

SEMINAR ON INTERSECTORAL PUBLIC POLICIES: SOCIAL PROTECTION & EMPLOYMENT

CEATAL



Julio C. Barrenechea C.



IV Panel
**Experiences of Private Sector, Trade Unions and
Government Partnerships for Social Protection
and Employment**

**Presentation by the Corporate Commission of
Technical Advice on Labor Matters – CEATAL –
and Public-Private Partnerships**



INTER AMERICAN CONFERENCE OF
LABOR MINISTERS (IACLM) 1963

COTPAL

Permanent Technical
Committee on Labor
Affairs

COSATE

Trade Union Council of
Technical Advice

CEATAL

Corporate Commission
of Technical Advice on
Labor Affairs

16th IACLM Buenos Aires October 6 – 8, 2009 “**Facing the Crisis with Development, Decent Work and Social Protection**”. October 8, 2009 :
RESOLVES: *(previously advised)*1. To appoint COTPAL, COSATE and CEATAL as **permanent** consultative bodies of the IACLM. CIDI/ TRABAJO/RES.1/09 (XVI-O/09)

1. The urgency of supporting employment by means of stimulating the growth of economic activity; the creation and promotion of sustainable businesses, investment, promoting workers' education and training and the application of effective labor market policies.

2. The central role played by **fiscally sustainable social protection systems**, with **effective management** and compatible with competitiveness in order to **reduce poverty** overcoming social difficulties and contributing to economic stability and promoting the growth of employment

- 6 The importance of respect for the fundamental labor principles and rights, which related to human dignity.

CEATAL

3. The importance of full respect for **private property as a basis for the existence of sustainable business companies.**

4. The need for an effective regulation of the financial system, which reinforces its capacity to respond to the needs of the “real economy”

5. The need for promoting trade and efficient and well regulated markets that operate for the benefit of all and the adoption of measures to prevent countries from resorting to protectionism.

6. The importance for any globalized economy of a transparent and committed management of public institutions

7. The importance of promoting legal frameworks and their effective enforcement leading to a reduction of the informal economy considering that it has become one of the main burdens for the development of the region.

Daniel Funes de Rioja

- Asociación de Bancos del Perú (ASBANC)
- Asociación de Administradoras Privadas de Fondos de Pensiones (Asociación AFP)
- Asociación de Exportadores (ADEX)
- Asociación de Gremios Productores Agro exportadores del Perú (AGAP)
- Asociación de Propietarios de Ómnibus Interprovinciales del Perú (APOIP)
- Asociación de Representantes Automotrices del Perú (ARAPER)
- Asociación Nacional de Laboratorios Farmacéuticos (ALAFARPE)
- Asociación para el Fomento de la Infraestructura Nacional (AFIN)
- Asociación Peruana de Avicultura (APA)
- Asociación Peruana de Empresas de Seguros (APESEG)
- Asociación Peruana de Entidades Prestadoras de Salud (APEPS)
- Bolsa de Valores de Lima S.A. (BVL)
- Cámara Nacional de Turismo (CANATUR)
- Cámara Peruana de la Construcción (CAPECO)
- Instituto Peruano de Auditores Independientes (IPAI)
- Sociedad de Comercio Exterior del Perú (COMEXPERÚ)
- Sociedad Nacional de Minería, Petróleo y Energía (SNMPE)
- Sociedad Nacional de Pesquería (SNP)
- Sociedad Nacional de Radio y Televisión (SNRTV)
- Sociedad Nacional de Seguridad – SNS



CRISIS

A. Social Protection, poverty and employment
in a crisis scenario

B. The **multidimensional approach in the design and
implementation of social protection policies and
programs**

National Labor and Employment Promotion Council



E. Final Thoughts

To address the diverse challenges that emerge from the reality of poverty and vulnerability, responses by one or another public policy sector are not enough; multi-sectoral responses are required, including the economic, labor, productive and social fields, and their translation into policies and concrete measures, in which all stakeholders and levels of government have to be considered.

NATIONAL COVENANT

The National Covenant is an ensemble of non-partisan policies developed and approved based on **dialogue and consensus**, after a nation-wide process of workshops and consultations, aimed at defining a path towards the **country's sustainable development** and asserting its democratic governance.

*The National Covenant was signed in a solemn ceremony held in the Government Palace, on **July 22, 2002**, with the participation of the incumbent President of the Republic, Alejandro Toledo, the President of the Council of Ministers, Roberto Dañino, and the main representatives of the political organizations and civil society participating in the National Covenant.*

GOVERNMENT

President of the Republic
Chair of the Council of Ministers

NATIONAL COVENANT

POLITICAL PARTIES: Acción Popular; APRA; Cambio 90; Coordinadora Nacional de Independientes; Nueva Mayoría; Partido Popular Cristiano; Perú Posible; Renovación Nacional; Solidaridad Nacional Somos Perú; Unión por el Perú.

CIVIL SOCIETY ORGANIZATIONS

National Assembly of Rectors; National Evangelic Council of Peru ; Peruvian Episcopal Conference; National Council of Deans of Professional Societies, National Board of Regional Fronts;

Agreement Board for the Fight against Poverty

National Industry Association *Pedro Olaechea Álvarez. Javier Dávila*

National Confederation of Private Business Institutions (CONFIEP)

Ricardo Briceño Villena. Leopoldo Scheelje Martin

Note: The CGTP formalized its withdrawal from the National Covenant in Sep. 2008 approved on 08.26.2008.

ALL-PARTY POLICIES

I. Strengthening Democracy and the Rule of Law

II. Development with Equity and Social Justice

III. Promoting the Country's Competitiveness

IV. Upholding an Efficient, Transparent and Decentralized State

<http://www.youtube.com/watch?v=mvzaKVQXWos>

03.05.2002 to 2021

31 policies

ALL-PARTY POLICIES

Democracy and Rule of Law

1. Strengthening the democratic regime and the Rule of Law
2. Democratizing political life and strengthening the party system
3. Affirming the national identity *(Contribution of the Cusco Population)*

4. Institutionalizing dialogue and agreement

5. Objectives-based Government as a function of strategic planning, national forecasts and transparent procedures
6. Foreign policy for peace, democracy, development and integration
7. Eradication of violence and strengthening civic engagement and citizen security
8. Political, economic and administrative decentralization to foster Peru's comprehensive, harmonic and sustained development.
9. National Security Policy

ALL-PARTY POLICIES

Equity and Social Justice



10. Poverty Reduction



11. Promotion of Equal Opportunity with no Discrimination

12. Universal Access to Free Quality Public Education and Defense of Culture and Sports



13. Universal Access to Health Care Services and Social Security



14. Access to Full, Decent and Productive Employment

15. Promotion of Food Security and Nutrition



16. Strengthening Family, Promotion and Protection of Children, Adolescents and Youths.

ALL-PARTY POLICIES

National Competitiveness

17. Upholding the social market economy



18. Search for competitiveness, productivity and formality of economic activity



19. Sustainable development and environmental management

20. Development of science and technology

21. Development in infrastructure and housing

22. Foreign trade policies to expand markets with reciprocity

23. Agrarian and rural development policy *(Contribution of the Tacna population)*

ALL-PARTY POLICY

Efficient, Transparent and Decentralized state

- 24. Upholding an efficient and transparent state
- 25. Safeguarding the institutionality of the Armed Forces and their service to democracy
- 26. Promoting ethics and transparency and eradicating corruption, money laundering, tax evasion and contraband in all their forms
- 27. Eradicating the production, traffic and illegal consumption of drugs
- 28. Full effectiveness of the Constitution and **human rights** and access to Justice and judicial independence
- 29. Access to information, free speech and freedom of the press
- 30. Elimination of terrorism and upholding the National Reconciliation
- 31. Fiscal sustainability and reduction of the debt burden



E. Final Thoughts

To address the diverse challenges that emerge from the reality of poverty and vulnerability, responses by one or another public policy sector are not enough; multi-sectoral responses are required, including the economic, labor, productive and social fields, and their translation into policies and concrete measures, in which all stakeholders and levels of government have to be considered.

PRECEDENTS OF SOCIAL DIALOGUE IN PERU

1981

National Tripartite Commission. Alfonso Grados Bertorini. Reinstatement of dismissed workers. Salaries, job security and strikes

1999



ILO Director General. Juan Somavía:

Report: “Decent Work and Protection for All”

4th point: Strengthening the Tripartite Approach and Social Dialogue

2001

National Labor and Social Promotion Council (01.04.2001)

Transition Government. Valentín Paniagua Corazao: 11.22.2000 – 07.28.2001. Council of Ministers: Javier Pérez de Cuéllar. Labor Minister: Jaime Zavala Costa-

Administration of Dr. Alejandro Toledo 07.28.2001-07.28.2006

Administration of Dr. Alan García Pérez 07.28.2006-2011

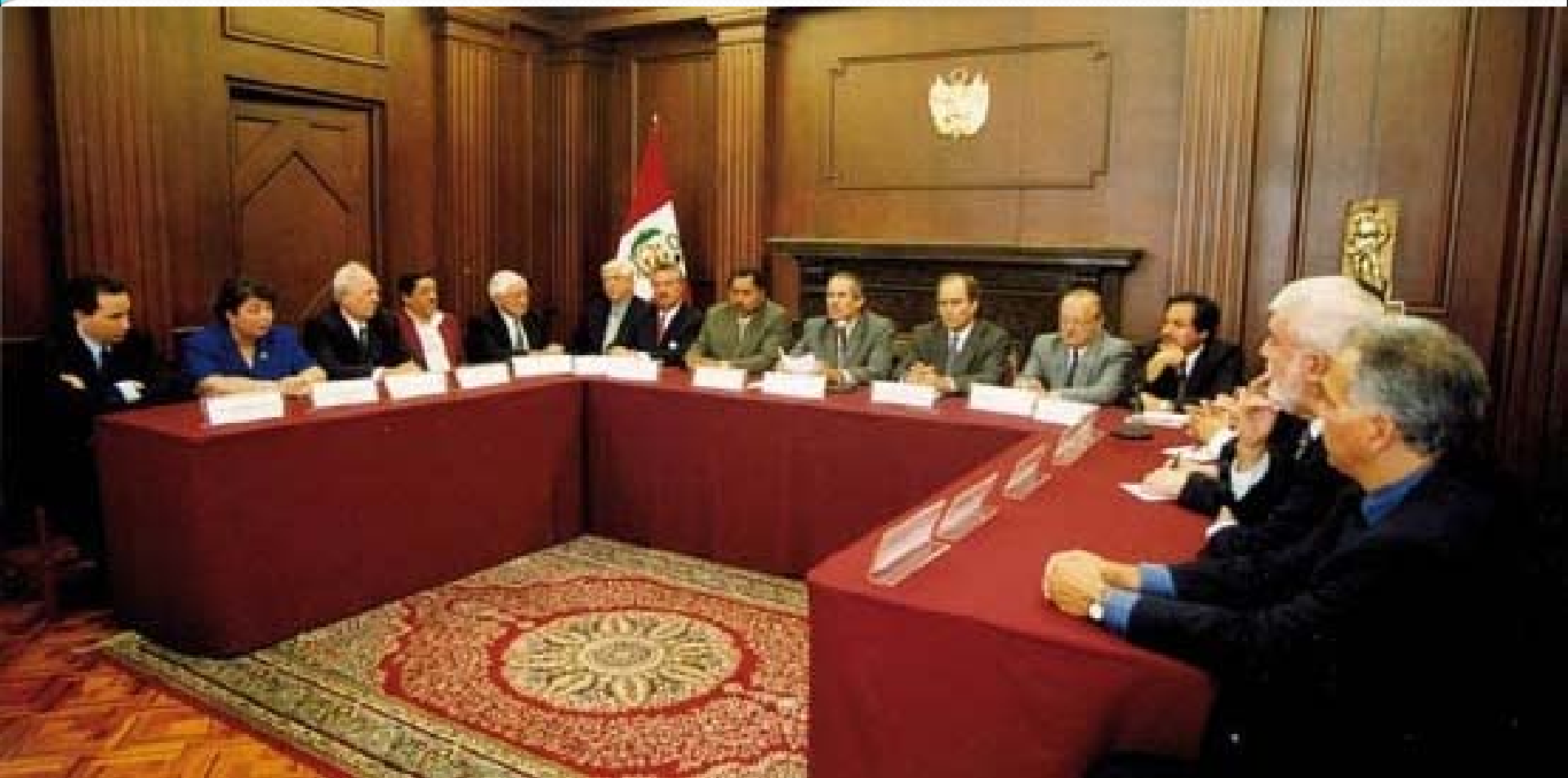


**National Tripartite Commission.
Alfonso Grados Bertorini**

01.16.1981

In October 1982, the CGTP announced its withdrawal from the National Labor Council

In February 1982 the **National Labor and Social Agreement Council** was established in the Government Palace



Inaugural Session of the National Labor and Social Promotion Council, chaired by the Minister of Labor and Social Promotion (MTPS), Dr. Jaime Zavala Costa (01.04.01).

NATIONAL LABOR AND EMPLOYMENT PROMOTION COUNCIL



Dra.García Cochagne.

CONFIEP
Ing.Ricardo Briceño

S.N.I
Pedro Olachea A.C.

CGTP

Dr. Javier Barreda

Dra.Elizabed Zevallos

JUAN JOSÉ GORRITI

SUPREME DECREE
Nº 001-2005-TR of 04/14/2005.-

The National Labor and Employment Promotion Council, pursuant to Law No. 28318, dated March 31, 2005 conducted its 64th session, and agreed to approve the Draft Internal Rules of Organization and Functions.

Article 1- Nature and purpose

The Council is a **tripartite** body, that has the objective of **discussing and agreeing policies on labor, employment promotion and social protection to further national and regional development.** It also has the responsibility of participating in the regulation of **minimum compensations.**

The Council strengthens **tripartite agreements**, by **promoting social dialogue** and **consensus** between employers and workers.

MISSION:

The National Labor and Employment Promotion Council, as a tripartite body for an enhanced social dialogue and institutionality, based on respect and recognition among its parties, and an efficient management of its actions and objectives, contributes on an ongoing basis to the generation and maintenance of stable policies concerning labor, employment, training and social security.

Council's Bodies

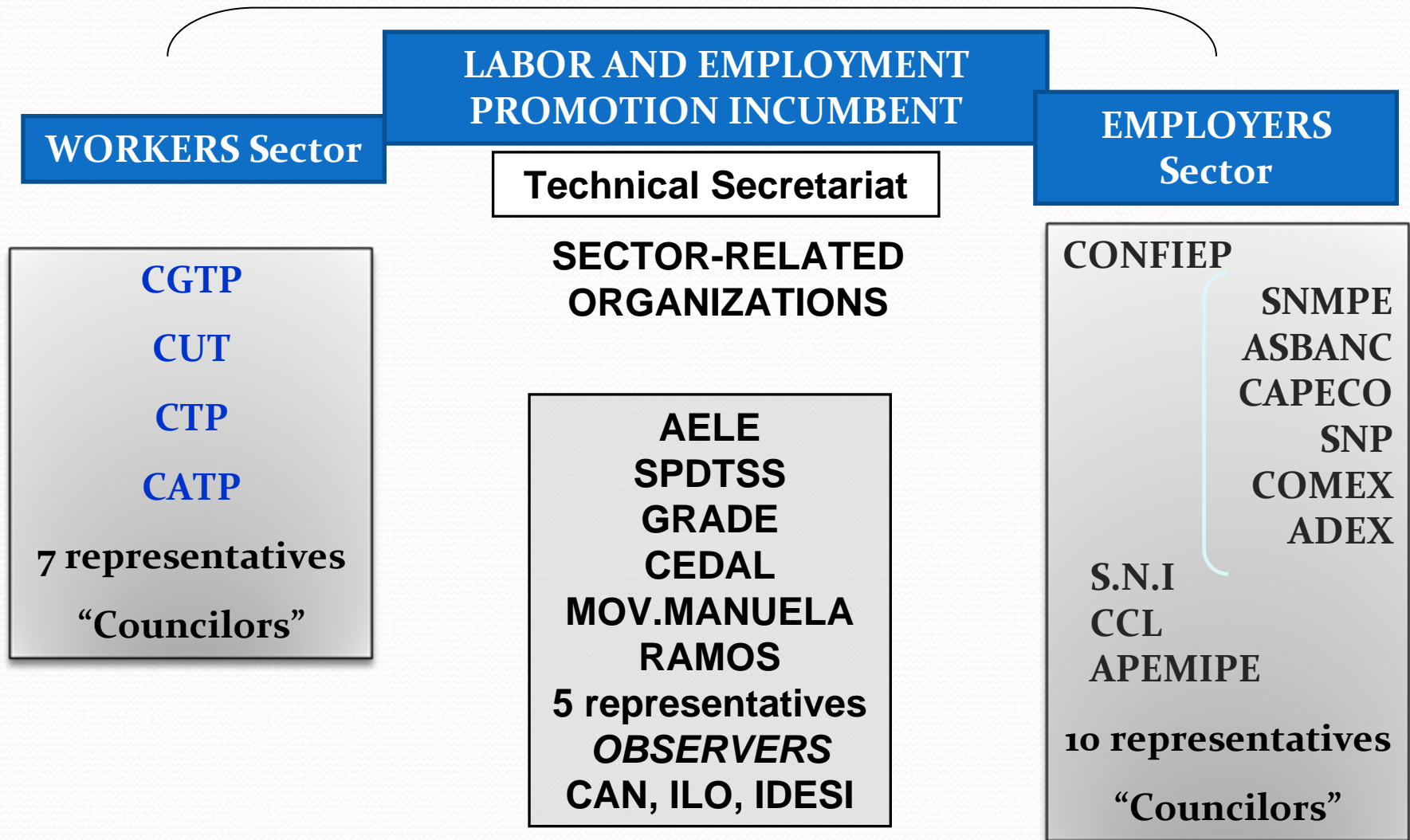
Article 8 - Bodies

The Council's Bodies are:

- a) The Plenary**
- b) The Working Committees**
- c) The President**
- d) The Sector Executive Coordinators**
- e) The Technical Secretariat.**

04/14/2005.- Supreme Decree No. 001-2005-TR.- Approval of the Internal Rules of Organization and Functions of the National Labor and Employment Promotion Council. (04/15/2005)

Structure



AELE – Private Organization which develops specialized information on labor, tax-accounting, social security and human resources topics.

SPDTSS- Peruvian Society of Labor and Social Security Law

GRADE –Group of Analysis for Development

CEDAL– Labor Advice Group

MOV. MANUELA RAMOS

OBSERVERS

CAN- Community of Andean Nations

ILO- International Labor Organization

IDESI- Institute for the Development of the Informal Sector



CRISIS

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in a Crisis Scenario**

**B. Multidimensional approach in the design and
implementation of social protection policies and
programs**

National Labor and Employment Promotion Council

The National Covenant approved by consensus the **Medium Term Pact for Investment and Decent Work**, a document setting the actions to be executed up to 2011, independently from who is ruling the country (01.13.2005). It focuses on the framework conditions for investment, the public policies to promote investment and human development, the specific productivity and competitiveness policies, as well as monitoring the pact's objectives and outcomes.

Attaining sustained economic growth rates of at least **7 per cent per year**, thus contributing to the reduction of **subemployment** to a level of 25 per cent.

THE NATIONAL LABOR COUNCIL SIGNED on February 4th, 2005 the Medium-Term Pact for Investment and Decent Work

- 2006-2009: Economic growth of almost 7% per year, despite the effects of the world economic crisis.
- Formal employment in companies with 10 or more workers grew at a rate of 6.2% per year
- The poverty rate dropped from 49% in 2004 to 35% in 2009

NATIONAL LABOR AND EMPLOYMENT PROMOTION COUNCIL

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graph BT; I[I - TECHNICAL LABOR COMMITTEE] --> NLEPC[NATIONAL LABOR AND EMPLOYMENT PROMOTION COUNCIL]; II[II - TECHNICAL COMMITTEE ON PROFESSIONAL EDUCATION] --> NLEPC; III[III - TECHNICAL COMMITTEE ON EMPLOYMENT] --> NLEPC; IV[IV - TECHNICAL SOCIAL SECURITY COMMITTEE] --> NLEPC; IV --> SC[SPECIAL COMMITTEES]; SC --> P[WAGE]; SC --> IE[INFORMAL]; SC --> ACC[ANTI-CRISIS];
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I –TECHNICAL LABOR COMMITTEE

II – TECHNICAL COMMITTEE ON PROFESSIONAL EDUCATION

III – TECHNICAL COMMITTEE ON EMPLOYMENT

IV – TECHNICAL SOCIAL SECURITY COMMITTEE

SPECIAL COMMITTEES

PRODUCTIVITY AND MINIMUM WAGE

INFORMAL ECONOMY

ANTI-CRISIS COMMITTEE



The CNTPE's Technical Anti-Crisis Committee was established on **December 29, 2008**, and held three more meetings, on January 8, 13 and 14, 2009.

It discussed the effects of the international financial crisis on the economy, and the measures required to maintain the virtuous cycle of investment-employment-growth, fostering business competitiveness and productivity with the aim of guaranteeing employment and the protection of workers' fundamental rights.

GUIDELINES TO COUNTER THE EFFECTS OF THE INTERNATIONAL CRISIS

In the January 13, 2009 session of the CNTPE Anti-Crisis Committee, the representatives of the Employers and Workers Sectors and the MTPE agreed on the following guidelines:

ECONOMY

PRODUCTIVITY

LABOR MARKET

GUIDELINES

Greater administrative simplification

Greater participation of MSMEs in Government procurement

Promote access to financing at competitive rates through COFIDE and the financial system to support the factoring transactions of urban and agricultural MSMEs.

Increase COFIDE's contribution to FOGAPI Corporación Financiera de Desarrollo S.A.. Guarantee Fund for Loans to Small Enterprises

Enhance Exportafácil. Enhance the export promotion mechanism for micro and small enterprises: Exportafácil, by increasing the maximum export limit per statement from US\$ 2,000 to US\$ 10,000, with the objective of promoting the development of exporting MSMEs.

Strengthening of the public institutions PROMPERU, SENASA DIGESA and ITP. Peru's Export and Tourism Promotion Commission, National Animal Health Service National General Directorate of the Environment and Peruvian Fisheries Technological Institute

ECONOMY

GUIDELINES

Promote the development of commercial offices abroad and an aggressive Commercial Intelligence program.

Promote the implementation of strategic export plans (POM and PERX). National Strategic Export Plan. Operational Market Development Plan

Restructure the export regime for services (benefits of goods exports).

Promoting targeted and intensive employment social programs, with a results-based budgeting approach and oversight and transparency mechanisms.

Construyendo Perú Project

Promoting tax incentives for labor training and technological innovation in business.

Promoting an agreed Policy to increase agricultural productivity.

ECONOMY



PRODUCTIVITY

Promote tax incentives for labor training and technological innovation in business.

Promote an agreed policy to increase agricultural productivity.

MTPE's Labor Reconversion Program.

Programs: FONDOEMPLEO – Redirection of FONDOEMPLEO (Consensus proposal between the Employers Sector and the MTPE. The Workers Sector persists in its reservations since it has submitted a proposal to modify Legislative Decree No. 892, proposing the elimination of the cap on profit distributions).

Reconversion Project,

PROJOVEN; and

National Employment Services (SENEP).

LABOR MARKET



THANK YOU