and social insecurity is being tackled in the region with the development of activities that will enable the ILO's constituents to analyse the problem in its different aspects, and to formulate policies aimed at combating the negative effects of insecurity.

In Brazil, one of the most important compensatory poverty alleviation programmes is getting under way. This began with the implementation by a number of municipalities and district authorities of the "Bossa-Escola" ("school attendance grant") programme, under which every family is given a grant to supplement the family income and enable children to attend school in a sustained way and under optimum conditions. In 1999, the federal Government, using the experience acquired from the Bossa-Escola programme, launched a national programme for a guaranteed minimum wage.

The ILO Office in Brasilia and the World Bank funded a second study on the programme in Recife and the results were presented towards the end of 2000 in a seminar organized by the House of Representatives, with the support of the Ministry of Education and UNESCO, with the aim of discussing the principal aspects of these programmes. The experience obtained from the assessment of the programme in Recife and the strategies proposed by the ILO's InFocus Programme on Socio-Economic Security laid the foundations for talks with the Ministry of Education on assessment of the minimum wage programme. This is a significant result for the ILO, since it provides relevant information on the fundamental factors and results of this collaboration and will serve to promote the development of projects on a similar basis in other countries. The Brazilian Government has shown its interest in these programmes, and has asked the Office to collaborate and provide technical assistance in establishing a suitable follow-up system.

Under the auspices of the InFocus Programme on Socio-Economic Security, the Santiago MDT is carrying out a wide-ranging investigation into labour flexibility in enterprises and security. The objective is to improve our understanding of the fundamental factors that create security or insecurity for workers and their families, and ultimately to adjust social and labour policies and reduce economic uncertainty and its impact on the well-being of families.

In Panama, the social partners are discussing and reviewing national employment policies. The ILO has produced a study on "Criteria for expanding

**Box 20****Employment and social protection policies and programmes in Ecuador**

In August 2000, a group of ILO specialists and consultants (from the MDT and headquarters in Geneva) conducted a mission at the request of the Vice-President to prepare a diagnostic review of employment and social protection and to produce a report setting out proposals for policies and programmes. This document was presented to the Vice-President in October 2000 and to other government authorities and international bodies. The report contains a number of proposals together with details of their projected impact and cost. First reactions were such that some of the proposals have already been implemented, as will be seen below. The report was also examined in greater detail with the technical team appointed by the Government (ODEPLAN) and distributed to the social partners.

The more significant effects of the ILO's proposals on Ecuador's labour and employment policies and programmes are as follows:

- The Technical Advisory Committee on Employment of the Inter-Ministerial Employment Commission (which is being consolidated) adopted the report as one of the basic reference documents for its proposed National Employment Plan. Most of the proposed employment programmes contained in the report were taken into account in the Employment Plan drawn up by the Committee.
- In the area of vocational training, after the report was presented, the proposals to form a tripartite National Vocational Training Council and to reorganize and strengthen the Ecuadorian Vocational Training Service (SECAP) were adopted by Executive Decrees Nos. 1821 and 1976. SECAP will be incorporated into the National System for Vocational Training and Education as an executive body subject to the standards applicable to other training institutions.
- At the same time, changes were made to the "solidarity production voucher and credit programme" for low-income women, with the addition of an enterprise management training component run by the Ministry of Social Welfare. Beneficiaries are eligible for loans, in addition to the amount of their solidarity vouchers, if they form a group for the purpose of a business transaction. The initiative followed a move to redesign the solidarity voucher as proposed in the report. As of November 2001, a total of 3,277 women participated in the scheme and the average loan to each beneficiary was US\$283.
- Lastly, following up the proposal to readjust the minimum wage that was also contained in the report, and at the request of workers' and employers' representatives, a more detailed proposal for such an adjustment was produced. A report was sent to representatives of workers and employers and to the Government, and will be presented and discussed in the very near future at a bipartite seminar.

The report was edited, updated and published under the title "*Empleo y protección social en Ecuador: Propuestas de la OIT*" (Quito, 2001). The book has been presented and distributed to the authorities and to employers' and workers' representatives, NGOs and academic circles in Ecuador. This will help to ensure that it contributes to the national debate on this subject and encourage new initiatives or even a new national policy on employment and social protection.

social protection and security to workers in the informal sector", which is being used as a basis for this analysis.

The ILO also carried out a study in Panama on the cost of social protection (SPER), a significant element of which focused on the informal sector. The Social Insurance Fund of Panama is preparing to launch an initiative to boost

membership. The first phase will be directed at those sections of the population that do not contribute but should be required to do so, while the second component will concern mainly the informal sector. The two previous studies will provide important input in the preparation of this initiative.

In Peru, at the time of writing this report, activities are fully under way to assist the Ministry of Labour and Employment Promotion. The Ministry requested technical assistance from the ILO in designing an unemployment insurance system. Urban unemployment in Peru approaches 10 per cent, with a high level of workforce turnover. The system of “Compensation based on years of service” (CTS) has been a poor substitute for unemployment insurance and failed to meet its objective of providing compensation when a worker leaves employment. In this context, given the high level of unemployment, it is essential to improve income protection for the unemployed and promote their redeployment to other jobs. Unemployment insurance can be an important tool for achieving this.

### ***Safety and health at work***

Despite the alarming figures for fatal occupational accidents and diseases, there is no culture of prevention of occupational hazards, and continuing efforts are needed to develop activities in this area. To begin with, efforts are needed in the region to raise awareness of the scale of the problem and the consequences of occupational accidents and diseases, to continue efforts to promote basic protection for all workers in accordance with international labour standards, and to continue to increase the capacity of member States and enterprises to plan and apply policies and programmes of prevention and protection.

As already indicated in the introduction, the vital issue of safety and health at work has been a major part of the ILO’s activity in the context of social protection for all, and in particular in its activities to combat hazardous working conditions.

Mention should be made in particular of the fact that, in 1999, the ILO signed a Memorandum of Understanding with the Pan-American Health Organization with a view to joint activities in the area of workers’ health. Under the terms of this Memorandum, the ILO associated itself with an initiative on safety and health at work with a view to improving dissemination of existing data and reference material in this area. Specifically, the ILO is providing assistance with the coordination and administration of the Occupational Safety and Health Network created by the Pan-American Health Organization in 1999. The Network currently has more than 1,000 subscribers in more than 40 different countries and, while it was originally intended to cover only the Americas, it has since been extended to countries outside the region. It has facilitated and continues to facilitate the exchange of information and technical consultations between Latin American and European specialists and technicians on a wide variety of topics.

The updated version of the Network, which is being modified to include a number of ILO links, will facilitate direct contacts with the ILO and allow consultations with headquarters services such as SafeWork, the International Occupational Safety and Health Information Centre (CIS), and with the ILO’s regional multidisciplinary advisory teams and Area Offices.

Within the Andean community, the Lima MDT has produced country reports on occupational safety and health legislation in Bolivia, Colombia, Ecuador, Peru and Venezuela. This is a first step towards the production of an instrument on occupational safety and health in the Andean subregion which will facilitate more effective labour inspections with regard to the application of safety and health standards and conditions.

**Box 21****Points for the proposed Andean instrument on safety and health at work***Considering*

That article 1 of the Cartagena Agreement states as one of its objectives the improvement in the living standards of people living in the subregion,

That in order to achieve the objectives set out in articles 3 and 51 of the Cartagena Agreement, provision has been made for, among other measures, the gradual harmonization of economic and social policies and the approximation of national laws in regard to pertinent matters,

That any improvement in the quality of life for the inhabitants of the subregion is closely linked with success in obtaining decent employment,

That one of the key factors in achieving the objective of decent work is ensuring protection of safety and health at work,

That in this respect member States should adopt the necessary measures to improve safety and health conditions at all places of work and thus improve the level of protection of workers' physical and mental integrity,

That the Simon Rodriguez Agreement on Social and Labour Integration, which established the tripartite and joint participation of the Advisory Council of Ministers of Labour and the Andean Consultative Employer and Worker Councils, makes safety and health at work one of its principal thematic foci,

That it is fitting to adopt an instrument that will establish fundamental standards on safety and health at work and will serve as a basis for the progressive harmonization of laws and regulations regarding particular situations of work activities in each of the member countries. This instrument will also be required to give impetus in the member countries to the adoption of guidelines on occupational safety and health management systems, and to the establishment of national safety and health systems,

[...]

Similarly, in Chile, at the request of the Department of Labour, advisory assistance has been given on labour inspection with a view to analysing the factors that will allow modernization of inspection services and the definition of lines of activity relating to the direct promotion of better labour relations and social protection. Guidelines have been drawn up for reorganizing labour inspection with regard to its functions, policies and procedures. Notable progress has been made in terms of better knowledge and understanding of the scope of standards relating to social protection for all.

Also in Chile, at the request of the employers and the mutual funds responsible for administering the country's occupational accident and illness insurance schemes, a survey was undertaken during 2001 on the development of the mutual fund system for protection against these occupational social hazards. The study and the subsequent report published in 2002 were discussed in a very productive tripartite workshop involving representatives of the Government, workers and employers.

In Brazil, the ILO has provided technical assistance and institutional support to promote the process of bringing national laws into conformity with international labour standards in this area. Various activities have been undertaken to ensure that these standards are applied in the country, particularly the Conventions on mining, the chemical industries, asbestos and construction. The country's social partners, with the assistance of the ILO, have adopted a policy of close cooperation with regard to Brazil's participation in consultations to develop and improve occupational safety and health



**Box 22****Reducing occupational accidents in Brazil's industrial sector**

Since 2000, the ILO has been providing technical assistance to the Social Service for Industry (SESI) with the aim of developing a national programme to reduce accidents and prevent occupational diseases in the industrial sector. The programme has been implemented in collaboration with the Ministries of Labour and Employment and Social Security. A pilot phase was completed earlier on.

Advice and training was provided for formulating and implementing this programme, and for formulating a set of proposals, with the assistance of the ILO and funding from the Multilateral Investment Fund, part of the IDB.

At the same time, a Memorandum of Technical Cooperation with the SESI has helped to establish an expanded and improved occupational safety and health management system.

All this has resulted in a considerable increase in SESI funds (US\$2.5 million for 2002) in this area. This ensures a degree of sustainability and political commitment.

The efforts of the ILO Office in Brasilia to promote the prevention of occupational accidents have led to a proposal to the French development cooperation authorities on ways of promoting changes in the incentives structures of the national occupational safety and health system. A study done by the Santiago MDT on coverage of social protection is also promoting new forms of cooperation between the ILO and the social protection sector in Brazil.

management systems (see box 22). Programmes of action have been organized with key national partners, based on the priority needs of specific target groups. These activities form the basis for technical cooperation programmes on occupational safety and health which are intended to support projects in six basic areas:

1. Discussion of the new ILO Convention on safety and health in agriculture.
2. Elimination of silicosis.
3. Improving working conditions in the construction sector.
4. Prevention of occupational accidents in the industrial sector.
5. The ILO's chemical safety information sheets that are being translated for use in Brazil.
6. Discussion of activities to monitor asbestos-related hazards.
7. Assistance in prevention of major industrial hazards.

The association between the Ministry of Labour and *Fundacentro* has also led to the establishment of relations with other Brazilian institutions, such as the Brazilian Institute of Quality and Production (IBCP) and the Brazilian Small Enterprises Development System (SEBRI), which have also requested assistance from the ILO with occupational safety and health programmes. This has also resulted in the establishment of even closer links with the Pan-American Health Organization, through a joint initiative for the promotion and establishment of a national programme to eradicate silicosis. A steering committee has been set up, coordinated for the moment by the ILO and the World Health Organization. Participants include the Ministry of Labour, the Ministry of Health, the Ministry of Social Security, *Fundacentro* and representatives of Brazilian workers' and employers' organizations.

The Andean countries MDT is developing two subregional programmes on safety and health at work for the construction and mining industries, with



**Box 23****Working committee on occupational safety and health in Peru**

The topic of occupational safety and health has experienced a number of problems – inadequate development of human resources specializing in occupational health, a lack of tripartite consultation machinery and inadequate development of programmes for promoting occupational safety and health. These problems are beginning to be overcome thanks to a joint strategy between the ILO, the Pan-American Health Organization (PAHO) and national institutions. Between July 2000 and March 2001 four multidisciplinary and inter-sectoral workshops were organized to facilitate the dissemination and exchange of information on working conditions and occupational health. Participants included representatives of the Ministries of Labour, Social Promotion and Health, employers' and workers' organizations, members of the academic world, heads of vocational schools and the specialized press, as well as leaders of civil society NGOs.

The workshops identified a number of priority areas in prevention and the promotion of safety and health at work. These include measures to deal with deficiencies in the existing systems of recording and notification of occupational accidents and diseases, the slow pace of development of new technical sectoral regulations and the infrequency of dialogue and consultation.

In April 2001, during the fourth workshop, which was held during Peru's "Safety and Health at Work Week", participants decided to set up a Working Committee on Occupational Safety and Health. The Committee was inaugurated at the headquarters of the Ministry of Labour and Social Promotion, in the presence of the Ministers of Labour and Health, the resident representative of the United Nations Development Programme, and the ILO's representative.

The Committee is coordinated by a representative of civil society and has established five working subcommittees on: legislation; promotion; information, training and research systems; and occupational safety and health management systems. The legislation subcommittee has taken on the task of speeding up the adoption of new safety and health regulations and revising existing legislation in this area. The promotion subcommittee is organizing events and meetings on specific topics, to which foreign contributors are also invited. The information systems subcommittee is working on a single-registration mechanism for occupational accidents. The training and research subcommittee is planning courses on occupational health for labour inspectors. Lastly, the management systems subcommittee has organized meetings to present various models for managing safety and health in companies, including the new ILO guidelines on occupational safety and health management systems.

In order to promote the exchange of information in this area and promote contacts between institutions, the Committee has also set up the Peruvian Occupational Safety and Health Network. This enables its members to keep abreast of advances within its different subcommittees and promotes dialogue and consultation between institutions. In order to consolidate the Committee and provide it with a basic infrastructure that will allow it to go on operating in the medium term, the subcommittees have prepared a development programme for the Committee that will include activities for 2002-03.

These subcommittees, together with the Occupational Safety and Health Commission of the tripartite National Council for Labour and Social Promotion, if it is established, will contribute to the development of more effective promotion and prevention activities in the area of safety and health, and ultimately lead to a sustained reduction in occupational accidents and diseases.

funding from the Danish International Development Agency (DANIDA). This initiative has resulted in Working Paper No. 129 on occupational safety and health in construction work: the cases of Bolivia, Colombia, Ecuador and Peru. In late 2001, the Lima MDT, in collaboration with SafeWork and the Peruvian Chamber of Construction, organized a tripartite workshop and a forum with the Peruvian Ministry of Labour on the results of these programmes. Other successes include the establishment in Peru of a Working Committee on Safety and Health in Construction and, following separate workshops in July 2001 with the Colombian Chamber of Construction and the Colombian Ministry of Labour, the establishment of a National Tripartite Commission to promote safety and health in the construction industry.

In Uruguay, the forestry sector is undergoing rapid expansion, and the ILO is providing the Ministry of Labour and the social partners with technical assistance to improve the safety and health situation of workers in this sector. The assistance provided by the ILO's Industrial Activities Service contributed decisively to the adoption and subsequent application of Decree No. 372 on occupational safety, hygiene and health.

Since 1999, a major training programme has been undergoing development for employers and workers in the Uruguayan forestry sector, as well as for officials of the Ministry of Labour (General Inspectorate of Labour and Social Security). A number of training workshops have been developed for general labour inspectors, concentrating on labour standards, hazards and prevention, and forestry legislation. A proposed project on human resource development in the forestry sector is also being discussed with the UNDP, under the technical supervision of CINTERFOR. The overall objective of the project is to improve workers' performance by identifying requirements and by implementing and evaluating a process of skills certification.

In addition, through an ILO interregional project funded by the Government of Finland, an agreement has been concluded with the Ministry of Livestock and Fisheries, with the aim of furthering sustainable development in the forestry sector by means of a code of forestry practice.

As regards the mining sector, studies have been undertaken on the working conditions and occupational safety and health situation in four of the five Andean countries. Furthermore, IPEC is making intensive efforts to establish a safety and health network for hazardous child labour in Latin America (RSST-TIP), with the aim of discussing and formulating proposals regarding the organization and operation of a regional institutional network which

#### Box 24

##### Argentina: Higher productivity and a better workplace

In December 2000, the Secretariat for Production, Employment Promotion and External Trade of Rosario in the Province of Santa Fé launched a programme to strengthen production management in small and medium-sized enterprises (SMEs).

This involved the development of a special programme to raise productivity and competitiveness among SMEs, with technical assistance from the ILO.

The programme was aimed at SME employers and managers, and its purpose was to develop capacities for raising productivity and improving working conditions, establish a training system based on results with a view to improving the production process and boosting competitiveness, and implement very low-cost activities which will bring about a change in the enterprise and train professional trainers who will train the various participants.

As regards actual results obtained with regard to improvements proposed and introduced in each enterprise during the programme, the number of participating enterprises showing specific improvements during the programme was very satisfactory. The following table shows the number of enterprises where particular improvements were noted.

Type of improvement	Number of enterprises (total = 15)	Percentage of total
1. Storage and handling of materials	10	67
2. Lighting	7	47
3. Welfare services at the workplace	7	47
4. Work organization	7	47
5. Efficient use of machinery	5	33
6. Workplace design	4	27
7. Control of hazardous substances	3	20
8. Industrial premises	2	13
No improvements	1	7

As regards the development of plans of action in each enterprise to continue the process of improvement, of the total of 15 enterprises, 12 (80 per cent) implemented an action plan following the exercise. There were in total 213 proposals for improvement, an average of 18 per enterprise.

Distribution of improvements (in terms of the total number of improvements of each type) is uniform. 1(Storage and handling of materials) registered the highest number (38 per cent), 4 (work organization) the lowest (8 per cent).

### **Plans of action**

Company	Category of action (by number)								Total by company	% of total
	1	2	3	4	5	6	7	8		
1	3	1	1	0	2	2	0	3	12	6
2	1	0	2	0	1	1	0	1	6	3
3	3	3	2	3	3	3	3	5	25	12
4	5	4	5	0	3	2	4	0	23	11
5	6	3	2	2	2	0	3	3	21	10
6	2	2	1	1	2	1	1	2	12	6
7	2	1	1	0	2	2	1	1	10	5
8	5	1	4	0	2	5	3	2	22	10
9	1	1	2	3	3	4	1	3	18	8
10	4	3	1	5	4	5	1	3	26	12
11	4	2	2	1	7	3	1	5	25	12
12	2	0	5	1	1	1	1	2	13	6
Total by category	38	21	28	16	32	29	19	30	213	
Percentage of total	18	10	13	8	15	14	9	14		

would provide guidance, advice and technical support for activities to combat hazardous child labour.

The ILO's activities to combat hazardous working conditions are, at regional level, becoming highly promotional, and this has developed over a number of years through the Work Improvement in Small Enterprises (WISE) methodology. This has sought to show that improving safety and health and working conditions does not create an additional burden on the employer by complicating the task of management and lowering competitiveness and profitability. On the contrary, the ILO has defended and continues to defend the principle that maintaining certain safety and health conditions does more than just encourage respect for basic workers' rights; improving the working environment can also have a positive impact on a company's development and output, which is reflected in greater market competitiveness.

The WISE methodology has been applied in Central America and other sub-regions, where many enterprises are applying its recommendations and experience to raise productivity while reducing the level of occupational accidents. The success achieved thus far has prompted the enterprises concerned and the employers' organizations to take the initiative in developing their own programme of activities, meetings and workshops to promote this methodology. As regards South America, in Argentina, training workshops for trainers have been organized and pilot programmes are being developed in different areas.

A crucial area of concern for the international community as a whole, and of particular importance to the ILO, is the need to promote improvements in working conditions for vulnerable groups.

### **HIV/AIDS**

The subject of HIV/AIDS has acquired immense importance for the ILO following international calls for the adoption of appropriate methods to tackle this terrible pandemic. Within the region, particularly in the Caribbean and in Brazil, significant steps are now being taken to respond to the challenge, in keeping with the Organization's obligation to strive for improvements in the working conditions of groups as vulnerable as those afflicted by this disease.

The ILO's Area Office in Port-of-Spain has developed a project on HIV/AIDS in the world of work. The objective of the project is to prevent the disease through the world of work and to mitigate its effects on economic, social and labour development. In Trinidad and Tobago, the Office has participated in the work of the CARICOM HIV/AIDS group in a collaborative initiative with the UNAIDS Thematic Group.

As regards workers' organizations, a workshop on HIV/AIDS in the workplace was held in Barbados especially for members of these organizations. There has also been a major effort to promote the ILO code of practice on HIV/AIDS and the world of work among employers' organizations. This led ultimately to an employers' "Round Table" in February 2002.

In May 2002, Barbados was also host to a major tripartite subregional meeting on AIDS in the workplace, as a result of which efforts to promote the ILO's code of practice have been expanded.

In the Caribbean, as the region with the highest rate of HIV/AIDS infection in the world after sub-Saharan Africa, governments and organizations of employers and workers are now more fully committed to developing national and workplace strategies, in line with the ILO's code of practice.

In Brazil, representatives of the Government also participated in an inter-regional meeting of experts convened to discuss the ILO code of practice on HIV/AIDS and the world of work. On the basis of the ILO's recommendations, the Brasilia Office has devised a preliminary draft for an AIDS prevention campaign in the country's ports.

In Chile, the ILO's entry into UNAIDS and its Thematic Group, with the participation of civil society organizations, has been of great importance, not only because of the very favourable reception for the ILO code of practice, but also because the ILO will hold the presidency of the Group from 2002 onwards.

## ***Migrant workers***

Over the past decade, emigration of workers has grown considerably in Central America (Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua) and in the Andean region (Bolivia, Colombia, Ecuador, Peru and Venezuela).

Various factors compel individuals to migrate to other countries in the region and beyond it in order to survive. These include imbalances in capital movements towards certain regions, the decline in the volume of foreign trade of less-developed countries and the uneven distribution of income, combined with poverty and harsh living conditions, while the effects of political instability, social conflicts and natural disasters that destroy the means of subsistence are still felt.

Current migration trends show, sometimes in very stark terms, the ever increasing vulnerability of migrant workers and the deterioration in their working, living and employment conditions. Although considerable progress has been made towards establishing universal principles that protect migrant workers, contemporary forms of emigration still include situations in which workers suffer severe forms of exploitation, forced labour, exclusion from social protection systems and denial of their fundamental human rights.

Recently, economic crises like the one in Argentina have resulted in large numbers of migrant workers returning to their countries of origin, with all the consequences this can have for these countries in terms of the loss of remittances and greater pressure on local labour markets.

The ILO wishes to contribute to efforts to improve legislation, policies and practice in the region, and to help raise awareness among its constituents of the need to face up to the problem of deteriorating employment and working conditions, with the ultimate goal of preventing and eradicating the marginalization and abusive treatment of migrant workers.

In order to do this, the ILO, through a sustained effort of research, is documenting the conditions of work of migrant workers, the worst forms of abuse, exploitation and human rights violations, and gathering information on those economic and occupational sectors where migrant workers are most vulnerable.

From the point of view of policy formulation, the ILO is identifying gaps in legislation and drawing the need for appropriate measures to the attention of national authorities, highlighting in particular appropriate targets and practical measures, as well as programmes that have been developed successfully for adoption in other countries.

## Strategic Objective No. 4

Strengthening tripartism and social dialogue

### **Mandate**

*“... the war against want requires to be carried on with unrelenting vigour within each nation, and by continuous and concerted international effort in which the representatives of workers and employers, enjoying equal status with those of governments, join with them in free discussion and democratic decision with a view to the promotion of the common welfare.”*

*(Declaration of Philadelphia)*

### **Operational objectives**

1. Strengthening the representation, services and influence of the social partners.
2. Building government capacity for social dialogue and strengthening the legal frameworks, institutions, machinery and processes for social dialogue.

The term “social dialogue” reflects the ILO’s constitutional principle of tripartism, which dates back to the founding of the Organization in 1919. In developed economies, especially in Europe, social dialogue refers to interaction between governments and employers’ and workers’ organizations in the formulation and implementation of labour, social and economic policy. In the developing countries, social dialogue has focused mainly on labour market issues, although in specific cases, at certain points in history, dialogue has taken on a national dimension.

The social partners – governments, employers and workers – have valued social dialogue as a means of strengthening democracy. In some Latin American and Caribbean countries it has been an instrument for peaceful transition and coexistence of very divergent ideologies.

Many of the positive changes that have occurred in the world of work as a result of economic transformation have been made possible through tripartite dialogue and consultation, which have enabled the partners to enhance their credibility and national and international relevance.

However, the role of tripartism and social dialogue needs to be deepened and widened in order to make it a practice and a culture. In addition to the need to place social dialogue and tripartite consultation in a wider context of development of social and economic policy, there has to be a change in the role of labour market institutions and in their structures.

Large numbers of workers and employers in Latin America and the Caribbean are excluded from the traditional institutions of the social partners. Workers in the informal economy and those in small enterprises are not generally covered by the traditional institutions of employers’ and workers’ organizations and hence are not involved in consultation processes on issues of interest to them.

Recently, however, and especially as a result of the economic downturn, there has been growing interest in the subject matter for social dialogue. There is increasing realization in the countries of the region that a broad concept of social dialogue as a mechanism for the formulation and implementation of social and economic policy is a useful and necessary approach to identifying the issues to be covered.



In its conclusions, the 14th Regional Meeting listed a number of substantive topics relating to tripartism and social dialogue, clearly highlighting the importance of real social dialogue and strengthening the social partners in order to lend policies greater legitimacy and promote an equitable distribution of the benefits of growth (paragraphs 7 and 10). In order to do so, they recommended the establishment of tripartite mechanisms and the elimination of obstacles to the safeguarding of freedom of association (paragraph 8) and requested the ILO to increase its technical assistance for the modernization and upgrading of ministries of labour and strengthen training activities for employers' and workers' organizations (paragraph 9).

As part of this process, and given the current stagnation of social dialogue in Paraguay, the ILO convened a meeting of high-level representatives of the Paraguayan constituents to study a document it had prepared, *Diagnostic report on social dialogue in Paraguay*. As a follow-up to this meeting, a joint declaration was drawn up which will reactivate the process, and in 2001 a series of bipartite and tripartite seminars were held, encouraging the social partners to meet and explore areas of common interest and consensus.

The ILO's values and discourse have had a visible influence on the language of governments and employers' and workers' organizations. The ILO is increasingly requested to provide advice and assistance in the formulation of national policies aimed at building a role for social dialogue in the political debate. However, in the present economic situation the social partners are facing important challenges, and this is why the ILO is now supporting their efforts to consolidate their position in the design of economic and social policy at national and international levels.

In the Caribbean subregion social dialogue is perceived in a positive light, as a means of overcoming the adverse labour relations that are predominant in the countries of the subregion. The advantage in this part of the region is that workers' organizations are recognized and often strongly influence policy formulation. On the other hand, practices that are contrary to broad social dialogue have given rise to enormous difficulties, especially owing to the lack of mutual trust, and hence social dialogue is constantly on the brink of collapse and needs to mature and stabilize in the long term. In the Caribbean, the ILO is perceived as the most credible institution in relation to the bodies involved in the process, and seen as the best guarantee of promoting and strengthening social dialogue owing to its tripartite structure and its having integrated social dialogue in its own management. The PROMALCO project (see above, box 6, under Strategic Objective No. 1), as an example of concrete and practical action, bases its strategy precisely on fostering a climate of mutual trust between employers and employees and of cooperation within enterprises as a prerequisite for restructuring enterprises and equipping them to face international competition.

The ILO is contributing to the process of democratic consolidation and the establishment of a participatory culture in Central America through consultation, dialogue and consensus among the social partners on various issues of relevance to the subregion, through a number of technical cooperation projects, including the project on tripartism and social dialogue in Central America: Strengthening the Processes of Consolidating Democracy (PRO-DIAC) financed by Norway. Today, national plans have been formulated and adopted with the approval of the social partners through tripartite dialogue.

Priority issues have been addressed in a tripartite framework and relate to employment and the review of the tasks of organizations for dialogue at the national level or the establishment of such organizations. As a result, a central tripartite liaison group has been set up in each country to ensure continuity in

**Box 25****Joint Declaration**

With a view to fulfilling the commitments made by the participants in the 14th American Regional Meeting of the ILO held in Lima, Peru, in August 1999, we, Government, Employers' and Workers' representatives of Paraguay, accept the ILO's invitation to carry out these commitments, together with the conclusions of the Regional Meeting and its follow-up.

We, Government, Employers' and Workers' representatives of Paraguay, attach the utmost importance to initiating the fulfilment of our commitments, and take this opportunity to address one of the themes highlighted in the abovementioned conclusions: social dialogue.

With regard to social dialogue, we declare that:

1. We have read and discussed the *Diagnostic report on social dialogue in Paraguay* prepared by the ILO, which gave us an overview of the importance of dialogue, the results obtained and the difficulties encountered, certain structural aspects of the process and, above all, the challenges, objectives, priority issues and conditions for social dialogue.

We consider that this instrument is fundamental to the process of democratic transition such as the one our country is now undergoing, which requires clear, equitable ground rules that are compatible with the participation and aspirations of the social partners and the requirements of the democratic system to which we aspire.

2. We value social dialogue as a process of social construction linked to interaction and communication between collectively organized and historically constituted subjects, with their own identity and the capacity to express, represent and negotiate interests.

We want the difficult and often tense relations between workers, employers and government to be worked out between actors with the necessary representativeness and decision-making power to receive grievances and conclude agreements that make economic policies viable and the political system governable.

3. We know that we are facing a considerable challenge in promoting social dialogue and adopting a democratic approach to the management and conflicts of a deep process of transforming the paradigms of development and modernization of our society, which can help lay the groundwork for a new consensus on economic growth and its social dimensions.

4. Through social dialogue and an agreed agenda, we aspire to modernization and technological change as a process with a human and social justice dimension. Economic restructuring, competitiveness and opening up to regional markets, as well as worldwide trends of globalization and decentralization of production to differentiated markets are transformations calling for a rethinking of our respective roles.

5. In order to ensure the resumption of social dialogue, we agree to define basic preconditions on which a consensus will be reached to develop such dialogue. As a key precondition for resuming social dialogue, the parties propose that a political agreement be drawn up and approved beforehand between the government, the workers and the employers, which would include respect for the constitutional state and international conventions ratified by Paraguay, the exercise of democracy and the search for social justice.

6. In order to ensure that social dialogue is sustainable, we agree that it is essential to establish and strengthen the Social Dialogue Institution as an autonomous tripartite body.

7. As part of this joint effort to build on past mistakes and successes, we renew our commitment to abide by the ILO Declaration on Fundamental Principles and Rights at Work and to freedom of association and collective bargaining, non-discrimination and the elimination of forced and child labour. We want to regain confidence and open up to a new culture of work adapted to the challenges of the third millennium. We attach particular relevance to adopting Chapter III of the abovementioned report, and its article on the Social Dialogue Council, with special reference to its final recommendations.

We request the ILO to continue supporting this effort to make decent work possible, through technical cooperation of its specialists and the InFocus Programme on Strengthening Social Dialogue, in Paraguay.

Asunción, 15 November 2000.

the project's activities. Mention should be made in this connection of the establishment of the Economic and Social Council in Honduras and the strengthening of the National Labour Council in Nicaragua. In some of these processes at the national level, for example in Costa Rica, there has been an increase in contacts between the representatives of employers and workers and an improvement in their relations thanks to the adoption of a joint approach. In addition, the project on freedom of association, collective bargaining and labour relations in Central America (RELACENTRO) has initiated wide-ranging debate on the issue of labour relations in the countries of the subregion.

In Mexico the process of social dialogue has been supported through specific training programmes and tripartite study missions, such as that carried out in Spain and Italy in March 2001 in order to address labour reform from a standpoint of dialogue and consensus. Other activities have been carried out in Mexico in the context of the new work culture, resulting in an in-depth debate on substantive issues such as the relationship between wages and productivity.

In the Andean subregion, the most important process is now taking place in Colombia where the issue of consultation has come to the fore since the conclusion of an agreement in August 2000 as a result of ILO technical assistance between the social partners, who set up a tripartite committee with an agenda, time scale and consultation procedures. In February 2001, dialogue focused on employment, training and wages, and to date partial agreements have been concluded, most importantly on the establishment of minimum wages in the private sector.

In Peru, the National Labour Council has been reactivated as of the beginning of 2001. The Ministry of Labour invited all of the parties to participate in dialogue focusing on three essential topics: employment, vocational training and labour. The ILO Office in Lima has been involved throughout the process. The results achieved to date are still modest, chief among them being the reform of pension benefits (length-of-service compensation or CTS) and other derived benefits relating to maternity leave and the percentage of youth training contracts, which were seriously misused and have been reduced to 10 per cent. The Government has also developed a new Labour Inspection Act.

The ILO's efforts include support to the establishment of tripartite committees to achieve equality of opportunity: as a result of the consensus achieved among the Government, employers and workers, at the end of 2000 a Tripartite Council on Equality of Opportunity between Men and Women Workers was established in Argentina. It is worth mentioning that

**Box 26****Kingston Tripartite Declaration**

The participants at the ILO/PROMALCO Tripartite Regional Meeting on the High Road to Productivity and Competitiveness in the Caribbean through Worker Participation and Equality, which took place in Kingston, Jamaica, from 13 to 16 November 2001, adopted a Declaration in which they agreed to:

1. Call on employers and workers in the Caribbean and their representative regional and national organizations to support the current efforts of the ILO and PROMALCO to achieve higher levels of management-worker cooperation and to engage in a process of building trust, mutual respect and productivity partnerships,
2. Support management and labour in creating the conditions for true stakeholder-ship in enterprise development through new forms of collective agreements and other mechanisms of consultation, participation and information as a common platform for achieving economic viability and highest possible levels of employment security, equality of opportunity and treatment, and decent work,
3. Invite management and labour to learn from best practices in the Caribbean with a view to increasing competitiveness and productivity, notably through workers' participation, equality of opportunity and treatment and achieving co-ownership of the transformation processes,
4. Call on governments to give higher priority to supporting and facilitating workforce productivity, through the educational system and through the development and improvement of labour market competencies, promotion of better work attitudes and opportunities for skill upgrading and multi-skilling, without any discrimination whatsoever,
5. Call on governments to recognize the strategic value and the positive macro-economic implications of labour market performance, productivity and employment measures and social dialogue and to put systems in place to further their development,
6. Call on ministries with responsibility for labour to review current policies and structures with a view to playing a stronger role in facilitating social dialogue at national and enterprise levels as well as management-labour partnership and with a view to strengthening their lead role for industrial and labour force reform,
7. Invite national employers' organizations to encourage their members to actively promote the objectives of the PROMALCO programme, to become party to the reform process advocated in this Declaration, to support enterprises in their endeavours to implement partnership policies and to develop respective agreements and supportive enterprise policies,
8. Invite the trade unions in the Caribbean region to pursue with vigour a review of their strategic orientations, workers' education programmes and negotiating practices with a view to assuming their roles as full and effective partners in social dialogue, notably in enterprise transformation processes, and in the promotion of equality of treatment and opportunities without any discrimination based on sex, race, religion, national origin or disability,
9. Further invite trade unions to increase their efforts to engage the rank and file of their membership in the partnership approach through information and training and by ensuring that the interests and concerns of their members and the workers at large are duly incorporated in their negotiations with management, including those related to equality and non-discrimination at the workplace,

10. Call on labour colleges, institutions of higher learning and business training establishments to incorporate into their curricula and training programmes issues related to management-worker cooperation, decent work, equal opportunities, negotiation and productivity strategies and the like,
11. Invite the ILO to reinforce its efforts to promote social dialogue at the national and enterprise levels and to support the region's social partners and other stakeholders in developing the policies and tools to move forward on the high road to productivity and competitiveness under conditions of equality of opportunity and treatment,
12. Call for the establishment and active collaboration of local PROMALCO task forces comprising the tripartite partners and other stakeholders to consider and give effect to this Declaration and the Plan of Action adopted by the participants.

a Consultative Forum will be set up in that country to ensure participation of non-governmental organizations with an interest in employment and production.

It is also worth mentioning the regional ILO/ACTRAV/Spanish Agency of International Cooperation (AECI) project on strengthening workers' organizations for tripartite social dialogue and economic and social development of the region. Throughout the duration of this project, which was recently completed, technical assistance was provided to regional workers' organizations in order to prepare their national organizations to respond appropriately to the challenges facing development, taking an approach based on dialogue, a sound analysis of socio-economic and production trends and new guidelines for organization. This project contributed to the establishment of the International Labour Exchange of the Civil Construction Federation, affiliated to the General Confederation of Workers of Peru (CGTP), with the aim of facilitating the recruitment for one year of Peruvian workers in Spain, with safeguards to ensure compliance with international labour standards and local legislation.

In Paraguay social dialogue has been strengthened through proposals for the amendment of Act No. 200 regulating work in the public sector, through employment policy orientations for urban and rural areas, through the establishment of wage and salary indicators and wage policy orientations for the economically active population in the private sector, and through a proposal for modernizing the Ministry of Labour and Social Security.

Taking account of the recent process of social dialogue in Paraguay, the ILO convened a meeting of high-level representatives of the Paraguayan constituents to study the document prepared by the ILO, entitled *Diagnostic report on social dialogue in Paraguay*. As a follow-up to this meeting, a series of bipartite and tripartite seminars were held in 2001 with the aim of strengthening this process, while encouraging the social partners to meet to explore areas of common interest and convergence with a view to dialogue with the government authorities.

Pursuant to the Social and Labour Declaration of the Southern Common Market (MERCOSUR), the ILO's Bureau for Workers' Activities (ACTRAV), together with the Inter-American Research and Documentation Centre on Vocational Training (CINTERFOR), is carrying out a research programme on the legal applicability of the Declaration in each of the MERCOSUR member States.

In Chile, three reports (on social dialogue, social security policies, and social dialogue and labour reform) were prepared under a programme carried out

**Box 27****National Labour Council, Peru**

Since the 1980s a number of tripartite consultation institutions were set up in Peru but did not function effectively. In the 1990s, the Government's attitude, coupled with the situation of the social partners and especially the fragility of the trade union movement, prevented any attempt at dialogue, much less tripartite consultation, for a whole decade. The substantial decline of institutions for debate on labour issues is reflected in the more than 50 per cent decrease in the number of collective agreements over five years.

In January 2001, with the transition Government, the National Labour Council, a body that had been set up in the early 1980s under the Organic Act respecting the Ministry of Labour, was reactivated. The responsible Minister then convened a process of dialogue and consultation focusing on three main issues: employment, vocational training and labour. This process, which still receives strong support from President Toledo's Government, achieved consensus among the social partners from the outset and is aimed at concluding substantive agreements to change both the labour culture and the legal framework itself. From the outset, the cooperation of the multidisciplinary team was sought and is still being maintained. The ILO initially contributed advisory services to support the Council, which are now financed out of the national budget, and are still being provided to the Council.

Despite the difficulties inherent in this type of process, the National Labour Council has already achieved a number of reforms of the length-of-service compensation scheme (CTS), of maternity leave and of the percentage of youth training contracts, which have often been misused, reducing it to 10 per cent. In addition, in March 2001, in accordance with powers delegated by Congress, the Executive Branch adopted a new Labour Inspection Act. As regards vocational training, the Council has adopted a proposal for a labour market information policy; the Subcommittee on Employment adopted a report on the employment situation in Peru. In 2002 the Council studied preliminary proposals for the establishment of unemployment insurance, in which it also receives assistance from the multidisciplinary team, and has proceeded to review and examine a number of labour bills.

One of the main indicators of success of the process of tripartite dialogue is perhaps the fact that the Council is still functioning after a year of existence and has become a forum for discussion of labour issues and initiatives, thus contributing to developing a culture of social dialogue in Peru.

with the Single Central Organization of Workers (CUT). A series of seminars targeted at officers of trade union confederations and federations covered the following topics: social dialogue, industrial relations, trade union management, the new international economic order, and globalization and the world of work. In addition, at the request of the President of the Republic, a series of bipartite activities aimed at the promotion of social dialogue began in 2001 with the active participation of the CUT, the Confederation of Production and Trade (CPC) and the Industrial Development Association. As a result of these activities, an agreement was signed by the leaders of the CPC and the CUT, who undertook to work together to address the issue of employment.

The ILO also supported the Government of Chile and the social partners in the establishment and functioning of the Tripartite Council for Social Dialogue set up for the purpose of promoting dialogue among employers, trade union leaders and the public authorities.



The ILO has also supported and participated in a specialized technical commission responsible for the identification, study and proposal of substantive reforms of the labour court system, with a view to ensuring effective protection of workers' rights and guaranteeing effective application of labour legislation. These efforts were reflected in a report prepared jointly by the Government and the ILO, entitled *Laying the groundwork for reform of the labour and welfare courts system*, which was submitted to the President of the Republic, Ricardo Lagos, in April 2002. Dialogue was facilitated, opening up new avenues and issues for dialogue, and a comparative overview of the experience acquired in other countries was provided.

Assistance provided to the tripartite commissions in Chile made a significant contribution to the practice of social dialogue, through which the parties began to acquire experience in collaboration and coordination centred on a common agenda, especially on issues relating to gender equity.

In vocational training, a single coordinated process of regional dialogue is now under way, as can be observed in the tripartite efforts of the Technical Committee<sup>18</sup> of CINTERFOR, on the one hand, and, on the other, in the development of permanent and regular dialogue between workers and employers in national tripartite and bipartite bodies. This process has been stepped up as a result of regional imperatives, but also of stronger and better participation by the social partners, as well as the promotion of horizontal communication and coordination of efforts, thus helping to build capacity with regard to training in the region, to which the cooperation and technical assistance provided by CINTERFOR have made a key contribution.

Strengthening bipartite dialogue and promoting forums for analysis and debate constitute another ILO objective aimed at opening the way for a new culture of dialogue in the region.

Also worth mentioning because of its significance and the context in which it took place (during the Tenth Iberoamerican Summit of Heads of State and Government held in Panama in November 2000) is a meeting convened by the ILO between representatives of workers' and employers' organizations of the region. For the first time, a consensus was reached on the relevance of the ILO Declaration on Fundamental Principles and Rights at Work as the framework establishing fundamental human rights as a minimum and essential floor on which labour relations and policies should be built.

In addition, on the occasion of the XIIth Inter-American Conference of Ministers of Labor of the Organization of American States (OAS), the ILO promoted a bipartite meeting in Ottawa on 17 October 2001 between the Trade Union Technical Advisory Council (CEATAL) and the Business Technical Advisory Committee on Labor Matters (COSATE) as representatives, respectively, of workers and employers of the Americas, with the aim of exchanging views and ideas on the social and labour dimensions of regional integration. On that occasion a declaration was signed and adopted in the context of a bipartite event attended by the Director-General of the ILO, Mr. Juan Somavia, which emphasized the importance of the ILO Declaration, the Decent Work Agenda and social dialogue, and the role of labour administrations.

In line with the same objective of strengthening bipartite dialogue and relations, and with a view to seeking agreement among the social partners to explore appropriate areas for concerted and bipartite action, a subregional bipartite seminar on the relationship between small and medium-sized

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<sup>18</sup> Made up of Government representatives of vocational training bodies of the member States in the Americas and Spain, as well as representatives of employers' and workers' organizations.

enterprises (SMEs) and employment was held in Rosario, Argentina, in September 2001 and attended by representatives of employers' and workers' organizations of Argentina, Brazil, Chile, Paraguay and Uruguay, as well as international experts on SMEs and ILO specialists on employment and relations with employers and workers.

The above activities are aimed at promoting social dialogue and building institutions in which dialogue and consultation among the social partners can take place, but at the same time, the promotion of social dialogue should go hand in hand with strengthening the capacity of the social partners themselves in order to establish constructive social dialogue. To this end, the ILO has continued to play its key role in strengthening and training workers' and employers' organizations, as well as government departments in charge of labour and social affairs, to enable them to participate more effectively in the design of economic and social policy at both national and international levels.

### ***Strengthening employers' organizations***

With a view to meeting the needs of employers' organizations, information, training and policy advisory services have been provided to these social partners to enable them to participate fully in planning and initiatives at national, subregional and regional levels.

Through strategic planning and training, the programmes focused on issues previously identified by employers' organizations, such as the weakness of institutional bases, communication problems preventing them from projecting a strong image and the absence of medium- and long-term planning. Institution-building activities among employers' organizations included assistance to organizations in Nicaragua and Panama. Employers' organizations in the Andean subregion benefited from a project to strengthen the private sector through umbrella organizations of employers.

A programme has been developed with employers in Peru and Venezuela to raise the level of awareness and commitment of provincial employers' organizations so as to improve their participation in their confederations. In Peru, four provincial organizations improved their participation and established a plan of action to improve their relations with the confederation to which they are affiliated.

As regards training, mention should be made of the continuous support provided to the development of the management training course dispensed annually by the Latin American Institute for the Management of Employers' Organizations (ILGO), which has already trained a considerable number of executives of employers' organizations throughout Latin America. The course has received a very positive evaluation and participants have expressed their desire to attend courses at the second level.

With a view to maintaining subregional coordination with employers' organizations of the countries of Central America and the Dominican Republic on consistent positions with regard to labour issues, forums of labour coordinators of employers' organizations were held in May and October 2001. At the May forum, the agenda of the International Labour Conference was presented and a strategy was coordinated for the participation of the countries of the area in various commissions, while other issues of interest were addressed both at the May and at the October forums, such as labour flexibility, the informal economy and future orientation of the forums' meetings. The Central American employers maintained coordination and mutual support during the sessions.

**Box 28****From coordination among employers to social dialogue and consultation**

In a joint effort between the ILO and employers' organizations of the countries of Central America and the Dominican Republic, the **Labour Coordinators' Forum** has been strengthened as a means of promoting open dialogue among employers' representatives and developing coordinated positions on issues of interest in the subregion and beyond.

As a result, employers of Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua and Panama have increased their interest in and knowledge of the ILO's technical cooperation projects and activities under way in the area. A coordinated approach has been taken to addressing the most relevant issues pertaining to the world of work, making it easier to adopt agreed positions and contribute positively to the debate on labour issues in their respective countries.

This Forum, which held its 13th and 14th meetings in May and October 2001, fostered cohesion among organizations in neighbouring countries, which in turn facilitates the establishment of horizontal cooperation programmes and sub-regional integration on labour issues. The employers defined strategies and an employers' agenda covering fundamental rights and principles at work, as well as the essential elements of decent work. In addition, they welcomed the idea of adopting by tripartite consensus a subregional labour agenda covering labour issues of key importance for the three social partners: governments, employers and workers.

The latter step constitutes significant progress in the promotion of tripartite dialogue, not only at country level but at subregional level. The ILO has thus made an important contribution to integration among employers of the seven countries and future integration of the area on work-related issues and the promotion of decent work.

In Guatemala, a course on new management techniques and the functioning and agenda of the ILO was dispensed, with the aim of enhancing management capacity of executives of employers' organizations in Guatemala. As a result, 42 leaders of employers' organizations have been trained and are now applying the techniques they have been taught.

One of the objectives is to help employers' organizations to provide better services to their members and improve the results of their enterprises. With ILO support, several organizations introduced new services or improved existing services in areas such as dispute settlement, quality assurance and negotiation. Examples of these achievements are to be found in Argentina, where a new unofficial dispute resolution mechanism was set up and lobbying activities were carried out leading to legislative reform on occupational safety and health; in the Bahamas, with the adoption and implementation of strategic plans to strengthen organizational capacity; and in Bolivia, where new services were established to improve quality management with a view to obtaining ISO certification for enterprises. In addition, in Bolivia, a Coordinating Committee on Occupational Safety and Health was established in the context of a broader programme. In Costa Rica a new labour legislation service was set up, and in Guatemala bipartite efforts led to reform of the Labour Code.

With a view to improving their representation services, employers' organizations were assisted in consolidating their knowledge base on economic

and social issues, strengthening their capacity for communication with their partners and improving internal consultation mechanisms. As a result, an increasing number of employers' organizations expanded their programmes to give sustained attention to the issue of child labour. In Guatemala, for example, employer initiatives helped to establish two foundations, one to combat child labour and provide training to minors, and the other to support the inclusion of street children in vocational training programmes. In Colombia, an employer initiative led to the establishment of a national plan for the elimination of child labour through measures carried out by employers, a university competition, a code of conduct for employers in general and four direct intervention activities enabling 80 children to stop working and attend school. In Costa Rica, scholarships were awarded to working children and income-generating activities were developed to help families; in particular, heads of household were helped to obtain a formal sector job and children were helped to continue attending school, thus avoiding child labour. Greater attention is being paid to child labour following the adoption of a resolution on child labour by the General Council of the IOE and various measures taken by employers and their organizations. The Office has stepped up its cooperation with and assistance to employers' organizations in accordance with the International Programme on the Elimination of Child Labour (IPEC). In addition to the activities carried out in each country in accordance with the recommendations of the Memoranda of Agreement concluded with IPEC, cooperation with employers' organizations has contributed to strengthening sectoral and practical activities aimed at eliminating child labour, while offering other viable alternatives.

As regards corporate responsibility or voluntary social participation, as it is understood by the IOE, a Corporate Social Planning Action Programme has been set up at the Andean subregional level (in Colombia, Peru and Venezuela), with the aim of evaluating the impact of corporate social management and increasing their participation in quantitative and qualitative terms through employers' organizations.

In countries of the Andean subregion, especially Bolivia, central organizations of employers at both regional and provincial levels have incorporated occupational safety and health issues in their institutional frameworks. These issues are the focus of widespread measures carried out by the ILO through a regional programme covering other countries of South America, such as Paraguay, and Central American and Caribbean countries, such as Honduras and the Dominican Republic.

Among the countries of the Southern Cone, measures have been taken in Uruguay, Chile and Argentina for the dissemination of methodologies for dispute settlement based on the experience of other countries. In coordination with the Chamber of Industry and the National Chamber of Commerce and Services of Montevideo, a considerable number of activities have been carried out on issues relating to social security and social dialogue, crisis and recovery, and employers' rights in regional dialogue. In Argentina, emphasis has been laid on risk prevention and its relation to productivity and quality, and the development of strategies for SMEs based on needs assessment, to increase their productivity. In Paraguay, in cooperation with the Federation of Production, Industry and Commerce, discussions have been held on other major issues such as collective bargaining, collective agreements, social dialogue, the private sector in the context of privatization, gender perceptions in enterprises and occupational safety and health.

Results have also been achieved through efforts aimed at promoting women's participation in more areas of the economy, especially with regard to entrepreneurship and other management functions within the enterprise. In Colombia, for example, women's committees were set up to promote women entrepreneurs.

The ILO has provided support to employers' organizations in the holding of major events of worldwide importance, such as the summits of employers' organizations of the European Union, and Latin America and the Caribbean, held in Madrid and Mexico (April 2002). In addition, two subregional seminars were held for employers on the social and labour effects of the negotiation of the Free Trade Area of the Americas (FTAA) Agreement. The first covered the Andean countries (April 2002) and the second those of Central America (May 2002); both seminars discussed the employers' position on the form of their participation in this new framework.

### ***Strengthening workers' organizations***

Three key factors are behind the greater than expected achievement of most targets related to the strength and representation of workers' organizations. First, workers' organizations increasingly used the Declaration and ILO core labour standards in their strategies to address key issues. Second, many workers' organizations have developed the capacity to be more effective and accepted interlocutors with governments and employers' organizations. Third, awareness-raising and workers' education activities increasingly focused on ILO standards-related activities and social protection issues ...<sup>19</sup>

Assistance to strengthen national and regional trade union organizations as social partners has been provided consistently, focusing primarily on national confederations and umbrella organizations and regional organizations.

Specifically, such assistance has promoted the improvement of trade unions' methods and procedures by drawing up a participatory diagnosis of the situation of the organizations, which has contributed, on the one hand, to a more accurate identification of their strengths and weaknesses in terms of membership, structure, participation of women and young persons and, on the other, to raising the level of inter-trade union dialogue.

Through the use of tools such as strategic planning, an increasing number of organizations now have workplans and programmes that are better adapted to the different scenarios envisaged. This is particularly obvious in the field of education.

The increasing use of new information technologies has facilitated access to ILO databases, especially in the areas of freedom of association and social security. The evidence shows that they have been widely used in decision-making with regard to promoting and defending fundamental rights.

There has been a better participation of women, in both quantitative and qualitative terms, in the leadership of national as well as regional trade union organizations. Encouraging results have been obtained through improving the management and social dialogue capacity of workers' organizations with more and better participation of beneficiaries of workers' education activities in the following areas: in the updating and development of trade union training plans and programmes, as well as an increase in trainers; and in the ILO supervisory machinery in the form of observations and contributions to reports, and follow-up to the recommendations of the Committee of Experts on the Application of Conventions and Recommendations, the Committee on the Application of Standards of the International Labour Conference and the Committee on Freedom of Association.

There has also been increased participation in tripartite institutions in areas such as vocational training, social security, labour administration, wage determination, and the elimination of child labour, as well as in other bodies

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<sup>19</sup> GB.283/PFA/9.



involved in social development, such as the national women's committees that have been established in a number of countries in the region.

Workers' organizations have also taken more determined action with regard to formulating proposals for national social dialogue and with respect to the social dimension of economic integration processes under way in the region; their proposals are essentially based on ILO principles and the provisions contained in international labour standards, in particular those considered to be fundamental. It is worth mentioning, for example, their participation in the follow-up to and application of the MERCOSUR Social and Labour Declaration and in the establishment of international bodies for the promotion of gender equality, as in the case of the Andean Women Workers' Coordinating Committee (COMUANDE), which is part of the Andean Consultative Labour Council.

The project to provide assistance to rural workers in Latin America for the promotion of fundamental Conventions, currently being implemented in Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras and Nicaragua with funding from the Government of Norway, has carried out training programmes for rural workers on key issues such as organization, negotiation, information systems and gender equity, based on fundamental ILO Conventions. The second phase began in 2000 and is intended to improve the working conditions of rural workers by strengthening their bargaining capacity and the presence of workers' organizations in national decision-making bodies. The project has yielded significant results, such as the adaptation of training materials to the language and needs of the beneficiaries, but perhaps the most important achievement has been increased integration of rural workers' organizations through a broad exchange of experience among them. Each of these organizations has been strengthened through training, which has provided them with the necessary tools and knowledge to manage, implement and monitor the projects. A substantial increase in women's participation in the project's activities has been sought and achieved.

Strengthening structures for providing assistance to trade unions and promoting coordination among them is increasingly becoming a central focus of the ILO's activity. As a result of participatory research work carried out with some regional trade union organizations, an assessment has been made of the way their structures function, policy guidelines have been drawn up and measures have been taken to promote trade union membership and collective bargaining.

With regard to strengthening international trade union relations, mention should be made of the technical cooperation and assistance provided to trade union organizations, which improved communication, both among trade unions within the region and with the European trade union movement, in particular that of Spain, which has yielded a number of results, including an exchange of experience relating to social dialogue and vocational training.

There has also been a higher rate of affiliation of national trade union organizations with international bodies, in particular at the sectoral level, and greater empowerment of women in trade union structures at regional and inter-union level in some countries of the region. In addition, inter-American trade union coordination has been promoted, both among regional and sectoral organizations and between these organizations and subregional bodies.

As regards trade union participation in the development of labour relations, studies have been prepared and technical assistance provided, helping trade union organizations to undertake measures aimed at giving collective bargaining its proper role as a fundamental means of regulating and harmonizing



**Box 29****Trade union organizations in Central America, Panama and the Dominican Republic as actors in the labour relations system**

In a context of conflict, dissent, globalization and decline of workers' organizations, trade union confederations have viewed social dialogue and tripartism as key factors of empowerment and progress. To this end, in line with a general approach of support and consolidation of national social dialogue processes on labour and social issues, the ILO, in accordance with its strategic objectives, has provided technical assistance to trade union organizations, initially to strengthen processes of inter-union dialogue and later to proceed with tripartite dialogue.

At the request of the trade union organizations, a research and action programme was carried out at subregional level in order to reach a better understanding of the exact situation of trade unions. This programme promoted self-assessment at every level and yielded effective proposals, supporting materials and publications that have served to further their progress and consolidation at the national and subregional levels.

There was close collaboration with all of the trade union confederations in every country of the area, which contributed to strengthening existing mechanisms for dialogue among trade unions (the National Council of Organized Workers (CONATO) in Panama, and the National Council for Trade Union Unity (CNUS) in the Dominican Republic) and developing such mechanisms in Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. The Inter-American Regional Organization of Workers (ORIT) of the International Confederation of Free Trade Unions (ICFTU), the World Confederation of Labour (WCL)/Latin American Central of Workers (CLAT) and the Central American Coordinating Committee of Workers (COCENTRA) provided support towards establishing a subregional forum for inter-trade union dialogue which enabled the trade union movement to make a cohesive contribution to drafting a Tripartite Labour Agenda of the Countries of Central America, the Dominican Republic and Panama (May 2002).

These processes have achieved significant progress, despite the disruption caused by political change (changes of government in Costa Rica, Honduras and Nicaragua). The Agreement and Plan of Action to Strengthen Institutionalized Social Dialogue (August 2001) in Costa Rica and the establishment of the Economic and Social Council (March 2002) in Honduras marked a major step forward in these countries, overcoming a stalemate on labour issues in recent years and empowering and conferring legitimacy on trade unions as actors in labour relations. There has been an effort in all countries to bring together the different trade union positions around a common policy that they could put forward and defend within the framework of social dialogue. This is precisely the framework in which a concerted approach is beginning to emerge in the countries of the subregion, in which the trade unions are strengthening their bargaining power and representativeness.

ILO support remains essential in managing activities aimed at strengthening trade unions and their participation in dialogue processes. The number of requests for ILO technical assistance in this area is still on the increase.

labour relations and facing the challenges raised by opening up economies, integration and the introduction of new technologies, based on the premise of maintaining and developing opportunities for decent work.

At the same time, efforts have been made to step up dialogue with ministries of labour and labour committees of the legislative branch in several countries to encourage proposals for ratification of Conventions, as well as promoting

the adjustment of national legislation and practice to the provisions of international labour standards.

### ***Strengthening labour administration***

ILO support for strengthening labour legislation and administration in the region is marked by an increasingly open approach and essentially focused on modernizing ministerial functions to strengthen and expand their role in designing national and international policy while enhancing the mechanisms and institutions responsible for administering labour markets. A key aspect is the need to increase capacities and strengthen systems for the collection and processing of empirical data on the world of work, and to strengthen analytical capacity as a key element of formulating policies and playing a relevant leadership role in the promotion of social dialogue. With regard to the application of international labour standards and national labour legislation, it is also necessary to strengthen and consolidate labour inspection in order to secure compliance with national legislation. Another priority is training and further training of labour administration staff to build the technical capacity that will equip them to retrain in a constantly changing environment.

In the last three years the ILO has addressed constituents' needs in regard to strengthening labour legislation and administration, in parallel with the emergence of more democratic systems of governance in the region. It can be said that States are aligning their legislative policies on ILO principles and Conventions and increasingly availing themselves of ILO technical advisory services with regard to the training of labour administration staff and of other public servants.

Studies and detailed analyses of labour administration systems have been prepared, as well as instruments, methods and publications intended to provide concrete assistance. It should be pointed out that, among the countries of the region, Belize and El Salvador have ratified the Labour Administration Convention, 1978 (No. 150), so that now three countries in the region – with the Dominican Republic in addition to the two mentioned above – can rely on this key instrument for establishing a legal and administrative framework for labour administration. Further examples of concrete results achieved during this period in Latin America and the Caribbean are to be found in countries such as Costa Rica, where an advisory council was established; Chile, which conducted a review of administrative procedures and working methods in labour administration; the Dominican Republic, where new labour administration regulations and manuals were approved; Peru, where the Ministry of Labour was restructured according to ILO recommendations; and Uruguay, which adopted ILO provisions on safety in forestry, which implies effective monitoring of working conditions in this sector by the labour inspectorate.

On a different subject, Guatemala reformed its Labour Code in 2001 in order to bring it into line with the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98); Panama promulgated a decree promoting ratification of the Minimum Age Convention, 1973 (No. 138); Peru initiated a legislative reform at the end of 2001 to bring its labour relations provisions into conformity with Convention No. 87. These are further examples of the adoption of laws, regulations and procedures by the ILO's member States in the region, as well as their application through ILO technical assistance.

At the initiative of the Ministry of Labour, Employment and Training, a specific programme was developed in Argentina for the labour inspectorate. The programme outlined four main areas for action: (a) provision of technical

**Box 30****The Office of the President of the Republic of Chile adopts a proposal sponsored by the ILO**

In Chile, a commission was set up in 2001, composed of high court judges, academics, labour law specialists and specialists of the Ministry of Labour and Ministry of Justice, as well as experts from the employer and trade union sides, to discuss the functioning of the labour court system. The commission's discussions were supported by ILO participation and an analysis was made of the labour and welfare court system.

The aim was to consider the reforms needed to make labour court procedures more flexible, bring them up to date, enhance the system's efficiency and ensure that it is accessible to everyone.

The ILO sponsored the holding of the seminars and meetings at which consensus was achieved among the actors on the scope of implementation. This was made clear at a seminar held in December 2001, whose conclusions and recommendations laying down the organic structure of the new labour and social welfare courts, with a greater degree of specialization in second instance and special training to qualify as a labour court judge, were accepted by President Ricardo Lagos as the basis for a proposal to be submitted to the legislative branch for approval.

assistance to the Ministry and to the Federal Labour Council on the concept, functions and attributions of the central labour inspection authority; (b) organization of a workshop with the Police Labour Committee on the content and scope of the labour inspection Conventions, Nos. 81 and 129; (c) design of a continuous training programme for national and provincial labour inspectors; and (d) organization of a workshop on the inspection of child labour.

In Central America, Dominican Republic and Panama work continued under the project on modernizing the Labour Administrations of Central America, Belize, Dominican Republic and Panama (MATAC). Funded by Spain, this project promotes the amendment of organic acts and civil service legislation with a view to consolidating and reorganizing administrative structures and bodies. It is important to point out that, thanks to the initiatives taken under this project, several countries involved in the project have been able to ratify Convention No. 150, and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144).

In the context of the Free Trade Area of the Americas (FTAA), the project provided technical assistance to a number of meetings of groups of the Organization of American States (OAS), which defined specific projects in a number of areas, including information and statistical systems, inspection systems, the labour court system and social dialogue, consultation and collective bargaining.

It is important to point out that the countries of Central America, Dominican Republic and Panama have adopted a model for the structure and functions of public employment services. In addition, a homogeneous system of matching labour supply and demand has been established within the competent ministries and the system of registering and keeping records of trade unions has been computerized.

In Costa Rica, for example, the project has resulted in the participation of the social partners in labour administration through the establishment of a National Consultative Council on Labour Inspection.

**Box 31****Structural reform and professionalization of the State Secretariat for Labour of the Dominican Republic**

During the period from 1998 to 2000, the project on modernizing the Labour Administrations of Central America, Belize, the Dominican Republic and Panama (MATAAC), funded by the Spanish Government, led the process of structural reform and professionalization of the State Secretariat for Labour (SET) of the Dominican Republic.

As a result, SET structures were aligned with its statutory functions assigned by the adoption of new organic structures (for example, reform of the labour inspectorate), and decentralized with the establishment of local agencies, and consultative bodies were set up (the Labour Consultative Council). **At present, over 80 per cent of SET staff are career civil servants**, which means that they enjoy stability in the performance of their duties and guarantees access to the public service on an objective basis.

The process began in May 1998, when an assessment was made of the conditions in which SET staff were selected and trained. This was a de facto situation which was without any legal basis, as the SET was not part of the civil service and administrative career system.

The process took place with the participation of the social partners, who validated the progress made at two seminars on the role of labour administration in the economy of the Dominican Republic. Two different governments took part in the process, confirming the commitment of the State.

With a new Government in place, the Organic Regulations governing the SET are now in effect and are being applied, and the SET has been incorporated in the civil service and administrative career system, which means that every case of recruitment or promotion takes place in accordance with the Manual of Organization and Functions, and the Manual of Classified Posts.

Now that the strategic objective of adapting SET structures and promoting the professionalization of its staff has been achieved, the MATAAC project is involved in strengthening the day-to-day activities of the labour administration. Specifically, it participates in the project to modernize the SET, which includes strengthening employment services, and improving inspection (incorporating safety and health functions), mediation and conciliation services and developing information systems for internal and external use (labour guidelines, computer networks, etc.).

In the Caribbean subregion, through the ILO/OAS/Inter-American Conference of Ministers of Labor (IACML) project, the ILO assisted the preparation and participation of labour ministries in several international meetings, in particular the ILO/Caribbean Community (CARICOM) Conference held in Puerto España (August 2001); it also promoted active participation by the region in the meeting of labour ministers held in Ottawa in October 2001, which led to an undertaking by Caribbean countries to play an active role in the working parties set up at that meeting.

The ILO Office in charge of this subregion also helped set up a specialized group (January 2001) to establish a work programme for the modernization of ministries of labour; along the same lines, the ILO cooperated with the Inter-American Development Bank (IDB) in an important study aimed at stimulating reform of these ministries in the Caribbean.

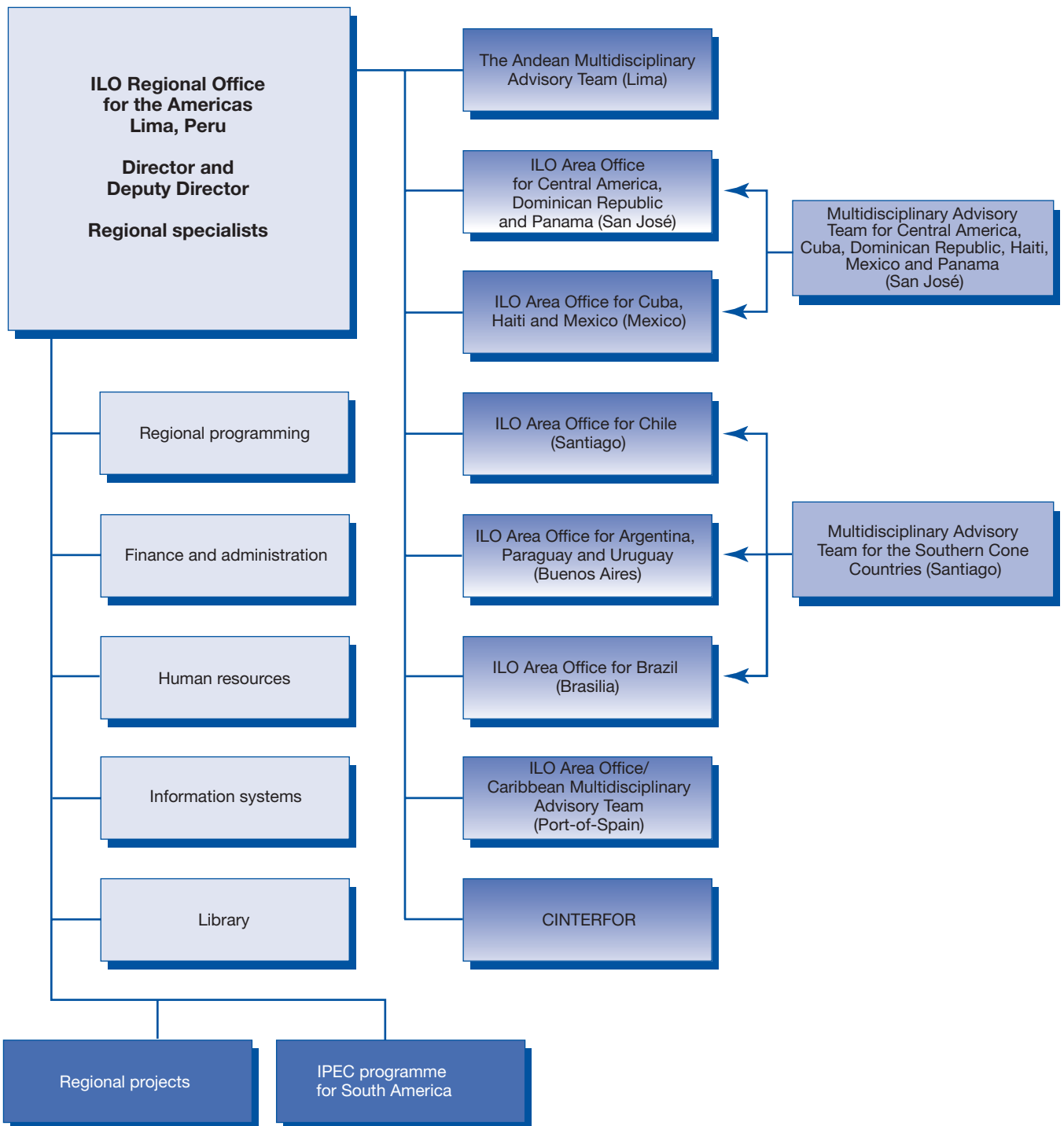
Assistance was also provided through training of labour administration staff. These included a number of national and regional workshops focusing on conciliation and dispute resolution practices.


## *Appendices*

# Appendix 1

## Organization chart for the Americas region





## Appendix 2

### *The regional structure*

In the structure of the ILO, the Regional Office for the Americas (Lima, Peru) is responsible for ensuring that the activities carried out in the region comply with the principles and policies of the Organization. It must identify priorities and coordinate, plan, programme, implement and evaluate activities at the regional level; ensure the efficient use of resources and the application of the necessary financial and administrative controls; and provide consultancy and information to headquarters on the political events taking place in the region.

To carry out this work, the Regional Director is supported by regional specialists dealing with gender issues, activities with workers, economic and social integration and *decent work*, by the multidisciplinary advisory team (MDT) specialist in Lima for activities with employers, who also acts as regional specialist, and by the units for programming, finance and administration, human resources, information systems and the library. The Regional Director has established a Regional Management Committee that meets regularly to look at subjects relating to the region. He has also established the Regional Committee on Decent Work, which comprises the regional specialists, the area office directors and the directors of the MDTs. The Committee on Decent Work meets at least once a year to evaluate the programme's progress and to plan actions on the basis of that evaluation.

The region has a network of offices that, in consultation with the tripartite constituents, is responsible for identifying needs and developing, implementing, informing and evaluating the activities that take place in order to achieve the strategic objectives of the ILO. On 1 January 1994, four MDTs were set up to provide direction and technical information to the directors of the area offices so that they could plan programmes, carry out evaluations, etc. This work is fundamental to providing strictly technical assessments to the tripartite constituents of the ILO.

It should be mentioned that the Director-General attributes great importance to the synergy between headquarters and the field and there is close cooperation and communication between the technical services and the area offices and MDTs. Given the priority of field activities, in recent years technical cooperation activities have been decentralized from headquarters to the field. General management has also decided to strengthen technical capacities by transferring specialists from headquarters to the field.

The area offices in collaboration with the MDTs carry out the following functions:

- *Programming:* Sectoral analysis, investigation of the key aspects of the labour situation, preparation and implementation of objectives, strategies and programmes by country.
- *Technical support service:* Support policies, practical guides and technical support for Members on the basis of the mandates of the ILO.
- *Technical service and support:* Programming and planning, evaluations and technical support for projects.

A description of the location and area of action of the area offices and the MDTs is as follow:

### ***ILO Area Office and the MDT for the Caribbean***

The Caribbean Area Office and MDT is based in Port-of-Spain, Trinidad and Tobago, and provides technical assistance to the 21 English- and Dutch-speaking countries in the Caribbean. The MDT for the Caribbean is in the Area Office itself so that it can more effectively and more efficiently deal with the needs of its Caribbean constituents. The team comprises seven technical specialists.



#### **TECHNICAL SPECIALISTS:**

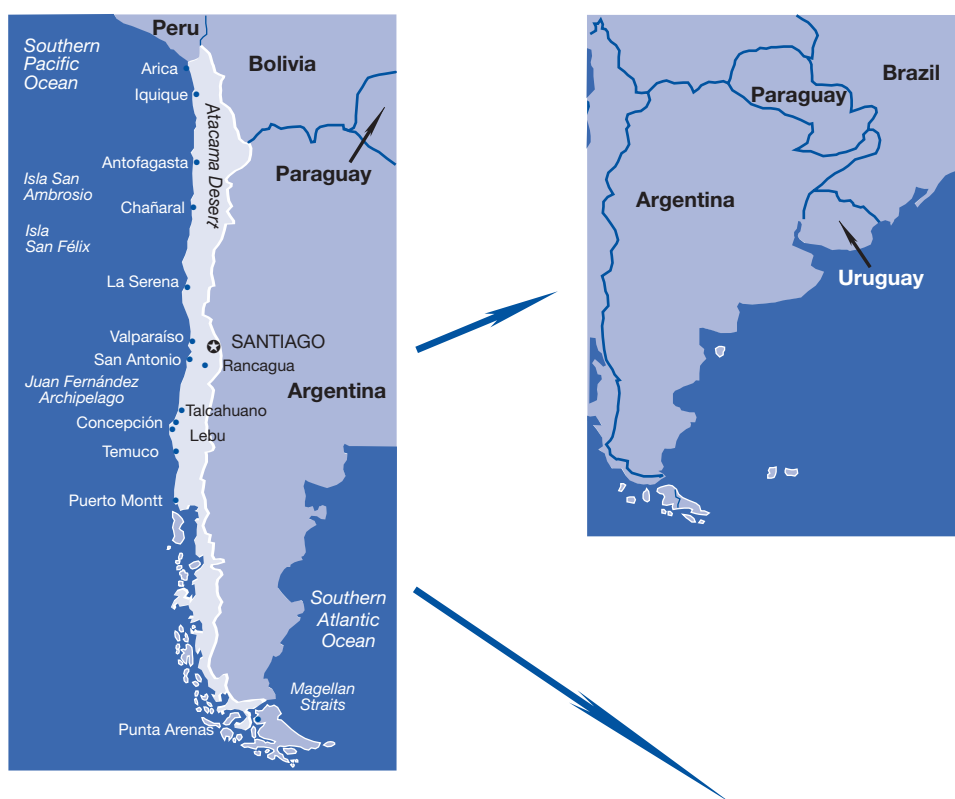
- |   |                           |
|---|---------------------------|
| 1. International labour standards               | 4. Labour relations       |
| 2. Resource development and vocational training | 5. Workers' activities    |
| 3. Employment and labour market policies        | 6. Employers' activities  |
|   | 7. Management development |

## ***ILO Area Offices in Argentina, Brazil and Chile and the MDT for the Southern Cone Countries***

The Area Office in Buenos Aires is responsible for developing, implementing and evaluating activities to support the country objectives in Argentina, Paraguay and Uruguay.

The Area Office for Brazil in Brasilia develops and implements programmes, projects and activities relating to technical cooperation contained in the strategic objectives of the ILO.

The Area Office for Chile in Santiago houses the MDT for the Southern Cone Countries, which covers Argentina, Brazil, Chile, Paraguay and Uruguay. The Director of this Area Office, in close collaboration with the Directors of the Area Offices in Buenos Aires and Brasilia, acts as the Director of the team of eight specialists.



### **TECHNICAL SPECIALISTS:**

1. International labour standards and labour relations
2. Productivity and human resource development
3. Employment development
4. Employers' activities
5. Workers' activities
6. Small enterprise development
7. Labour market policies
8. Social security



## ***ILO Area Offices in San José and Mexico and the MDT for the subregion***

The ILO Area Office in Mexico develops activities for Cuba, Haiti and Mexico.

The ILO Area Office for Central America in San José, Costa Rica, covers Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua and Panama. This office also houses the MDT that looks after this subregion, including Cuba, Haiti and Mexico. The team comprises eight technical specialists who coordinate their work with the Director of the Area Office in San José and with the Director of the Area Office in Mexico.



### **TECHNICAL SPECIALISTS:**

- |  |   |
|--|---|
| 1. International labour standards and indigenous peoples | 5. Labour conditions and occupational safety and health |
| 2. Vocational training                                   | 6. Workers' activities                                  |
| 3. Employment development                                | 7. Employers' activities                                |
| 4. Social security                                       | 8. Legislation and labour relations                     |



#### **TECHNICAL SPECIALISTS:**

1. International labour standards
2. Employment
3. Labour conditions and occupational safety and health
4. Employment and rural development
5. Workers' activities
6. Employers' activities
7. Labour relations and labour administration
8. Development of cooperatives and small enterprises

### ***The Andean MDT***

The Andean MDT is in Lima, Peru, and covers activities in Bolivia, Colombia, Ecuador, Peru and Venezuela.

The team comprises eight technical specialists and provides assistance through consultations, assessments, missions and training activities, among others. In the area of Andean integration, it develops activities to support the Andean Community of Nations.

### ***CINTERFOR***

The Inter-American Vocational Training Research and Documentation Centre (CINTERFOR) is a technical unit of the International Labour Organization, with headquarters in Montevideo, Uruguay. It acts as the coordinating nucleus of a system composed of vocational training institutions and entities of the ILO member States in the Americas. The Centre is, by nature, the coordinator and instrument of technical cooperation among its member institutions; it encourages and promotes the development of human resource training institutions, by means of the exchange of experiences among them, based on studies and research investigations, information and documentation, as well as the transfer of methodologies and vocational training technologies; it contributes to the further training of managers, technical and teaching personnel of regional institutions. To this end, besides the Director, CINTERFOR counts on a group of experts in different vocational training areas, and has available a network of specialists to turn to for the realization of specific studies and projects.

## Appendix 3

### Projects completed and currently under way for the ILO using extra-budgetary resources, 1999-2002

Title	Duration	Donor	Objectives	Countries covered
International Programme on the Elimination of Child Labour in South America	1996 to date	Spain	Promote awareness of the negative aspects of child labour and to generate commitments for its elimination. Elaborate national action strategies to eliminate child labour, strengthening institutional mechanisms and capacities. Provide direct and integral assistance for boy and girl workers to withdraw them from work through action programmes that promote institutional participation and sustainability, giving priority to high-risk sectors.	Countries of South America
International Programme on the Elimination of Child Labour in Central America and the Dominican Republic	1996 to date	Spain	Promote awareness of the negative aspects of child labour and to generate commitments for its elimination. Elaborate national action strategies to eliminate child labour, strengthening institutional mechanisms and capacities. Provide direct and integral assistance for boy and girl workers to withdraw them from work through action programmes that promote institutional participation and sustainability, giving priority to high-risk sectors.	Central America, the Dominican Republic and Panama
Prevention and elimination of child labour in the MERCOSUR countries and Chile	2002-05	Spain	Align the development of statistical instruments, monitoring and inspection systems, the development of social policies, the establishment of national observatories on child labour and the development of proposals for intervention in respect of the most extreme forms of child labour.	Argentina, Brazil, Chile, Paraguay and Uruguay
Elimination of the sexual exploitation of children in the cities of Cartagena and Barranquilla, Colombia	2001-02	Spain	Develop intervention actions aimed at preventing and eliminating the commercial sexual exploitation of children and adolescents.	Colombia
Elimination of the sexual exploitation of children in Asunción, Paraguay	2001-02	Spain	Develop intervention actions aimed at preventing and eliminating the commercial sexual exploitation of children and adolescents.	Paraguay
Elimination of child labour in the municipal rubbish dump of Santo Domingo de los Colorados, Ecuador	2001-02	Spain	Prevention and elimination of child labour in municipal rubbish dumps.	Ecuador
Contribution to the elimination of child labour in Central America and the Dominican Republic	2001-02	United States	Promote awareness of the negative aspects of child labour and generate commitments for its elimination. Elaborate national action strategies to eliminate child labour, strengthening institutional mechanisms and capacities. Provide direct and integral assistance for boy and girl workers to withdraw them from work through action programmes that promote institutional participation and sustainability, giving priority to high-risk sectors.	Central America and the Dominican Republic
Contribution to the prevention and elimination of the commercial sexual exploitation of children in Central America and the Dominican Republic	2001-04	Canada	Develop intervention actions aimed at preventing the commercial sexual exploitation of children and adolescents.	Central America and the Dominican Republic
Contribution to the prevention and elimination of the commercial sexual exploitation of children in selected countries in Central America	2002-05	United States	Develop intervention actions aimed at preventing the commercial sexual exploitation of children and adolescents.	Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua and Panama



Title	Duration	Donor	Objectives	Countries covered
Contribution to the elimination of child labour in Central America and the Dominican Republic	2001-02	Spain	Begin a process of elimination of child labour establishing the essential foundations for progress in this area.	Central America and the Dominican Republic
Progressive elimination of child labour in the tomato-production sector in the Dominican Republic	2002-03	United States	Prevention and elimination of child labour in tomato plantations.	Dominican Republic
Combating child labour in the coffee industry in Central America and the Dominican Republic	2001-03	United States	Prevention and elimination of child labour in the coffee industry.	Central America and the Dominican Republic
Combating child labour in the coffee industry in Costa Rica	1999-2003	United States	Prevention and elimination of child labour in the coffee industry.	Costa Rica
Combating child labour in the coffee industry in the Dominican Republic	1999-2003	United States	Prevention and elimination of child labour in the coffee industry.	Dominican Republic
Combating child labour in the coffee industry in Nicaragua	1999-2003	United States	Prevention and elimination of child labour in the coffee industry.	Nicaragua
Combating child labour in the coffee industry in Honduras	1999-2003	United States	Prevention and elimination of child labour in the coffee industry.	Honduras
Combating child labour in the coffee industry in El Salvador	1999-2003	United States	Prevention and elimination of child labour in the coffee industry.	El Salvador
Progressive elimination of child labour in the broccoli-production sector, Guatemala	2000-03	United States	Prevention and elimination of child labour in broccoli plantations.	Guatemala
Preparatory activities for the development of the Time-Bound Programme in the Dominican Republic	2001-04	United States	Development of a set of firmly coordinated policies and programmes to prevent and eliminate the worst forms of child labour in the Dominican Republic. The programme stresses the need to tackle the roots of child labour, linking action to combat it to the national development effort, emphasizing the social and economic policies to combat poverty and promoting basic education for all, as well as social mobilization.	Dominican Republic
Support for the Time-Bound Programme in El Salvador	2001-05	United States	Development of a set of firmly coordinated policies and programmes to prevent and eliminate the worst forms of child labour in El Salvador. The programme stresses the need to tackle the roots of child labour, linking action to combat it to the national development effort, emphasizing the social and economic policies to combat poverty and promoting basic education for all, as well as social mobilization.	El Salvador
Preparatory activities for the development of a Time-Bound Programme in Ecuador	2002	United States	Develop studies and investigations relating to the legal framework, social policies and education, as well as basic studies in sectors such as construction, banana production, flower-growing, rubbish dumps, sexual exploitation and mining.	Ecuador
Prevention and elimination of child labour in the melon plantations in Honduras	2000-03	United States	Prevention and elimination of child labour in melon plantations.	Honduras
Prevention and elimination of child labour in the agricultural and cattle-raising sectors of the Department of Chontales, Nicaragua	1999-2003	United States	Prevention and elimination of child labour in agricultural and cattle-raising work.	Nicaragua
Combating child labour in the fireworks industry in Guatemala and El Salvador	2000-02	United States	Prevention and elimination of child labour in the production of fireworks and the handling of explosives.	El Salvador and Guatemala

Title	Duration	Donor	Objectives	Countries covered
Combating child labour in the commercial agricultural sector of the Dominican Republic, Guatemala, Honduras and Nicaragua	2001-03	United States	Prevention and elimination of child labour in areas of agricultural commercialization.	Dominican Republic, Guatemala, Honduras and Nicaragua
Progressive elimination of child labour in gravel production in Retahules, Guatemala	2001-04	United States	Elimination of work by child stonecutters.	Guatemala
Prevention and elimination of child workers in rubbish dumps in El Salvador, Guatemala and Honduras	2002	Italy	Prevention and elimination of child workers in municipal rubbish dumps.	El Salvador, Guatemala and Honduras
Elimination of child labour in the rubbish dumps of La Chueca, Managua	2001-03	United States	Prevention and elimination of child labour in municipal rubbish dumps.	Nicaragua
Action programme for employers to combat child labour	1998-2001	Norway	Contribute to improving the participation of employers' organizations in national efforts to eliminate child labour.	Central American countries
Programme to mobilize educators against child labour through education	1998 to date	Norway	Train educators and develop actions for curriculum adaptation in respect of child labour.	Paraguay and Peru
Combating exploitation in domestic work in Haiti	1999-2001	United States	Develop actions to prevent early involvement of children in domestic work, withdrawal of minor children from high-risk and exploitative work and return of the rights of those who are of legal working age.	Haiti
Elimination of the commercial sexual exploitation of children and adolescents	2001-03	United States	Develop actions aimed at preventing and eliminating the commercial sexual exploitation of children and adolescents in the border areas of Ciudad del Este, Paraguay, and Foz de Iguazú, Brazil.	Brazil and Paraguay
Prevention and elimination of domestic work by children in the homes of third parties	2000-03	United States	Develop actions to prevent early involvement of children in domestic work, withdrawal of minor children from high-risk and exploitative work and return of the rights of those who are of legal working age.	Brazil, Colombia, Paraguay and Peru
Programme for the prevention and progressive elimination of child labour in traditional artisanal gold mines in South America	2000-02	United States	Develop actions aimed at preventing children under the age of 8 years from working in the mines and at gradually withdrawing those children who are carrying out high-risk mining activities.	Bolivia, Ecuador and Peru
National programme for the prevention and elimination of child labour in Jamaica	2001-03	United States	Develop capacities, raise awareness and provide a basis of knowledge about child labour, in order to contribute to its progressive elimination in Jamaica, and especially to that of the worst forms of child labour.	Jamaica
Identification, elimination and prevention of the worst forms of child labour in the English- and Dutch-speaking countries of the Caribbean	2001-02	Canada	Contribute to the elimination of the worst forms of child labour in the English- and Dutch-speaking countries in order to contribute to the elimination of the worst forms of child labour through the development of subregional capacities for the effective promotion and implementation of national policies and programmes which make it possible to give effect to Convention No. 182.	English- and Dutch-speaking countries of the Caribbean
Global contribution to the Statistical Information and Monitoring Programme on Child Labour (SIMPOC)	2000-03	Canada	Development and application of statistical instruments to measure the magnitude and incidence of child labour in relation to education, health and family income.	Central America
Global contribution to the Statistical Information and Monitoring Programme on Child Labour (SIMPOC) in Ecuador	2001-02	United States	Development and application of statistical instruments to measure the magnitude and incidence of child labour in relation to education, health and family income.	Ecuador
Global contribution to the Statistical Information and Monitoring Programme on Child Labour (SIMPOC) in Colombia	2001-02	Canada	Development and application of statistical instruments to measure the magnitude and incidence of child labour in relation to education, health and family income.	Colombia

Title	Duration	Donor	Objectives	Countries covered
Global contribution to the Statistical Information and Monitoring Programme on Child Labour (SIMPOC) in Chile	2002-04	Canada	Development and application of statistical instruments to measure the magnitude and incidence of child labour in relation to education, health and family income.	Chile
Prevention and elimination of commercial sexual exploitation	2002-04	Canada	Develop studies to ascertain the magnitude and characteristics of the phenomenon, develop awareness and mobilization campaigns and develop examples of rehabilitation activities for victims of this exploitation.	Chile
Central American Human Rights Programme (PRODECA)	1997-2000	Denmark	Contribute to improving the implementation of indigenous rights through national systems, including an appropriate response by the judiciary with full commitment among the sectors of civil society to respect the nature of indigenous peoples and their right to be different.	Guatemala
Creation of legal capacity among the indigenous peoples of the Central American isthmus	1999-2002	United Nations Voluntary Fund for Indigenous Populations	Contribute to improving the implementation of rights of indigenous peoples through national systems, including an appropriate response by the judiciary with full commitment among the sectors of civil society to respect the nature of indigenous peoples and their right to be different.	Central America
Programme for the Promotion of Management-Labour Cooperation (PRO-MALCO)	2000-02	United States	Initiate a process of change which will make it possible to eliminate the legal controversies in industrial relations in the Caribbean and to create conditions for cooperation, confidence and collaboration for the benefit and safeguard of the competitiveness of enterprises in the Caribbean and opportunities for employment and decent work.	Countries of the Caribbean
Support for the ILO technical assistance programme, Bolivia	1995-2000	United Nations Development Programme	Promote the consolidation of democracy and respect for human rights in the world of work, contributing to employment creation and poverty reduction.	Bolivia
Support for the joint Colombia/ILO programme	1996-2001	United Nations Development Programme	Promote the consolidation of democracy and respect for human rights in the world of work, contributing to employment creation and poverty reduction.	Colombia
Progress in compliance with fundamental rights in Bolivia	2000-01	Netherlands	Spread fundamental rights and monitor compliance with them.	Bolivia
Struggle against forced labour in Brazil	2001-04	United States	Develop actions aimed at combating forced labour.	Brazil
Regional programme for the strengthening of technical and occupational training for low-income women	1997-2002	Inter-American Development Bank	Increase productivity and employment opportunities for low-income women so as to support the contribution of women to development and the process of poverty reduction in the region.	Argentina, Bolivia, Costa Rica and Ecuador
"Redefinition" of "development" according to and for women workers in the <i>maquiladora</i> industries in Central America	1999-2001	Netherlands	Contribute to improving the socio-labour conditions of women workers in the <i>maquiladora</i> sector and the export processing zones of the countries of Central America, strengthening their presence and contributions with respect to sustainable human development and their negotiation capacity at the local, subregional and national levels.	Central America
The role of the social partners in overcoming social exclusion: the case of MERCOSUR and Chile	1997-2000	Ford Foundation	Improve existing sectorial social policies with the aim of reducing exclusion on the basis of better ideas, better information and better capacities of the social partners.	Argentina, Brazil, Chile, Paraguay and Uruguay
Promotion of labour-intensive technologies in the public sector in Bolivia, Ecuador and Peru	1998-2002	Denmark	Contribute to a better utilization of labour in the public sector, promoting the contracting of small local enterprises for certain tasks within a range of infrastructure work.	Bolivia, Ecuador and Peru
Information and labour analysis system	1999-2001	Panama	Contribute to the strengthening of the operational capacity of the ILO, of the institutions that produce socio-labour statistical information in the member countries of the region as well as of employers' and workers' organizations.	All the countries of the region

Title	Duration	Donor	Objectives	Countries covered
Promotion of stability in employment	1999-2001	Spain	Promote stability in employment and, in this way, greater well-being of employees and labour peace in order to attract productive investment and increase productivity at work.	Argentina, Ecuador, Panama and Peru
Characteristics and relevance of occupational training and technical education in Mexico, Central America, Panama and the Dominican Republic	1999-2001	Netherlands	Prepare an assessment and publish the results on the situation of occupational training in occupational training institutions, labour ministries and non-governmental organizations in the countries involved.	Central America, Dominican Republic, Mexico and Panama
Project to support micro-enterprise programmes in Central America (PRO-MICRO) – IVth phase	1999-2002	Netherlands	Contribute to the improvement of the quality of employment (aspects such as productivity, income and working conditions), and the quality of life of independent workers and of persons who work in micro-enterprises in Central America, through the strengthening of the public and private bodies that support them.	Central American isthmus
Programme for the Promotion of Management-Labour Cooperation (PROMALCO)	2000-03	United States	Support small, medium and large enterprises in the Caribbean in their transition to globalization and hemispheric integration through information on strategic options, tools and managerial development appropriate to them. At the same time the employers' and workers' organizations and the governments will strengthen their capacities to develop policies which will make it possible to provide services to promote strategies at the workplace in order to minimize the impact of integration.	Countries of the Caribbean
Employment and income of poor urban women in three Andean countries: Bolivia, Ecuador and Peru	2001-02	Spain	Develop and validate proposals for employment and income for women in urban sectors on the basis of concrete experiences and implementation. These employment and income proposals could serve as components to formulate employment policies for poor urban women.	Bolivia, Ecuador and Peru
Development of the information system for the labour market in the Caribbean (CLMIS)	2001-02	United States	Make more and better information on the labour market available to policy-makers. This will involve unifying concepts and definitions and, in this way, providing access to comparable information. This will allow the generation and improved analysis of labour market information.	Countries of the Caribbean
Polices and programmes for the integration of young people into the labour market in Latin America	2001	Spain	The quality and relevance of training for work and the employability of vulnerable young people in Latin America are being improved through advice and technical assistance on the incorporation of management skills.	All the countries of the region
Employment generation for young people in Latin America	1999-2000	Spain	The quality and relevance of training for work and the employability of vulnerable young people in Latin America are being improved through advice and technical assistance on the incorporation of management skills.	All the countries of the region
Employment policies in Bolivia	2000-02	United Nations Development Programme	Support for the Vice-Ministry of Micro-Enterprises in the preparation of policies and the application of ILO methodology for micro-enterprises.	Bolivia
Manpower training, promotion of micro-enterprises and reduction of the cultivation of coca, Chapare	1999-2001	United Nations International Drug Control Programme	Creation of employment through the training of manpower and the promotion of micro-enterprises as an alternative to the cultivation of coca.	Bolivia
Development of methods and strategies in the area of occupational training, in association with the Ministry of Labour of Brazil	1997-2002	Ministry of Labour, Brazil	Support the development of the International Centre for Education, Work and the Transfer of Technologies (CIET), as a point of preparation of strategic human resources and as a unit responsible for circulating technological information intended to strengthen the modernization of enterprises within a multidisciplinary focus associating education, work and the appropriate use of technology.	Brazil
Study on the demand for microcredits in Brazil	2001-02	United Nations Development Programme	On the local level, strengthen national efforts to help excluded members of the Brazilian population have access to financial services. At the same time, assistance will be provided to the financial entities that offer microcredits to better estimate, measure and project microcredit demand in the various areas of the country.	Brazil

Title	Duration	Donor	Objectives	Countries covered
Evaluation of the Participative Entrepreneurial Development Programme implemented by Rural and Urban Associative Organizations (PRODEP)	2001	United Nations Development Programme	Evaluate the impact, strengths, weaknesses, achievements and challenges of the Participative Entrepreneurial Development Programme implemented by Rural and Urban Associative Organizations (PRODEP), seeking to consolidate a mechanism that would make it possible to identify the priorities and challenges in future work relating to the subject of participative entrepreneurial development.	Colombia
Preparatory assistance on the situation of women running micro-enterprises in Costa Rica	1999-2000	United Nations Development Programme	Prepare an assessment on the conditions of work of poor women in Costa Rica and a profile for a more extensive project.	Costa Rica
Employment generation in Ecuador	2001	United Nations Development Programme	Analyse the labour market situation in Ecuador and define alternative ways of supporting employment creation with a view to improving the living conditions of the population.	Ecuador
Support for the National Centre for Education for Work (CENET)	1997-2001	Netherlands	Improvement of the quality of life of the Honduran people, the generation of productive employment, social investment designed to ensure the rights and guarantees of the person, equitable economic growth, sustainable development and stable growth, equality of opportunity for women and environmental protection. As a result of Hurricane Mitch activities were implemented in response to the devastation in the Honduran communities in which the project is acting directly.	Honduras
Support for the preparation and start-up of a programme to combat poverty	1998-2000	United Nations Development Programme	Support the Government and society in the preparation, to be carried out in a participative and consensual manner, of a national strategy to reduce poverty, bringing together priority policies, programmes and projects, with emphasis on extreme poverty.	Paraguay
More and better jobs for women in Mexico	2000-02	Spain	Demonstrate the effectiveness of the general and consistently integrated measures to improve the employment opportunities and working conditions of two specific groups of women: employees in the <i>maquiladora</i> industry in the State of Coahuila and women in the urban informal sector of the State of Guerrero.	Mexico
Programme of systematization and consolidation of the new model of occupational training in Nicaragua	1998-2000	Netherlands	Systematize the programmes, strategies, methodology and studies resulting from the previous phases. Conclude, consolidate and provide information on the process of curriculum planning by skill, through a programme for the preparation of teaching materials, etc. Strengthen, consolidate and modernize the operation of the INATEC, the project's national interlocutor.	Nicaragua
Integrated system of remuneration in the municipal administration of Montevideo	1996-2000	Uruguay	Contribute to the start-up of an integrated system of remuneration to improve the administrative management of human resources, careers and the system of remuneration, with the aim of substantively improving the efficiency of services provided to the population.	Uruguay
Design and application of a system for the evaluation of tasks in the construction sector, and the application of a system of certification of labour competence	1998-2001	Uruguay	Contribute to improving competitiveness and productivity, through improved assessment and streamlining of the categorization of labour relations in the construction sector, promoting, streamlining and improving labour relations.	Uruguay
Support for the execution of the programme to promote equality of opportunity for women in employment and training	2000-02	Uruguay	Promote an active employment policy aimed at increasing the quality of available work for women, taking into account the new skills required on the labour market.	Uruguay
Regional Sustainable Employment Programme (PRES)	2002-03	Netherlands	Create quality jobs in micro-enterprises, small enterprises and in community groups through employment promotion.	Bolivia, Honduras and Nicaragua
Promotion of employment and income creation through the use of labour-intensive technologies	2001-04	Luxembourg	Contribute to the reduction of poverty in poor rural communities in Nicaragua, through employment creation in the implementation of infrastructure work and local development projects, making intensive use of manpower and local resources and involving micro-enterprises, small enterprises and local communities.	Nicaragua

Title	Duration	Donor	Objectives	Countries covered
Promotion of occupational safety and health in construction in MERCOSUR and Chile	2002-04	Spain	Contribute to developing occupational safety and health in construction in countries of the Southern Cone.	Argentina, Brazil, Chile, Paraguay and Uruguay
Financial and actuarial assessment of the Social Security Institute, Colombia	1997-2000	Ministry of Labour, Colombia	Support the preparation of the financial and actuarial assessment of the schemes administered by the Social Security Fund of Colombia and prepare a system of national social accounts.	Colombia
Improving working conditions in the Haitian Assembly sector	2000-02	United States	Contribute to improving conditions of work in the clothing sector in Haiti, ensuring better quality of work and of life of workers in the sector.	Haiti
Integral financial and actuarial assessment of the Social Security Fund and preparation of a model of social accounts	1997-2000	Ministry of Labour, Panama	Support the preparation of the financial and actuarial assessment of the schemes administered by the Social Security Fund of Panama and prepare a system of national social accounts.	Panama
Bilateral assistance project for actuarial reviews in selected countries in the Caribbean	2000	Financed by each participating country	Support the countries of the Caribbean in their actuarial reviews.	Barbados, Dominica, Grenada, Guyana, Montserrat, Saint Kitts and Nevis and Saint Lucia
Strategies and Tools against Social Exclusion and Poverty (STEP)	1998 to date	Belgium	The STEP Programme was established to remedy the lack of skills and knowledge surrounding social exclusion and poverty. STEP promotes and stimulates innovation and contributes to the creation and implementation of new skills. Its action is directed at reducing exclusion from social protection and, in general, social exclusion itself.	The Americas region
Extension of social security cover to excluded and poor people in Honduras	2002-03	Netherlands	Promote a culture of healthy labour relations and practices in keeping with political changes (democratization, the state of law, respect for human rights, governance) and economic changes (change of the role of the State in the economy, openness, globalization) affecting Central American society.	Honduras
Interregional programme for the development of human resources and the improvement of capacities in respect of occupational health	1999-2000	Denmark	Contribute to improving the national capacity in respect of occupational health.	El Salvador
Support for the development of a national society for economic and social integration and the implementation of a national programme to promote productive employment and combat social exclusion	2001	United Nations Development Programme	Promotion of a public-private society. Support for the formulation of national policies for productive employment and social integration. Definition of priority actions in the framework of a national programme.	Haiti
Strengthening Latin American workers' organizations to enable them to participate in tripartite social dialogue and the socio-economic development of the region	1996-2001	Spain	Contribute to the consolidation of the democratic process in the countries of the region, promoting social dialogue for economic growth based on equity. Priority to be given to the strengthening and modernization of the trade union organizations as regards their capacity for analysis, the discussion of proposals and the negotiation of national policies to participate in social dialogue at all levels.	Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Cuba, Dominican Republic, El Salvador, Ecuador, Guatemala, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, Uruguay and Venezuela
Development of the private sector through the employers' organizations of the Andean countries	1996-2001	Spain	Change the attitudes of employers by motivating them to move from reaction to action and create development committees and monitoring units which will work in an autonomous fashion.	Bolivia, Colombia, Ecuador, Peru and Venezuela



Title	Duration	Donor	Objectives	Countries covered
Modernization of labour administrations in Central America (MATAC)	1997-2002	Spain	Contribute to the processes of development, economic reorganization and democratization of the countries of the subregion, promoting the appropriate changes so that labour administrations can be in a position to properly fulfil their commitments.	Belize, Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua and Panama
Assistance in the sphere of workers' education for rural workers' organizations in Latin America with a view to the promotion of fundamental international labour standards	August 1999-2003	Norway	Contribute to improving the living conditions of rural workers in their daily lives at work and in their trade union activities, in order to strengthen their presence and negotiation capacity at the national level.	Costa Rica, Dominican Republic, Honduras and Nicaragua
Tripartism and social dialogue in Central America: strengthening of the processes to consolidate democracy	2000-02	Norway	Contribute to improving the process of democratic consolidation and the way in which the countries included in the project can participate, through the promotion of a culture of consultation, dialogue and the quest for consensus between the government and the social partners in a wide range of aspects of common interest.	All the countries of Central America
Support for the Inter-American Conference of Labour Ministers	2000-02	United States	It is hoped to develop the levels of equity and equality in the context of the processes of globalization and regional integration.	Chile, Colombia, MERCOSUR and Peru
Freedom of association, collective bargaining and industrial relations in Central America (RELACENTRO)	2001-02	United States	Promote cultures and practices of healthy industrial relations, in keeping with the political changes (democratization, state of law, respect for human rights, governance) and economic changes (change of the role of the State in the economy, openness, globalization) affecting society in Central America.	Belize, Central America, Dominican Republic and Panama
Trade unions and decent work in the era of globalization in Latin America	2002-04	Spain	Strengthen the trade union movement with a view to its effective participation in the democratic construction of labour relations. Through this project, the trade unions will develop their role in an effective manner, protecting the rights and interests of workers.	Chile, Colombia, MERCOSUR and Peru
Collective bargaining and equality in Brazil	2002	France	Implementation of the ILO Declaration on Fundamental Principles and Rights at Work.	Brazil
Improvement in labour relations and economic growth to achieve gender equality in Colombia	2001 to date	United States	Contribute to compliance with human rights in the labour sphere, the improvement and development of labour relations, the creation of quality jobs for women from poor homes, and to a peaceful and consensus-based culture, resulting in the improvement of social protection and of working conditions of people in Colombia, as well as the strengthening of peace and democracy.	Colombia
Labour dialogue in Ecuador	1997-2000	United Nations Development Programme	Through the process of labour dialogue, taking as an operational mechanism the dialogue committees made up of representatives from the three sectors, the Government will implement policies in respect of employment, training, social security, wage policy and the modernization of labour regulations.	Ecuador
Support for the Ministry of Justice and the Tripartite Social Dialogue Council of Paraguay	1999-2000	United Nations Development Programme	Strengthen the Tripartite Social Dialogue Council by means of specific studies such as a proposed amendment to the Act that regulates work in the public sector; guidelines for employment policy for urban and rural areas; indicators for wages and salaries and guidelines to the wage policy of the PEA in the private sector; modernization of the Vice-Ministry of Labour and Social Security.	Paraguay

## Appendix 4

### **Regional and subregional meetings held by the ILO in the region (1999-2002)**

In accordance with the strategic objectives of the ILO, the following tables list the most important regional and sub-regional events, approved by the Governing Body and held in the region during the 1999-2002 period.

#### *Strategic Objective No. 1*

Promote and realize standards and fundamental principles and rights at work

Title of meeting	Meeting organizer	Dates	Place	Countries participating
Subregional Training Workshop for Statisticians on Child Labour for Selected Caribbean Countries	ILO/MDT Port-of-Spain	24-27 February 1999	Trinidad and Tobago	Barbados, Belize, Guyana, Jamaica, Suriname, Trinidad and Tobago
Caribbean Subregional Tripartite Seminar on National Legislation and International Labour Standards	ILO/MDT Port-of-Spain, NORMES	9-13 August 1999	Bahamas	Anguilla, Antigua and Barbuda, Aruba, Bahamas, Barbados, Belize, Bermuda, British Virgin Islands, Cayman Islands, Dominica, Grenada, Guyana, Jamaica, Montserrat, Netherlands Antilles, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago, Turks and Caicos Islands
Caribbean Subregional Tripartite Seminar on Recent Trends in Employment Equality Issues for Labour Courts and Tribunals	ILO/MDT Port-of-Spain, EGALITE	4-8 October 1999	Trinidad and Tobago	Bahamas, Dominica, Guyana, Saint Kitts and Nevis, Trinidad and Tobago
Caribbean Tripartite Meeting on the Worst Forms of Child Labour in English-speaking Countries of the Caribbean	ILO/MDT Port-of-Spain	6-7 December 1999	Jamaica	Antigua and Barbuda, Barbados, Belize, Grenada, Guyana, Jamaica, Saint Kitts and Nevis, Saint Lucia, Suriname, Trinidad and Tobago
Central American Subregional Tripartite Seminar on the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up	ILO/MDT San José	26-28 April 2000	Mexico	Costa Rica, Cuba, Dominican Republic, El Salvador, Guatemala, Haiti, Honduras, Mexico, Nicaragua, Panama
Latin American Subregional Seminar on Child Labour in MERCOSUR Countries within the Framework of Convention No. 182	IPEC	23-24 May 2000	Argentina	Argentina, Brazil, Chile, Paraguay, Uruguay

Title of meeting	Meeting organizer	Dates	Place	Countries participating
Caribbean Subregional Training Workshop for ILO Desk Officers	ILO/MDT Port-of-Spain	19-23 March 2001	Trinidad and Tobago	Antigua and Barbuda, Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago
Central American Subregional Follow-up Seminar on the Declaration on Fundamental Principles and Rights at Work and the Implementation of the "Decent Work" Concept	ILO/MDT San José	21-23 November 2001	Guatemala	Costa Rica, Cuba, Dominican Republic, El Salvador, Guatemala, Haiti, Honduras, Mexico, Nicaragua, Panama
South American Preparatory Meeting on the Safety and Health Network for Hazardous Child Labour	IPEC	20-22 March 2002	Peru	Argentina, Brazil, Colombia, Ecuador, Venezuela
Subregional Workshop on Strategies for the Prevention and Elimination of the Worst Forms of Child Labour in Central America and the Dominican Republic	IPEC	24-25 April 2002	Costa Rica	Costa Rica, Dominican Republic, Guatemala, Honduras, Nicaragua, Panama
Caribbean Subregional Training Workshop for ILO Desk Officers on Report Writing	ILO/MDT Port-of-Spain	30 April-2 May 2002 (meeting postponed to 2003)	Saint Lucia	Anguilla, Antigua and Barbuda, Aruba, Bahamas, Barbados, Belize, Bermuda, British Virgin Islands, Cayman Islands, Curaçao, Dominica, Grenada, Guyana, Jamaica, Montserrat, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago, Turks and Caicos Islands

## Strategic Objective No. 2

Create greater opportunities for women and men to secure decent employment and income

Title of meeting	Meeting organizer	Dates	Place	Countries participating
Caribbean Subregional Symposium on Labour Issues in the Context of Economic Integration and Free Trade	ILO/MDT Port-of-Spain	20-22 January 1999	Trinidad and Tobago	Anguilla, Antigua and Barbuda, Aruba, Bahamas, Barbados, Belize, Bermuda, British Virgin Islands, Cayman Islands, Dominica, Grenada, Guyana, Jamaica, Montserrat, Netherlands Antilles, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago, Turks and Caicos Islands
XXXIVth Technical Committee Meeting of CINTERFOR	CINTERFOR	8-10 April 1999	Uruguay	Members of CINTERFOR
Tripartite Consultative Meeting on Human Resources Development and Training for Selected Latin American Countries	EMPLOI	6-9 July 1999	Uruguay	Argentina, Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Mexico, Peru, Uruguay, Venezuela
Regional Workshop on Decent Work and Competitiveness: New Roles for Enterprises and Their Organizations	ILO/MDT Port-of-Spain	20-22 October 1999	Trinidad and Tobago	Antigua and Barbuda, Barbados, Belize, Dominica, Guyana, Jamaica, Saint Kitts and Nevis, Suriname, Trinidad and Tobago
Caribbean Subregional Meeting on Strengthening Human Resources Development and Training	ILO/MDT Port-of-Spain	26-29 October 1999	Saint Lucia	Antigua and Barbuda, Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago
Subregional Meeting on Strengthening Information Systems in the Labour Market in the Caribbean	ILO/MDT Port-of-Spain	22-23 November 1999	Barbados	Antigua and Barbuda, Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, Netherlands Antilles, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago
Latin American Subregional Seminar on Structural Adjustment Programmes and Social Dialogue	ILO/MDT Lima	24-25 November 1999	Colombia	Colombia, Ecuador, Venezuela
Caribbean Subregional Meeting of Ministers of Labour	ILO/MDT Port-of-Spain	26-28 April 2000	Jamaica	Anguilla, Aruba, Bahamas, Barbados, Belize, Bermuda, British Virgin Islands, Cayman Islands, Curaçao, Dominica, Grenada, Guyana, Jamaica, Montserrat, Netherlands Antilles, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago, Turks and Caicos Islands
Subregional Conference on Caribbean Ministers of Cooperatives	ILO/MDT Port-of-Spain	23-26 May 2000	Saint Lucia	Antigua and Barbuda, Bahamas, Barbados, Dominica, Grenada, Guyana, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago
First Caribbean Enterprise Forum	ILO/MDT Port-of-Spain	25-26 January 2001	Port-of-Spain	Antigua and Barbuda, Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago
Caribbean Subregional Introductory Seminar on Labour Market Analysis	ILO/MDT Port-of-Spain, Turin Centre	5-14 February 2001	Trinidad and Tobago	Antigua and Barbuda, Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago
Subregional Technical Meeting on Strengthening Rehabilitation Services in the Caribbean	ILO/MDT Port-of-Spain	28-29 March 2001	Trinidad and Tobago	Bahamas, Barbados, Guyana, Jamaica, Suriname, Trinidad and Tobago

Title of meeting	Meeting organizer	Dates	Place	Countries participating
Caribbean Subregional Meeting for Registrars of Cooperatives	ILO/MDT Port-of-Spain	16-18 May 2001	Jamaica	Bahamas, Belize, Dominica, Grenada, Guyana, Jamaica, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago
XXXVth Meeting of the Technical Commission of CINTERFOR	CINTERFOR	30 August-1 September 2001	Brazil	Members of CINTERFOR
South American Subregional Bipartite Seminar on the Role of Small and Medium-sized Enterprises in Employment Creation	ILO/MDT Santiago	13-14 September 2001	Argentina	Argentina, Brazil, Chile, Paraguay, Uruguay
Central American Subregional Meeting on Employment, Training and Labour Skills	ILO/MDT San José	1-3 October 2001	Mexico	Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama
Caribbean Labour Ministers' Meeting	ILO/MDT Port-of-Spain	24-26 April 2002	Barbados	Antigua and Barbuda, Aruba, Bahamas, Barbados, Belize, Bermuda, British Virgin Islands, Cayman Islands, Dominica, Grenada, Guyana, Jamaica, Montserrat, Netherlands Antilles, Saint John Island, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago, Turks and Caicos Islands
Tripartite Meeting on Skills for Increased Productivity and Decent Work in the Americas	IFP/SKILLS Geneva	15-17 May 2002	Brazil	Argentina, Barbados, Brazil, Canada, Chile, Colombia, Dominican Republic, El Salvador, Guatemala, Jamaica, Mexico, Peru, Trinidad and Tobago

## Strategic Objective No. 3

Enhance the coverage and effectiveness of social protection for all

Title of meeting	Meeting organizer	Dates	Place	Countries participating
ILO/PAHO Latin American and Caribbean Regional Tripartite Meeting on the Extension of Health Care to Excluded Groups	SEC/SOC Geneva/Regional Office	29 November-1 December 1999	Mexico	Antigua and Barbuda, Argentina, Barbados, Belize, Bolivia, Brazil, Chile, Colombia, Costa Rica, Dominica, Dominican Republic, Ecuador, El Salvador, Granada, Guyana, Guatemala, Haiti, Honduras, Jamaica, Mexico, Nicaragua, Panama, Paraguay, Peru, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago, Uruguay, Venezuela
Caribbean Subregional Training Workshop for Government Labour and Occupational Safety and Health Inspectors	ILO/MDT Port-of-Spain	16-20 October 2000	Guyana	Anguilla, Antigua and Barbuda, Aruba, Bahamas, Barbados, Belize, Bermuda, British Virgin Islands, Cayman Islands, Dominica, Grenada, Guyana, Jamaica, Montserrat, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago, Turks and Caicos Islands
Caribbean Subregional Tripartite Meeting on Social Security Financing and Investment Policies for Pension Funds	ILO/MDT Port-of-Spain	24-25 October 2001	Antigua and Barbuda	Antigua and Barbuda, Barbados, Dominica, Grenada, Guyana, Netherlands Antilles, Saint Kitts and Nevis, Saint Lucia
Caribbean Subregional Consultation on HIV/AIDS and the World of Work	ILO/MDT Port-of-Spain	15-17 May 2002	Barbados	Antigua and Barbuda, Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, Netherlands Antilles, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago



## Strategic Objective No. 4

### Strengthen tripartism and social dialogue

Title of meeting	Meeting organizer	Dates	Place	Countries participating
Caribbean Subregional Seminar on Industrial Courts, Industrial Tribunals and Mediation Services	ILO/MDT Port-of-Spain	22-26 March 1999	Trinidad and Tobago	Antigua and Barbuda, Aruba, Bahamas, Bermuda, Cayman Islands, Dominica, Jamaica, Netherlands Antilles, Suriname, Trinidad and Tobago
VIIIth ILO Round Table for Caribbean Employers' Organizations	ILO/MDT Port-of-Spain	3-7 May 1999	Jamaica	Antigua and Barbuda, Bahamas, Barbados, Belize, Bermuda, Cayman Islands, Dominica, Grenada, Guyana, Jamaica, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago
VIIth Meeting of the Forum of Coordinators of the Labour Affairs Committees	ACT/EMP	13-14 May 1999	Honduras	Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua, Panama
Caribbean Subregional Training Seminar for Trainers in Labour Administration	ILO/MDT Port-of-Spain, Turin Centre	24-28 May 1999	Barbados	Antigua and Barbuda, Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago
Caribbean Subregional Workers' Meeting on Social Security Financing	ILO/MDT Port-of-Spain, ACTRAV	23-25 June 1999	Trinidad and Tobago	Antigua and Barbuda, Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago
Central American Subregional Employers' Seminar on Cooperation for Entrepreneurial Competitiveness	ILO San José	15-16 July 1999	Guatemala	Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua, Panama
Latin American Subregional Workers' Seminar on Continuing Education and Tripartite Social Dialogue	RLA/95/M08/ SPA	2-5 August 1999	Colombia	Bolivia, Colombia, Ecuador, Peru, Venezuela
South and Central American Courses on Managing Employers' Organizations	ILGO, ACT/EMP	8-14 August 1999	Costa Rica	Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Haiti, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, Uruguay, Venezuela
Central American Subregional Workers' Seminar on Vocational Training, Employment and Collective Bargaining	RLA/95/M08/ SPA	10-13 August 1999	Mexico	Costa Rica, Cuba, Dominican Republic, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama
Latin American Subregional Workers' Seminar on Workers, Social Dialogue and Vocational Training	RLA/95/M08/ SPA	10-12 September 1999	Uruguay	Argentina, Brazil, Paraguay, Uruguay
Caribbean Subregional Meeting on Workers' Education Institutions	ILO/MDT Port-of-Spain	20-23 September 1999	Barbados	Antigua and Barbuda, Bahamas, Barbados, Belize, Bermuda, Curaçao, Dominica, Grenada, Guyana, Jamaica, Netherlands Antilles, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago
Latin American Subregional Tripartite Seminar on New Trends in Collective Bargaining in Countries of the Southern Cone	LEG/REL	22-24 September 1999	Argentina	Argentina, Brazil, Paraguay, Uruguay
Informal Meeting on Protection of Workers	LEG/REL	4-6 October 1999	Chile	Argentina, Brazil, Chile, Mexico, Peru, Uruguay, Venezuela
Second Forum of Labour Coordinators	ACT/EMP	7-8 October 1999	Dominican Republic	Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua, Panama

Title of meeting	Meeting organizer	Dates	Place	Countries participating
Subregional Seminar for Workers on Labour Relations in Europe and Central America from the Point of View of Trade Unions	RLA/97/M02/CEC	11-15 October 1999	Costa Rica	Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua, Panama, Spain
Subregional Conference on Administration and Industrial Relations for Permanent Secretaries of the Ministries of Labour and those Responsible for Labour Administration	ILO/MDT Port-of-Spain	12-15 October 1999	Bahamas	Aruba, Bahamas, Barbados, Bermuda, Belize, British Virgin Islands, Cayman Islands, Dominica, Grenada, Guyana, Jamaica, Montserrat, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago
Meeting of Experts on Labour Inspection: The Role of Labour Inspection in the Fight against Illegal Work	LEG/REL	8-9 November 1999	Argentina	Argentina, Brazil, Chile, Colombia, Mexico, Uruguay, Venezuela
Subregional Technical Meeting for Workers' Organizations of Andean Countries on their Role in Industrial Relations	ACTRAV	9-11 December 1999	Peru	Bolivia, Colombia, Ecuador, Peru, Venezuela
Caribbean Subregional Training Workshop for Conciliators/Mediators	ILO/MDT Port-of-Spain	21-26 February 2000	Dominica	Anguilla, Antigua and Barbuda, Bermuda, Cayman Islands, Dominica, Grenada, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Turks and Caicos Islands
Central American Subregional Forum for Labour Coordinators of Employers' Organizations	ILO/MDT San José	4-5 May 2000	Nicaragua	Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua, Panama
Caribbean Subregional Meeting on Effective Management of Trade Union/Worker-owned Enterprises	ILO/MDT Port-of-Spain	8-11 May 2000	Jamaica	Antigua and Barbuda, Bahamas, Belize, Curaçao, Dominica, Grenada, Guyana, Jamaica, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago
Technical Meeting on Workers and Vocational Training in Latin America	CINTERFOR	17-19 May 2000	Brazil	Latin America
Latin American Employers' Course of ILGO	ILGO/ACT/EMP	2-8 July 2000	Costa Rica	Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Haiti, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, Uruguay, Venezuela
Central American Tripartite Meeting on the Participation of the Social Partners in Labour Administration	MATAC project Central America	5-7 July 2000	Guatemala	Belize, Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua, Panama
Latin American Subregional Workshop on Child Labour and Promotion of Convention No. 182	INT/98/M08/NOR	7-8 September 2000	Guatemala	Colombia, Costa Rica, Guatemala, Peru
Latin American Subregional Workers' Seminar on Gender, Vocational Training and Collective Bargaining within the Framework of Tripartite Social Dialogue	Project RLA/95/M08/SPA	16-17 September 2000	Uruguay	Argentina, Brazil, Chile, Paraguay, Uruguay
XIIth Meeting of the Presidents of Latin American Employers' Organizations	IOE/ACT/EMP	5-7 October 2000	Panama	Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, Uruguay, Venezuela
IXth Central American Subregional Forum for Labour Coordinators	ACT/EMP	19-20 October 2000	El Salvador	Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua, Panama

Title of meeting	Meeting organizer	Dates	Place	Countries participating
Andean Subregional Seminar for Workers on Vocational Training and Social Dialogue	Project RLA/95/M08/SPA	23-26 October 2000	Peru	Bolivia, Colombia, Ecuador, Peru, Venezuela
Central American Subregional Workers' Seminar on Gender, Employment and Conditions of Work	Project RLA/95/M08/SPA	20-23 November 2000	Costa Rica	Costa Rica, Cuba, Dominican Republic, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama
Andean Subregional Seminar on the Present State of the Trade Union Movement: Challenges for the Twenty-First Century	ACTRAV, ILO/MDT Lima	11-12 December 2000	Colombia	Bolivia, Colombia, Ecuador, Peru, Venezuela
Caribbean Subregional Conciliation/Mediation Training Workshop for Government Conciliators	ILO/MDT Port-of-Spain	12-17 February 2001	Saint Kitts and Nevis	Antigua and Barbuda, Bahamas, Barbados, Belize, Jamaica, Netherlands Antilles, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Trinidad and Tobago, Turks and Caicos Islands
ILO/CTO Meeting on Labour Relations Management-Workers' Cooperation in the Hotel and Tourism Sector in the Caribbean Subregion	ILO/MDT Port-of-Spain	15-16 March 2001	Trinidad and Tobago	Anguilla, Antigua and Barbuda, Aruba, Bahamas, Barbados, Bermuda, British Virgin Islands, Cayman Islands, Curaçao, Dominica, Grenada, Jamaica, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Trinidad and Tobago, Turks and Caicos Islands
Latin American Subregional Workers' Seminar on the Role of Trade Unions in the Promotion of Youth Employment in the MERCOSUR Region	CINTERFOR	29-30 March 2001	Uruguay	Argentina, Brazil, Chile, Paraguay, Uruguay
Central American Subregional Workers' Meeting on the Results of the Tripartite Conference on the Draft Convention on Safety and Health in Agriculture	RLA/99/M09/NOR	2-3 April 2001	Costa Rica	Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua, Panama
Technical Meeting on Employers and Vocational Training in Latin America	CINTERFOR	24-26 April 2001	Bolivia	Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, Spain, Uruguay, Venezuela
Central American Employers' Forum for Labour Coordinators	ACT/EMP	1-2 June 2001	Costa Rica	Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua, Panama
Latin American ILGO Management Course	ILGO/ACT/EMP	8-14 July 2001	Costa Rica	Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, Uruguay, Venezuela
Latin American Regional Workers' Seminar on Social Dialogue, Quality Employment and Labour Costs	RLA/95/M08/SPA	16-19 July 2001	Peru	Argentina, Brazil, Bolivia, Chile, Colombia, Costa Rica, Cuba, Dominican Republic, Ecuador, Honduras, Guatemala, Mexico, Panama, Paraguay, Peru, Uruguay, Venezuela
Caribbean Subregional Training Workshop for Labour Administration Trainers	ILO/MDT Port-of-Spain	16-20 July 2001	Jamaica	Antigua and Barbuda, Aruba, Bahamas, Barbados, Belize, Bermuda, Cayman Islands, Dominica, Grenada, Guyana, Jamaica, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago
Subregional Workshop for Technicians in Charge of Labour Information of Ministries of Labour in Central America, Belize and the Dominican Republic	ILO/MDT San José	24-28 September 2001	Panama	Belize, Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua, Panama

Title of meeting	Meeting organizer	Dates	Place	Countries participating
Subregional Workers' Seminar on the Promotion of Sustainable Tourism in the Caribbean	ILO/MDT Port-of-Spain	25-28 September 2001	Barbados	Barbados, Dominica, Grenada, Saint Lucia, Saint Vincent and the Grenadines
Caribbean Subregional Labour Administration Conference for Permanent Secretaries of Labour and Heads of Labour Administration	ILO/MDT Port-of-Spain	25-28 September 2001	Antigua and Barbuda	Anguilla, Antigua and Barbuda, Aruba, Bahamas, Barbados, Belize, Bermuda, British Virgin Islands, Cayman Islands, Dominica, Grenada, Guyana, Jamaica, Montserrat, Netherlands Antilles, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago, Turks and Caicos Islands
Subregional Technical Meeting for Directors-General of Employment in Central America, Belize, Dominican Republic and Panama	MDT San José	17-19 October 2001	Honduras	Belize, Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua, Panama
Central American Employers' Forum for Labour Coordinators	ACT/EMP	25-26 October 2001	Panama	Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua, Panama
Latin American Regional Workers' Seminar on Home Work and Supply Chains: A Challenge for Trade Union Action	IFP/SEED	29-31 October 2001	Brazil	Argentina, Brazil, Chile, Colombia, Dominican Republic, Honduras, Mexico, Peru, Uruguay, Venezuela
Caribbean Subregional Tripartite Seminar on the Relationship of Worker Participation and Equal Opportunity Strategies with "High Road Business Practices"	ILO/MDT Port-of-Spain	13-16 November 2001	Jamaica	Anguilla, Antigua and Barbuda, Aruba, Bahamas, Barbados, Belize, Bermuda, British Virgin Islands, Cayman Islands, Dominica, Grenada, Guyana, Jamaica, Montserrat, Netherlands Antilles, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago, Turks and Caicos Islands
Subregional Technical Meeting for Directors-General of Labour Inspection in Central America, Belize, Dominican Republic and Panama	MATAC project	28-30 November 2001	Dominican Republic	Belize, Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua, Panama
Caribbean Subregional Tripartite Seminar on New Forms of Dispute Resolution	PROMALCO	28-31 January 2002	Grenada	Antigua and Barbuda, Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago
Subregional Employers' Seminar for Central America, the Dominican Republic and Mexico on the Socio-economic Aspects of Regional Integration	ACT/EMP	7-8 March 2002	Costa Rica	Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama
Caribbean Subregional Conciliation and Mediation Training Workshop for Government Conciliators	ILO/MDT Port-of-Spain	7-13 March 2002	Grenada	Aruba, Barbados, Belize, British Virgin Islands, Cayman Islands, Jamaica, Netherlands Antilles, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago
South American Subregional Employers' Seminar on the Rights of Employers within the Framework of Integration	ACT/EMP	March 2002	Argentina	Argentina, Brazil, Chile, Paraguay, Uruguay
Technical Meeting for Directors-General of Employment in Central America and the Dominican Republic	MATAC project	8-10 April 2002	Nicaragua	Belize, Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua, Panama
Andean Subregional Employers' Seminar on the Social and Labour Dimensions of Regional Integration	ACT/EMP	25-26 April 2002	Colombia	Bolivia, Colombia, Ecuador, Peru, Venezuela

Title of meeting	Meeting organizer	Dates	Place	Countries participating
ILO Round Table for Caribbean Employers' Organizations	ACT/EMP	30 April-2 May 2002	Suriname	Bahamas, Barbados, Belize, Bermuda, Dominica, Grenada, Guyana, Jamaica, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago
Subregional Employers' Forum for Labour Coordinators in Central America and the Dominican Republic	ACT/EMP	9-10 May 2002	Dominican Republic	Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua, Panama
Subregional Tripartite Conference for Central America, Belize, Dominican Republic and Panama on Labour Relations, Social Dialogue and Democratic Governance	RELACENTRO and PRODIAC projects	21-25 May 2002	Dominican Republic	Belize, Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua, Panama

## Appendix 5

### **Regional and subregional training meetings organized by the International Training Centre in Turin in coordination with the ILO Offices in the region (1999-2002)**

In accordance with the strategic objectives of the ILO, the following tables list the training meetings organized by the Turin Centre for the countries in the region, in coordination with the ILO regional Offices during the 1999-2002 period.

#### *Strategic Objective No. 1*

Promote and realize standards and fundamental principles and rights at work

Title of meeting	Dates	Place	Countries participating
Course on promoting the rights of women workers and equality in employment	15-17 May 1999	Italy	Latin America and the Caribbean
Seminar on international labour standards	17-28 May 1999	Italy and Portugal	Latin America and the Caribbean
Annual programme on international labour standards	17-28 May 1999	Italy and Switzerland	Argentina, Dominican Republic, Guatemala, Paraguay, Saint Vincent and the Grenadines, Uruguay
Course on strategies to combat child labour, planning, supervision, and availability of projects	19-30 July 1999	Italy	Latin America and the Caribbean
Course on international labour standards for lawyers	2-13 August 1999	Italy	Latin America and the Caribbean
Course on international labour standards and human rights	30 August-10 September 1999	Italy	Latin America and the Caribbean
Course on international labour standards and productivity and enterprise development	11-22 October 1999	Italy	Latin America and the Caribbean
Course on the international human rights system and strengthening of institutions	25 October-5 November 1999	Italy	Latin America and the Caribbean
Course on labour rights, international labour standards and trade law	8-19 November 1999	Italy	Latin America and the Caribbean
Regional seminar on evaluation and follow-up for international labour standards	6-10 December 1999	Costa Rica	Costa Rica, Cuba, Dominican Republic, El Salvador, Guatemala, Haiti, Honduras, Mexico, Nicaragua Panama

Title of meeting	Dates	Place	Countries participating
Course on international labour standards	22 May-2 June 2000	Italy and Switzerland	Latin America and the Caribbean
Course on promotion of women workers' rights and equality of opportunity	10-21 July 2000	Italy	Latin America and the Caribbean
Course on international labour standards for lawyers and teachers of law	21 August-1 September 2000	Italy	Ecuador, Trinidad and Tobago
Course on international labour standards, raising productivity and enterprise development	25 September-6 October 2000	Italy	Uruguay
Course on labour rights, international labour standards and globalization	6-17 November 2000	Italy	Barbados
Seminar on drafting labour standards	2-6 April 2001	El Salvador	Central America
Course on international trade law	4 April-22 June 2001	Italy	Latin America and the Caribbean
Seminar on international labour standards for magistrates, jurists and teachers of law	7-11 May 2001	Uruguay	Argentina, Brazil, Chile, Colombia, Dominican Republic, Ecuador, Guatemala, Mexico, Paraguay, Peru, Venezuela
Annual course on international labour standards	21 May-1 June 2001	Italy and Switzerland	Mexico, Nicaragua, Saint Lucia, Venezuela
Course on women workers' rights and family responsibilities	16-27 July 2001	Italy	Latin America and the Caribbean
Seminar on international labour standards for lawyers and teachers of law	27 August-27 September 2001	Italy	Latin America and the Caribbean
Course on international trade law	3 April-22 June 2002	Italy	Latin America and the Caribbean
Seminar on international labour standards for magistrates, jurists and teachers of law	8-12 April 2002	Chile	Latin America
Course on international labour standards	20-31 May 2002	Italy and Switzerland	Belize, Brazil, Chile, Ecuador, Nicaragua



## Strategic Objective No. 2

Create greater opportunities for women and men to secure decent employment and income

Title of meeting	Dates	Place	Countries participating
Distance training programme on technical assistance for local economic development	January-December 1999	Distance learning course	Latin America and the Caribbean
Advanced diploma course: planning, management and availability of flexible training systems	January-December 1999	Distance learning course	Latin America and the Caribbean
Course on standardization, training and certification of skills	12-30 April 1999	Italy	Latin America and the Caribbean
Course on availability of training programmes	24-28 May 1999	Spain	Latin America
International course on local development trends and models in Latin America, Spain and Italy	24-28 May 1999	Spain	Latin America
Course on local development trends in Latin America, Spain, Italy and Portugal	May 1999	Italy	Latin America and the Caribbean
Course on business opportunities for SMEs in urban areas	May-June 1999	Italy	Latin America and the Caribbean
Course on policies and strategies for developing SMEs	June 1999	Italy	Latin America and the Caribbean
Course on administration of finance schemes for small and micro-enterprises	28 June-16 July 1999	Italy	Latin America and the Caribbean
Course on credit schemes for developing SMEs	June-July 1999	Italy	Latin America and the Caribbean
Course on privatization and private sector development	September-October 1999	Italy	Latin America and the Caribbean
Subregional seminar on strategic planning and training on gender, poverty and employment	13-16 September 1999	Chile	Argentina, Brazil, Chile, Paraguay, Uruguay
Course on promoting and developing local employment initiatives and gender planning techniques	20 September–8 October 1999	Italy	Haiti
Course on labour market information and human resource planning in rural areas	4-22 October 1999	Italy	Latin America and the Caribbean
Course on administration of support systems for small and micro-enterprises	4-22 October 1999	Italy	Latin America and the Caribbean
Seminar on vocational training in regional integration processes	6-8 October 1999	Paraguay	Argentina, Brazil, Bolivia, Chile, Paraguay, Uruguay
Course "Know your business"	11-22 October 1999	Italy	Guyana, Peru
Course on productivity and management quality	October 1999	Italy	Latin America and the Caribbean
Course on policies and strategies for developing SMEs	29 November-10 December 1999	Italy	The Caribbean
Programme of training and remote technical assistance on local economic development	January-December 2000	Distance learning course	Latin America and the Caribbean
Advanced diploma course: design, management and evaluation of flexible training systems	January-December 2000	Distance learning course	Latin America and the Caribbean
Course on procurement of information systems for projects funded by the World Bank	14-25 February 2000	Italy	Latin America and the Caribbean
Course on procurement management	6-31 March 2000	Italy	Latin America and the Caribbean
Course on administration of training by training institutions using distance learning	13-17 March 2000	Jamaica	Bahamas, Barbados, Belize, Brazil, Jamaica, Saint Lucia, Trinidad and Tobago

Title of meeting	Dates	Place	Countries participating
Course on microfinance and credit schemes for SMEs and micro-enterprises	13-25 March 2000	Italy	Latin America and the Caribbean
Course on labour market information systems	27 March-14 April 2000	Italy	Latin America and the Caribbean
Course on technical cooperation project administration	10- 20 April 2000	Italy	Latin America and the Caribbean
Course on analysis of training policies	8-19 May 2000	Italy	Latin America and the Caribbean
Course on setting up and administering microcredit schemes	8-26 May 2000	Italy	Latin America and the Caribbean
Course on procurement administration	8 May-2 June 2000	Italy	Latin America and the Caribbean
Course on comparative analysis of vocational training and education systems	22 May-2 June 2000	Italy	Latin America and the Caribbean
Course on administration of investment projects	12-23 June 2000	Italy	Latin America and the Caribbean
Training course for SME advisors and consultants	19-30 June 2000	Italy	Latin America and the Caribbean
Course on evaluating the impact of vocational education and training	19-30 June 2000	Italy	Latin America and the Caribbean
Course on designing skills-based training programmes	19-30 June 2000	Italy	Latin America and the Caribbean
Course on financial administration of projects funded by the World Bank	3-14 July 2000	Italy	Latin America and the Caribbean
Course "Know one's business"	3-14 July 2000	Italy	Latin America and the Caribbean
Course on human resource management in the twenty-first century	10-21 July 2000	Italy	Latin America and the Caribbean
Course on promoting the rights of women workers and equality in employment	10-21 July 2000	Italy and Switzerland	Jamaica, Suriname
Course on standardization, training and certification of labour skills	14-18 August 2000	Guatemala	Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua, Panama
Course on emerging good practice for developing business services	4-9 September 2000	Italy	Latin America and the Caribbean
Course on procurement administration in the public sector	11-29 September 2000	Italy	Latin America and the Caribbean
Course on quality management in vocational education and training institutions	25 September-6 October 2000	Italy	Latin America and the Caribbean
Course on setting up and administering services and business development for micro- and small enterprises	2-20 October 2000	Italy	Argentina, Brazil, Chile, Cuba, Dominican Republic, El Salvador, Guatemala, Panama, Paraguay, Peru
Course on local development strategies: local labour market and training design	9-20 October 2000	Italy	Latin America and the Caribbean
Course on policies and strategies for developing SMEs	9-21 October 2000	Italy	Latin America
Course on procurement management	9 October-3 November 2000	Italy	Latin America
Course on training design: from identifying the demand to job placement	6-17 November 2000	Italy	Latin America
Course on the promotion of decent work in the informal sector	6-18 November 2000	Italy	Latin America
Course on the role of labour ministries in vocational training	6-8 November 2000	Paraguay	Argentina, Brazil, Chile, Colombia, Cuba, Ecuador, Mexico, Panama, Paraguay, Peru, Spain, Uruguay, Venezuela
Course on policies and strategies for improving productivity in SMEs	6-17 November 2000	Italy	Argentina, Brazil, Costa Rica, Cuba, Haiti, Honduras, Mexico, Nicaragua, Peru
Course on training design from identification of demand to job placement	6-17 November 2000	Italy	Latin America

Title of meeting	Dates	Place	Countries participating
Course on administration of investment projects	13-24 November 2000	Italy	Latin America
Course on effective management of business services development	27 November-9 December 2000	Italy	Latin America
Course on technical cooperation management	4-15 December 2000	Italy	Latin America
Caribbean subregional introductory seminar on labour market analysis	5-16 February 2001	Trinidad and Tobago	Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, Netherlands Antilles, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago
Course on restructuring the social responsibility of enterprises and creating new jobs in emerging economies	12-24 March 2001	Italy	Latin America
Course on increasing productivity through good practice in human resource management	26 March-6 April 2001	Italy	Latin America
Course on promoting decent work in the informal sector	2-12 April 2001	Italy	Latin America
Course on drafting labour standards	2-6 April 2001	El Salvador	Costa Rica, Dominican Republic, El Salvador, Honduras, Nicaragua, Panama
Course on evaluating the impact of vocational education and training	23 April-4 May 2001	Italy	Latin America and the Caribbean
Course on effective management of microfinance institutions and guarantee funds for small and micro-enterprises	23 April-4 May 2001	Italy	Latin America
Course on quality management in training systems	7-18 May 2001	Italy	Latin America and the Caribbean
Course on labour market information	14-25 May 2001	Italy	Latin America and the Caribbean
Course on labour market information and management of vocational training and education systems	4-22 June 2001	Italy	Latin America and the Caribbean
Course on training advisors and consultants for SMEs: how to be a better business advisor	18-29 June 2001	Italy	Latin America
Course on international marketing of SME products	25 June-7 July 2001	Italy	Latin America
Course "Improve your business" – training on vocational and technical training	9-20 July 2001	Italy	Latin America
Course on emerging good practices in the development of business services – second annual seminar: analysis and case studies	10-14 September 2001	Italy	Latin America and the Caribbean
Course on local and regional business development of micro- and small enterprises	8-19 October 2001	Italy	Latin America
Course on coordinating support systems for micro-entrepreneurs	29 October-2 November 2001	Brazil	Brazil
Course on policies and strategies for developing SMEs	5-16 November 2001	Italy	Latin America
Course on micro- and small business associations	5-16 November 2001	Italy	Latin America
Course on new forms of work organization and workforce retraining	5-16 November 2001	Italy	Latin America
Course on restructuring the social responsibility of enterprises and the creation of new jobs in emerging economies	19-30 November 2001	Italy	Latin America and the Caribbean

Title of meeting	Dates	Place	Countries participating
Course on effective management of business service development	3-14 December 2001	Italy	Latin America and the Caribbean
Postgraduate course on development management	15 January-4 May 2002	Italy	Latin America and the Caribbean
Course on procurement management	4-28 March 2002	Italy	Latin America
Course on procurement management	5-30 March 2002	Italy	Latin America
Course on new trends in learning technology	11-22 March 2002	Italy	Latin America
Course on development of business services	1 April-30 June 2002	Distance learning course	Latin America
Course on procurement of information systems for projects funded by the World Bank	2-14 April 2002	Italy	Latin America
Course on effective management of microfinance institutions for small and micro-enterprises	15-26 April 2002	Italy	Latin America
Course on standardization, training and skills certification	22-30 April 2002	Honduras	Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua, Panama
Course on procurement of information systems in projects funded by the World Bank	15-26 April 2002	Italy	Latin America
Course on designing learning media and environment	6-17 May 2002	Distance learning course	Latin America and the Caribbean
Course on increasing productivity through good practices in human resource management	6-17 May 2002	Italy	Latin America and the Caribbean
Course on procurement of information systems in projects funded by the World Bank	7 May-1 June 2002	Italy	Latin America
Course on administering procurements	16-31 May 2002	Italy	Latin America
Course on evaluating the impact of vocational training and education programmes	20-31 May 2002	Italy	Latin America and the Caribbean
Course on generating and developing business in business networks	27 May-7 June 2002	Italy	Latin America and the Caribbean
Course on administration of investment projects	28 May-8 June 2002	Italy	Latin America and the Caribbean

## Strategic Objective No. 3

Enhance the coverage and effectiveness of social protection for all

Title of meeting	Dates	Place	Countries participating
Workshop on pension schemes and financing of social security	19 April-7 May 1999	Italy	Haiti
Course on state inspection of occupational safety and health	3-14 May 1999	Italy	Latin America and the Caribbean
Course on advanced safety certification	17 May-4 June 1999	Italy	Latin America and the Caribbean
Course on the role of cooperative associations in extending social protection in the informal sector	14-23 June 1999	Italy	Latin America and the Caribbean
Workshop on pensions schemes	6-24 September 1999	Italy	Latin America and the Caribbean
Workshop on social health insurance systems	22 November-3 December 1999	Italy	Latin America and the Caribbean
Course on occupational safety and health management in the enterprise	4-22 October 1999	Italy	Brazil
Course for trainers and promoters on development of mutual health insurance funds	22 November-3 December 1999	Italy	Haiti
Course on comparative analysis of national occupational safety and health systems	29 November-10 December 1999	Italy	Brazil
Course on social health insurance	7-18 February 2000	Italy	Latin America and the Caribbean
Course on comparative analysis of national occupational safety and health systems	16-26 May 2000	Italy	Latin America and the Caribbean
Workshop on pensions schemes and social security funding	22 May-2 June 2000	Italy	Latin America and the Caribbean
Workshop on financing of social security	5-16 June 2000	Italy	Latin America and the Caribbean
Course on advanced safety certification	5-23 June 2000	Italy	Latin America and the Caribbean
Course on occupational safety and health management in the enterprise	22 August-1 September 2000	Colombia	Latin America and the Caribbean
Workshop on pension schemes	4-22 September 2000	Italy	Latin America and the Caribbean
Course on occupational safety and administration of health enterprises	25 September-6 October 2000	Italy	Latin America and the Caribbean
Course on state inspection of occupational safety and health	9-20 October 2000	Italy	Latin America and the Caribbean
Course on occupational safety and health inspection systems	6-17 November 2000	Italy	Latin America and the Caribbean
Course on social health insurance	5-16 February 2001	Italy	Latin America and the Caribbean
Course on improving the operation of SMEs by combating new occupational health hazards	19-23 March 2001	Italy	Latin America and the Caribbean
Seminar on social protection in the informal sector	March 2001	Jamaica	Latin America and the Caribbean
Workshop on pensions schemes and social security funding	21 May-1 June 2001	Mexico	Latin America
Workshop on social security funding	11-22 June 2001	Italy	Latin America and the Caribbean
Course on occupational safety and health management in enterprises	2-13 July 2001	Italy	Latin America and the Caribbean
Seminar on occupational safety and health management in the enterprise	30 July-10 August 2001	Colombia	Latin America
Workshop on pensions schemes	17 September-5 October 2001	Italy	Latin America and the Caribbean

Title of meeting	Dates	Place	Countries participating
Course on state inspection of occupational safety and health	17-28 September 2001	Italy	Latin America and the Caribbean
Course on comparative analysis of national occupational safety and health systems	8-19 October 2001	Italy	Latin America and the Caribbean
Seminar on prevention and occupational accident and illness insurance systems	5-9 November 2001	Colombia	Latin America
Course on social health insurance	4-15 February 2002	Italy	Latin America and the Caribbean
Course on management of occupational safety and health in enterprises	18 February-1 March 2002	Italy	Latin America and the Caribbean
Course on prevention and occupational accident and disease systems	4-8 March 2002	Mexico	Latin America
Course on extending social protection to the informal sector	18-22 March 2002	Saint Lucia	The Caribbean
Course on managing emerging health problems associated with work	8-12 April 2002	Italy	Latin America and the Caribbean
Course on comparative analysis of national occupational safety and health systems	8-26 April 2002	Italy and Spain	Bolivia, Colombia, Ecuador, Peru, Venezuela
Course for facilitators in the management of emerging health problems associated with work	15-19 April 2002	Italy	Latin America and the Caribbean
Workshop on social security funding	13-24 May 2002	Italy	Latin America and the Caribbean
Course on strategies for extending social protection	15-17 May 2002	Haiti	Latin America and the Caribbean

## Strategic Objective No. 4

### Strengthen tripartism and social dialogue

Title of meeting	Dates	Place	Countries participating
Course on trade union training on information technologies	22 February-26 March 1999	Italy	Argentina, Bolivia, Brazil, Chile Colombia, Costa Rica, Cuba, Dominican Republic, Ecuador, Guatemala, Mexico, Nicaragua, Panama, Venezuela
Course on marketing office articles for the public sector	1-20 March 1999	Italy	Latin America and the Caribbean
Course on administration of equipment supply for the public sector	8 March-2 April 1999	Italy	Latin America and the Caribbean
Course on supply of information systems in projects funded by the World Bank	12-23 April 1999	Italy	Latin America and the Caribbean
Course on procurement management and contracting of works for the public sector	3-21 May 1999	Italy	Latin America and the Caribbean
Course on administration of procurement of equipment for the public sector	10 May-4 June 1999	Italy	Latin America and the Caribbean
Course on administration of World Bank infrastructure projects for the public sector	21 June-2 July 1999	Italy	Latin America and the Caribbean
Course for Latin American experts in labour and industrial relations problems: new scenarios and frontiers in collective bargaining	8-24 September 1999	Italy and Spain	Argentina, Brazil, Chile, Colombia, Mexico, Peru, Venezuela
Course on procurement management in the public sector	6-24 September 1999	Italy	Latin America and the Caribbean
Seminar on international labour standards and human rights for the CUT of Brazil	4-15 October 1999	Italy	Brazil
Course on procurement administration for the public sector	4-29 October 1999	Italy	Latin America
Course on trade union training in social security	25 October-19 November 1999	Italy	Argentina, Brazil, Colombia, Costa Rica, Cuba, Dominican Republic, Ecuador, El Salvador, Mexico, Panama, Paraguay, Peru, Uruguay, Venezuela
Course on administration of procurement for the public sector	8 November-3 December 1999	Italy	Latin America
Course on international labour standards and workers' rights: regional evaluation and follow-up seminar	15-19 November 1999	Guatemala	Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Ecuador, El Salvador, Guatemala, Honduras, Nicaragua, Panama, Paraguay, Peru
Course on labour relations: collective bargaining	29 March-13 October 2000	Distance learning course	Latin America
Course on trade union training on privatization	10 April-2 May 2000	Italy	Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Paraguay, Peru, Uruguay, Venezuela
Advanced workers' education programme on collective bargaining for the Union Network International	15-31 May 2000	Italy	Argentina, Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Honduras, Mexico, Panama, Venezuela
Specialized course for Latin American experts in labour and industrial relations problems: freedom of association	6-22 September 2000	Italy	Latin America
Course on trade union training on occupational safety and health and the environment	2 October-3 November 2000	Italy	Argentina, Brazil, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Panama, Peru, Mexico, Nicaragua, Venezuela
Seminar on ILO international labour standards for workers	9-20 October 2000	Italy and Portugal	Brazil



Title of meeting	Dates	Place	Countries participating
International seminar on tripartite social dialogue and equal opportunities in MERCOSUR	18-21 October 2000	Italy	MERCOSUR countries
Course on trade union training on international labour standards and the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up	12 February-9 March 2001	Italy	Brazil, Colombia, Costa Rica, Cuba, Dominican Republic, Ecuador, El Salvador, Mexico, Nicaragua, Panama, Paraguay, Peru, Uruguay, Venezuela
Evaluation and follow-up seminar for the virtual workshop on the work and health cycle	7-9 May 2001	Uruguay	Argentina, Brazil, Chile, Uruguay
Course on conciliation and mediation	14-18 May 2001	Italy	Latin America and the Caribbean
Course on reforming public management services	28 May-15 June 2001	Italy	Latin America and the Caribbean
Specialized course for Latin American experts on labour and industrial relations problems: employment and the labour market	3-21 September 2001	Italy and Spain	Latin America
Course on human resource management in the public service	3-28 September 2001	Italy	Latin America and the Caribbean
Course on flexible negotiation: bringing the tripartite partners together	17-21 September 2001	Italy	Latin America
Subregional seminar for workers on promoting sustainable tourism in the Caribbean	25-28 September 2001	Barbados	Barbados, Dominica, Grenada, Saint Lucia, Saint Vincent and the Grenadines
Subregional conference on labour administration in the Caribbean for permanent secretaries and heads of department	25-28 September 2001	Antigua and Barbuda	Anguilla, Antigua and Barbuda, Aruba, Bahamas, Barbados, Belize, Bermuda, British Virgin Islands, Cayman Islands, Dominica, Grenada, Guyana, Jamaica, Montserrat, Netherlands Antilles, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago, Turks and Caicos Islands
Technical meeting of general employment directors of Central America, Panama and the Dominican Republic	17-19 October 2001	Honduras	Belize, Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua, Panama
Central American employers' forum for labour coordinators	25-26 October 2001	Panama	Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua, Panama
Course on employment policies for trade unionists	28 October-30 November 2001	Italy	Latin America
Seminar on homeworkers and production chains in Latin America: challenges for trade union action	29-31 October 2001	Brazil	Argentina, Brazil, Chile, Colombia, Dominican Republic, Honduras, Mexico, Peru, Uruguay, Venezuela
Course on business action strategies in occupational safety and health	30 October-3 November 2001	Brazil	Argentina, Brazil, Chile, Paraguay, Uruguay
Tripartite subregional seminar for the Caribbean on the relation between workers' participation and equal opportunities strategies and efficient commercial practices	13-16 November 2001	Jamaica	Anguilla, Antigua and Barbuda, Aruba, Bahamas, Barbados, Belize, Bermuda, British Virgin Islands, Cayman Islands, Dominica, Grenada, Guyana, Jamaica, Montserrat, Netherlands Antilles, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago, Turks and Caicos Islands
Technical meeting for general labour inspectorate directors in Central America, Belize, Panama and the Dominican Republic	28-30 November 2001	Dominican Republic	Belize, Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua, Panama
Evaluation and follow-up seminar for the social security training programmes for trade union organizations in Latin America	7-12 December 2001	Chile	Argentina, Bolivia, Brazil, Colombia, Costa Rica, Dominican Republic, Ecuador, Paraguay, Peru, Uruguay, Venezuela

Title of meeting	Dates	Place	Countries participating
Subregional workshop for information service supervisors in the Ministries of Labour of the Central American countries, Belize and the Dominican Republic	Second half of 2001	Panama	Belize, Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua, Panama
Tripartite subregional seminar for the Caribbean on new forms of dispute settlement	28-31 January 2002	Grenada	Antigua and Barbuda, Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago
Subregional seminar for employers in Central America, the Dominican Republic and Mexico on socio-labour aspects of regional integration	7-8 March 2002	Costa Rica	Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama
Subregional workshop on conciliation and mediation for government mediators	7-13 March 2002	Grenada	Aruba, Barbados, Belize, British Virgin Islands, Cayman Islands, Jamaica, Netherlands Antilles, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago
Subregional seminar for employers in South American countries on employers' rights in the context of integration	March 2002	Argentina	Argentina, Brazil, Chile, Paraguay, Uruguay
Course on trade union training on social protection	18 March-12 April 2002	Italy	Bolivia, Colombia, Ecuador, Mexico, Peru
Technical meeting for general employment directors in Central America and the Dominican Republic	8-10 April 2002	Nicaragua	Belize, Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua, Panama
Course on trade union training on information technologies	15 April-17 May 2002	Italy	Colombia, Peru, Venezuela
Course for employers on corporate social responsibility	15-19 April 2002	Italy	Latin America
Round table for Caribbean employers	30 April-2 May 2002	Suriname	Bahamas, Barbados, Belize, Bermuda, Dominica, Grenada, Guyana, Jamaica, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago
Subregional seminar for employers in the Andean countries on the socio-labour dimension of regional integration	April 2002	Peru	Bolivia, Colombia, Ecuador, Peru, Venezuela
Course on modernization of ports	6-17 May 2002	Italy and Belgium	Latin America
Subregional employers' forum for labour coordinators in Central America and the Dominican Republic	9-10 May 2002	Dominican Republic	Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua, Panama
Tripartite subregional conference for Central America, Belize, the Dominican Republic and Panama on labour relations, social dialogue and democratic governance	21-25 May 2002	Dominican Republic	Belize, Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua, Panama
Course on public service management reform	27 May-14 June 2002	Italy and the United Kingdom	Latin America and the Caribbean

## Annex 6

### ***Number of national training activities carried out by the ILO in the region and number of participants in these activities (1999-2002)***

#### **National training activities carried out in the region (1999-2002)**

	Strategic Objective No. 1	Strategic Objective No. 2	Strategic Objective No. 3	Strategic Objective No. 4
ILO funds	111	257	50	287
Extra-budgetary funds	1 581	1 031	251	1 225
Total number of activities carried out	1 692	1 288	301	1 512

The table shows the number of national training activities organized by the ILO in the region during the 1999-2002 period, according to strategic objectives. Given the number of activities, it is not possible to provide a detailed list.

#### **Number of participants in national training activities carried out in the region (1999-2002)**

	Strategic Objective No. 1	Strategic Objective No. 2	Strategic Objective No. 3	Strategic Objective No. 4
ILO funds	2 748	11 189	1 240	6 597
Extra-budgetary funds	67 696	27 726	6 161	37 269
Total number of participants	70 444	38 915	7 401	43 866

The table shows the number of participants in national training activities organized by the ILO in the region during the 1999-2002 period, according to strategic objectives and according to source of funding.