

**ILO activities in the Americas,  
2003-2006**

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**Sixteenth American Regional Meeting**  
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## 1. Introduction

Since the Fifteenth American Regional Meeting of member States of the ILO labour has become one of the most important issues facing Latin American governments. The main reason for this is the lack of sufficient quality employment for everyone. Latin America alone is believed to have some 23 million unemployed workers in its urban and rural areas, and around 103 million working in the informal sector; this means an employment deficit of 126 million people, 52 per cent of the economically active population.

Public opinion polls show that unemployment is now the principal pre-occupation of people throughout the region. The latest findings of *Latino-barómetro*<sup>1</sup> are that, for the inhabitants of all but three countries that give precedence to the rising crime rate, unemployment is the most important problem of the day. The creation of quality employment has accordingly now been given top priority by all Latin American governments, a fact that is reflected in the political platforms of presidential candidates.

1.1. The increasing importance attached to the promotion of decent work, on which the ILO has focused its attention in the American continent, can be attributed, among other factors, to a growing awareness of the close link between adequate or inadequate creation of employment and the greater or lesser governability of our societies. A United Nations Development Programme (UNDP) study on democracy in Latin America (2004) describes the progress in democracy that the region has made in recent years. It places particular emphasis on the fight against poverty and the creation of employment as the best means of making sure that the progress achieved so far is here to stay.

Democracy coexists with a difficult socio-economic situation; poverty and inequality are everywhere. Governments therefore cannot allow themselves to ignore the need to build a solid economic basis with which to tackle those problems, and in this the generation of decent work is crucial. The UNDP report also notes that 54.7 per cent of Latin Americans would support an “authoritarian government” rather than a democratic government if it could resolve their economic problems.<sup>2</sup> One of the main reasons for their

<sup>1</sup> *Latino-barómetro* is a public opinion survey conducted in 18 countries in Latin America.

<sup>2</sup> UNDP: *Democracy in Latin America: Towards a citizens' democracy* (2004), p. 131, table 46.

dissatisfaction stems from the labour market, and there is a definite link between support for democracy and the employment situation. Countries with a higher proportion of informal employment register a smaller percentage of people who support democracy. The promotion of decent employment is therefore of paramount importance in the progress towards more democratic societies and better political, social and economic governance.

In a number of joint statements, the Heads of State and Government of Latin America have expressed their recognition of the role that decent work plays in the building of better societies.

**At the Ibero-American summits held in Santa Cruz (2003) and Salamanca (2005) the Heads of State and Government expressed their conviction that decent work, as conceived by the ILO, is the most effective means of improving the living conditions of our peoples and promoting their participation in the fruits of material and human progress (Santa Cruz) and stated that they intended to place decent work, as a human right, at the centre of the Ibero-American agenda because of its major contribution to economic and social development and as a means of bringing about a more equitable distribution of the benefits of economic growth, by promoting social inclusion, respect for workers' rights and better standards of living for our peoples (Salamanca). Similar views were expressed at the Third European Union, Latin American and Caribbean Summit of 2004 and at the Summits of the Americas held in Nuevo León (2004) and Mar del Plata (2005), both of which strongly supported the concept and its implications.**

1.2. The economic reforms issued in Latin America and the Caribbean during the 1990s have gone some way towards bringing macroeconomic indicators, which suffered during the “lost decade” of the 1980s, under control. The improvement of public finances, low inflation, a better handling of exchange rates and a more developed financial market are all signs of significant progress in the region over the past 15 years. That said, in macroeconomic terms the achievements have varied in intensity and degree, partly because of the nature and extent of the reforms and partly because of differing national circumstances and the slow implementation of the accompanying policies.

According to the *2005 Labour Overview*,<sup>3</sup> despite the progress that has been made in terms of stabilization, and although the region has performed well during the past two years, it has failed to live up to the expectations of the great majority of the people. Moreover, the new jobs that have been created have been largely in precarious employment in the informal sector, where social protection, productivity and wages are all poor. The deficit in decent jobs, which tends to go hand in hand with a high rate of poverty, especially in rural areas, has grown. There has also been an increase in equity during these years, making the region the most unequal in the world.

Recent experience in Latin America and the Caribbean therefore calls for the adoption of integrated social and economic policies which are developed jointly by the various actors in society, so as to provide guidelines for the operation of market mechanisms with the prime objective of creating quality employment and thus combating poverty and inequity. Together with its constituents, the ILO has devised a conceptual framework and certain broad strategic lines for the design and implementation of macro-, meso- and micro-economic policies – suitably adapted to national circumstances – and labour policies that can raise the competitiveness and economic viability of marketable

<sup>3</sup> ILO: *2005 Labour Overview*.

goods and services (especially those with a high value added) and encourage exports and import substitution so as to reduce the countries' external vulnerability and boost their sustainable economic growth. The ILO's approach is also designed to ensure that the growth of the export sector has positive repercussions on the rest of domestic production, generating quality employment that meets the challenge of reducing property and social inequality.

The fact that the coverage of social protection schemes continues to be very limited is also a serious concern. The problems include the inappropriate definition of priorities, lack of funds (which are unstable, pro-cyclical and even regressive) and limitations on the performance of the institutions themselves. Just how serious the problems of inequality and inequity are can be seen from the manifest difference in coverage of workers depending on the income quintile they come under.

The ILO has been actively promoting the harmonization of economic and social policies aimed at generating decent employment – through dialogue with the social partners – but many of our societies are still some way from implementing them effectively. The efforts that have been made in this direction include such initiatives as the National Agreement in Peru, the Economic and Social Development Council in Brazil, the Production Cabinet in Argentina and the Council for Dialogue with the Productive Sectors in Mexico.

The importance of harmonizing the region's policies was recognized at the last two meetings of the Inter-American Conference of Ministers of Labour (2003 and 2005) and at the Summit Process of the Americas. The Employment Conference of MERCOSUR and the Andean Community in 2004 and the Central American Integration System (SICA) have been particularly useful in integrating development-oriented economic and social policies. At these conferences, governments, workers and employers have analysed the importance of integrated economic and social policies to promote development with decent employment. In MERCOSUR, tripartite discussions were held to approve a proposal to place quality employment at the heart of development strategies. A similar integrated approach was submitted to the Andean Unemployment Conference. Furthermore, a tripartite declaration for the development of employment and decent work was endorsed at the Sub-regional Employment Forum for Central America, Panama and the Dominican Republic, and inputs were made to the SICA Presidential Summit. These integration efforts and the work carried out in MERCOSUR led to the decision to set up a number of working groups on employment to follow up the various proposals.

1.3. Though much has been done to back up fundamental principles and rights at work, little progress has been made in the actual implementation of these and other labour standards that could contribute, simultaneously, to the effective application of human rights and to the region's economic progress.

The ILO has helped countries in the region to adapt their legislation so as to combat child labour, and especially the worst forms of exploitation, more effectively. Between 2002 and 2005 eight countries ratified the Worst Forms of Child Labour Convention, 1999 (No. 182), and multisectoral committees have been set up throughout the region with the urgent task of eliminating child labour and its worst manifestations. The fight against forced labour, which affects more than 1.3 million people in Latin America, is a challenge that is now being tackled through agreements with governments; following the example of Brazil, committees and plans already exist in other countries of the region (Bolivia and Peru). Major strides have also been made in the revival of collective bargaining, especially in countries of the Southern Cone (Argentina and Uruguay), and the ILO has provided its own input from the gender perspective.

There has been progress in standard setting that deserves proper recognition, but it is essential that effective compliance with national legislation be strengthened and that the incorporation of the principal aspects of international labour standards be encouraged. The signing of trade and economic integration agreements has given rise to new demands in this direction to which the ILO must respond appropriately.

1.4. Globalization is an opportunity for growth and development in so far as it can facilitate the expansion of trade and increase investment, growth rates and capital movements. It can also bring greater freedom in the interchange of goods, ideas and knowledge; and innovative technical progress can do a great deal to enable the access of the countries of the region to the world economy. Instead of correcting existing inequalities in the region, however, the distribution of these benefits has tended to reproduce them.

One of the critical repercussions of globalization has been that not enough jobs have been created to keep up with the growth of the labour force; another is the type of employment that has been generated. The formal employment deficit, which includes the unemployed and informal sector workers in Latin America, is expected to rise from 126 million in 2005 to 158 million in 2015 if the region's growth rate during the first five years of this century continues. According to the latest statistics provided by *Latinobarómetro*,<sup>4</sup> 75 per cent of workers in the region are worried about the possibility of finding themselves out of any work within the next 12 months. In 59 per cent of Latin American households one person at least has been unemployed during the previous 12 months, despite the fact that economic growth in 2004 was the highest for the past 15 years. Only 18 per cent of the population believe that workers feel protected by labour legislation.

The real challenge is how the region can best take advantage of the opportunities afforded by globalization to reduce existing inequalities inside each country. ILO activities in Latin America have highlighted the importance of the local context in the globalization of the economy. Latin America's vision, therefore, must be of a process of globalization with a social dimension, which is inclusive, which puts people first, which sustains human values and which enhances the well-being of people in terms of freedom, prosperity and security. The report of the World Commission on the Social Dimension of Globalization, which has been widely distributed in the region at the request of the ILO's constituents themselves, points out that men and women see globalization in terms of the opportunities it offers for finding decent work and for meeting their essential needs. Without such a social dimension, many will continue to view globalization as a form of domination rather than as a source of opportunity.

The participation of governments, academic circles, civil society and, above all, the workers' and employers' organizations has improved both in the preparation and in the dissemination and monitoring of the World Commission's work.

According to the Commission's report,<sup>5</sup> the essentials of this social dimension must include:

- a process of globalization based on universally shared values, which requires all actors to be involved and to assume their individual responsibilities;

<sup>4</sup> *Latinobarómetro 2005*, Santiago de Chile, 2005.

<sup>5</sup> World Commission on the Social Dimension of Globalization: *A fair globalization: Creating opportunities for all*, Geneva, 2004.

- an international commitment to guarantee compliance with human rights for all;
- a sustainable model of development that provides equal opportunities for all and reduces disparities between countries and people;
- a more democratic governance of globalization which allows for greater participation and ensures accountability, while respecting democracy and the rule of law.

One hundred and fifty Heads of State and Government endorsed the 2005 World Summit Outcome, paragraph 47 of which states:

**“We strongly support fair globalization and resolve to make the goals of full and productive employment and decent work for all, including for women and young people, a central objective of our relevant national and international policies as well as our national development strategies, including poverty reduction strategies, as part of our efforts to achieve the Millennium Development Goals. These measures should also encompass the elimination of the worst forms of child labour, as defined in International Labour Organization Convention No. 182, and forced labour. We also resolve to ensure full respect for fundamental principles and rights at work.”<sup>1</sup>**

<sup>1</sup> Final document of the 2005 World Summit, United Nations, Sep. 2005.

1.5. The following pages contain a description of some of the principal successes and outcomes that have been achieved in Latin America, with the contribution and technical assistance of the Office, since the last American Regional Meeting, in the light of the recommendations that it adopted.

The report contains an account of the main areas in which the region and each of the countries have been progressing, in terms of the strategic objectives of the ILO and the global objective of promoting decent work.

The findings are presented under the four strategic objectives of the ILO.<sup>6</sup> In each case attention is drawn to the relevant recommendations and to the areas in which the ILO has provided assistance and cooperation.

<sup>6</sup> Strategic Objective No. 1: “Promote and realize standards and fundamental principles and rights at work”; Strategic Objective No. 2: “Create greater opportunities for women and men to secure decent employment and income”; Strategic Objective No. 3: “Enhance the coverage and effectiveness of social protection for all”; Strategic Objective No. 4: “Strengthen tripartism and social dialogue”.

## ***2. Progress and outcomes of the ILO's programme in the region***

### ***2.1. Promote and realize standards and fundamental principles and rights at work***

#### ***2.1.1. Workers' rights***

**Recommendation: "We reiterate the need to promote the Declaration on Fundamental Principles and Rights at Work, adopted by the International Labour Conference in 1998, and to take measures to ensure its effective application. We urge the ILO to promote social dialogue ... so that the fundamental Conventions may be ratified by all of the countries of our region. ... We also see a need for new programmes of assistance that will help to abolish forced labour and discrimination, enhance freedom of association and guarantee full collective bargaining rights."**

Although the years 2002-05 saw significant progress in the number of Conventions ratified, there are still some major problems of compliance with and effective implementation of fundamental principles and rights at work and of labour legislation as a whole.

This is apparent from the large number of observations and direct requests voiced by the Committee of Experts on the Application of Conventions and Recommendations, as well as from the number of complaints relating to freedom of association and collective bargaining.

Specifically, of 223 trade unionists assassinated throughout the world, 216 are estimated to have been assassinated in Latin America; dismissals in violation of freedom of association account for 30 per cent of the world total, and verified instances of legal restrictions on the right to strike for 18 per cent.

The state of the labour market in the region today, where there is a high concentration of work in the informal sector, the loss of coverage of the trade unions and the increase in jobs that are not protected by labour legislation, are weakening the entire labour institution.

Areas of intervention	Progress and outcomes
Ratification of Conventions	<p>Of the 35 countries in the region, 25 have ratified all the fundamental Conventions. Between 2002 and 2005, there were 14 ratifications of these Conventions: eight countries ratified the Worst Forms of Child Labour Convention, 1999 (No. 182) (Antigua and Barbuda, Bolivia, Colombia, Granada, Jamaica, Peru, Trinidad and Tobago, Bolivarian Republic of Venezuela); six countries ratified the Minimum Age Convention, 1973 (No. 138) (Granada, Jamaica, Paraguay, Peru, Saint Kitts and Nevis, Trinidad and Tobago). The Discrimination (Employment and Occupation) Convention, 1958 (No. 111), was ratified by Granada, so that, except for Suriname, all the countries in the region have now ratified it.</p>
Promotion of the Declaration	<p>The ILO has assisted the countries and regional and subregional bodies in promoting the Declaration through its advisory services and technical cooperation and through a number of other initiatives, including the production of documents and training activities and dissemination. All in all, the activities undertaken during the period covered by this report have resulted in a significant increase in awareness of the Declaration and its principles, not only among the ILO's constituents but also in the academic community, the bodies responsible for the administration of justice themselves and society at large.</p> <p>Through its activities in the Americas the ILO has been lending support to the work of the Inter-American Conference of Ministers of Labour of the Organization of the American States (IACML-OAS); since 2000, this support has taken the form of the multilateral technical cooperation project "Principles and Fundamental Rights at Work in the context of the Inter-American Conference of Ministers of Labour of the OAS", funded by the Department of Labor of the United States (US-DOL). The various stages of the project have involved carrying out studies on the modernization of labour administration and labour policies and on socio-economic integration and the labour dimension, which in turn entails an analysis and re-examination of several technical issues. In the context of the XIth IACML, technical support was provided to the two working groups under the Ottawa Declaration: Working Group 1 – "Economic globalization and integration processes and their social and labour dimension"; Working Group 2 – "Modernization of the Ministries of Labour". For this purpose, five studies were carried out on "Regional integration and free trade in the Americas: The labour challenge".</p> <p>The objective of the activities carried out under this project is to contribute to full compliance with the ILO's fundamental principles and rights and to improve the employment and social conditions of men and women in the region, through support for the implementation of the Declaration and Plan of Action of Salvador that emerged from the XIIIth Inter-American Conference of Ministers of Labour of the OAS. The Plan of Action of the XIVth IACML comprises a section on the promotion and effective implementation of the ILO Declaration, based on the strategic approach proposed by the ILO.</p> <p>In Bolivia, a programme is being carried out that is geared to compliance with fundamental rights and, therefore, to improving social protection and working conditions, with particular emphasis on the elimination of forced labour, a reduction in the worst forms of child labour, the elimination of gender-based wage discrimination and better access for workers to freedom of association and collective bargaining. In Colombia a project entitled "Response to crises and emergencies" is helping to guarantee the enforcement of human rights at work, particularly the protection of the physical integrity of trade union and employers' leaders that have been threatened, and to strengthen forums for social dialogue.</p> <p>Inter-union teams have been set up in the countries of Central America to analyse and discuss the problems facing workers in export-free zones so as to ensure compliance with the Declaration and the fundamental Conventions. In Honduras an Inter-institutional Committee on Rights has been created to monitor the fundamental Conventions and Convention No. 169; the members of the Committee include the Confederation of Indigenous Peoples of Honduras (CONPAH), the Honduran Private Enterprise Council (COHEP), the Office of the Commissioner for Human Rights, the National Agrarian Institute and the Office of the Public Prosecutor for Ethnic Peoples.</p> <p>In Argentina, Colombia, Costa Rica and Panama judges and magistrates have been trained in international labour standards, with the result that nowadays the judgements they hand down reflect the principles and standards of the fundamental Conventions ratified by those countries.</p> <p>In Colombia, by means of workshops for disseminating the concept of fundamental rights at work, with the emphasis on the right of public prosecutors to join trade unions, a special unit has been set up in the Office of the Public Prosecutor to monitor violations of the right to life and physical integrity of trade union leaders and workers.</p>

*(continued overleaf)*

Areas of intervention	Progress and outcomes
Promotion of the Declaration (concl.)	<p>The ILO Office in Mexico has made a considerable effort to promote the ratification of the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), and the Minimum Age Convention, 1973 (No. 138). In order to promote the ratification of Convention No. 98, a study was carried out with the Workers' Confederation of Mexican Workers (CTM), endorsed by the employers' organizations, and workshops were organized with employers' leaders to promote the recommendations deriving from the study. Together with IFP/DECLARATION, a document is being prepared summarizing the conclusions reached by the social actors. The two major trade union confederations in the country, the CTM and the Revolutionary Confederation of Workers and Farmers (CROC), have included the fight against child labour among the themes covered in their leadership training programmes.</p> <p>In Argentina, and with the agreement of the Ministry of Labour, Employment and Social Security and the Ministry of Education, Science and Technology, the concept of decent work is being promoted at the secondary education level. It is hoped that the Federal Council of Culture and Education will soon approve the inclusion of fundamental workers' rights and the principles of decent work in the secondary school syllabus throughout the country.</p>
Better information for the social actors	<p>A number of databases are being developed and updated to provide constituents with the latest data on developments and problems of freedom of association in the region.</p> <p>Two other databases are being developed in the region, in addition to the worldwide basis (ILOLEX and APPLIS). Since 2001, the Bureau for Workers' Activities (ACTRAV) has been working on QVILIS, which registers and updates complaints of infringements of freedom of association. In July 2003, the CORENIT database was set up for the regular control of international labour standards; CORENIT contains data on the participation of trade union organizations in the regular supervisory process of standards, the observations made by the countries, the step reached in the process, the state of the decisions taken by the Committee on Standards, etc.</p> <p>Under the SIAL (Labour Information System and Labour Analysis) project, technical support was provided in 2004-05 to the Ministries of Labour of the Dominican Republic, Ecuador, Nicaragua and Peru to help them improve their administrative records of trade union organizations and collective bargaining.</p> <p>Several countries in the region (Argentina, Brazil, Chile, Mexico, Paraguay, Uruguay and the ANDEAN countries) have helped trade union women and female entrepreneurs to improve their capability to participate equitably (in terms of sex) in collective bargaining. This was achieved through a careful study of the situation followed by training and discussions in workshops and seminars, as part of the regional project "Collective bargaining and gender equity".</p>

### 2.1.2. Elimination of child labour

**Recommendation: "We, the governments, employers and workers of the region, pledged to undertake the necessary action to eliminate child labour as soon as possible, beginning with its worst forms."**

It is estimated that in Latin America and the Caribbean some 5.7 million children between the ages of 5 and 14 (5.1 per cent of the population of that age in the region) are engaged in economic activities.

The issue of child labour has been very much to the forefront in recent years and has generated a broad awareness of its causes and consequences and has enabled four consensus to be reached on the problem and its elimination.

The first consensus is that the exploitation of child labour is a flagrant violation of human rights, specifically of those that have been recognized universally in the United Nations Convention on the Rights of the Child, the ILO Declaration on Fundamental Principles and Rights at Work and the ILO's international labour standards.

The second is that child labour is a barrier to development and both the cause and effect of the region's poor growth, and that its elimination must therefore be treated as

one of the goals of national and worldwide efforts to combat poverty and bring about a more equitable and comprehensive economic and social development.

The third consensus is that, although there are economic, social and cultural reasons behind the exploitation of child labour, the basic problem is that there is a lack of economic alternatives and of decent employment in general for adults and a lack of attractive and quality educational options for the young.

The fourth is that, while the problem is a complex issue precisely because of its causes and its economic and social repercussions, the elimination of child labour must be looked upon as a national development objective whose attainment must involve planning and financing at various levels of national and local government, in a framework of compromise among the social partners, and requires the support of international solidarity where necessary. The ILO's IPEC programme has been assisting the region in its efforts for more than ten years; it operates in various sectors such as small-scale mining, refuse collection, commercial agriculture, the manufacture of fireworks, brick-making, domestic work, fishing activities and the sexual exploitation of children.

By means of direct intervention programmes in the sectors mentioned above, there has been some success in protecting or rescuing from work a significant number of children, thanks to a combination of strategies including the provision of health and education services, public awareness campaigns, the generation of alternative income for parents and the strengthening of the organizational network of communities.

Areas of intervention	Progress and outcomes
Rescue, rehabilitation and prevention	<p>Between 2002 and 2005 IPEC's direct action programmes are estimated to have saved 102,000 children from seeking early employment on the labour market or to have rescued them from situations of economic exploitation.</p> <p>During the same period 323,000 children and their families have benefited from social protection services that have included formal and non-formal education, health, leisure activities, occupational guidance and the development of the productive skills of adults.</p>
Increased awareness	<p>Through the ILO's Statistical Information and Monitoring Programme on Child Labour (SIMPOC), national systems of child labour statistics have been improved with the incorporation of specific child labour modules in household surveys and other national statistical instruments, thereby providing up-to-date figures on the extent of the economic exploitation of children, increasing awareness of the problem and of its causes and repercussions, and designing programmes and projects to combat the problem effectively. SIMPOC is operating in 14 countries of the region (Argentina, Belize, Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Jamaica, Nicaragua, Panama) and is currently being introduced in Bolivia and Peru. Moreover, the production of a series of rapid-assessment and baseline studies in various areas of intervention has proved particularly useful for the development and adaptation not only of ILO activities but also of those of the key actors in each country.</p>
Development of standards	<p>Significant progress has also been made in terms of legislation. The Minimum Age Convention, 1973 (No. 138), and the Worst Forms of Child Labour Convention, 1999 (No. 182), have been ratified by almost all countries in the region. Between 2002 and 2005 alone, the following countries (Granada, Jamaica, Paraguay, Peru, Saint Kitts and Nevis, Trinidad and Tobago) ratified Convention No. 138 and eight countries (Antigua and Barbuda, Bolivia, Colombia, Granada, Jamaica, Peru, Trinidad and Tobago, Bolivarian Republic of Venezuela) ratified Convention No. 182. Ratification of the latter Convention has enabled the Bahamas, the Dominican Republic, El Salvador, Guyana, Panama, Paraguay and Trinidad and Tobago to work on the definition of "lists of dangerous jobs". The definition and/or adoption process has also begun in Argentina, Brazil, Colombia, Costa Rica, Guatemala, Honduras, Nicaragua and Peru.</p> <p>Legislative reforms have been initiated or implemented during the period in order to bring national legislation in line with ILO Conventions Nos. 138 and 182; this has entailed harmonizing countries' national legislation as they relate to labour, education, health, the laws on minors and even the Penal Code.</p>

*(continued overleaf)*

Areas of intervention	Progress and outcomes
Development of standards (concl.)	<p>In 2004 Ecuador adopted a new Children and Adolescents Code and in Peru the National Committee on the Elimination of Child Labour submitted to Congress a Bill to amend its own Children and Adolescents Code. Panama adopted a law on the sexual exploitation of children and Peru amended its Penal Code by increasing penalties for sexual exploitation; in Honduras, a Bill to amend the Penal Code has also been drafted. A number of legislative initiatives have likewise been taken to combat dangerous work: the Dominican Republic has adopted a law on dangerous children's work, Costa Rica and Guatemala are currently working on decrees on the subject, and five states in Mexico have drafted bills to combat the worst forms of child labour.</p>
Creation of institutions on child labour by governments and among ILO constituents	<p>Public awareness campaigns and efforts to increase the capability of key institutions to prevent and progressively eliminate child labour have mobilized over 300 organizations in the region. Every country has now set up national committees on the prevention and elimination of child labour that have drafted national plans for future action.</p> <p>The creation of decentralized (departmental and local) committees has also been promoted in several countries of the region (Argentina, Dominican Republic, Colombia, Uruguay) which have provided concrete and effective solutions in various areas.</p> <p>At the trade union level, a Continental Group against Child Labour has been set up within the Inter-American Regional Organization of Workers (ORIT) which brings together delegates from 19 countries and has already established guidelines on the strengthening of the trade union movement, the application of standards, political implications, communication and social action.</p> <p>All the countries of Central America have specialized and permanent national inter-union teams working on the study and monitoring of the child labour situation. Costa Rica, Colombia, Dominican Republic, El Salvador, Honduras, Nicaragua, Panama and Peru have drawn up national inter-union plans on the prevention and elimination of child labour which serve as guidelines for the action that the workers' organizations have undertaken to carry out. Colombia, Mexico (CTM and CROC) and Peru have likewise introduced an educational package on the elimination of child labour into their trade union information and training system.</p>
Inclusion in development and anti-poverty plans and programmes	<p>On the employers' side, the countries of Central America have established inter-institutional links between employers' organizations in Costa Rica and Honduras so that they can implement child labour elimination programmes. The private sector in Costa Rica includes the issue of child labour in its corporate social responsibility programmes. In Colombia and Peru 200 children have been partially removed from child labour and brought into the educational system through action taken by the employers' organizations. In Argentina a Declaration against child labour was signed – initially by 55 enterprises – in 2004, to promote social responsibility activities to help prevent and eliminate child labour.</p> <p>Major progress has been made in the incorporation of the child labour issue into national policy: for example in the Programme on the Elimination of Residual Solids in Nicaragua, the Anti-poverty Strategy in Honduras, the agenda of meetings of the National Dialogue Social Control Machinery in Bolivia and the Report on Development Objectives for the Millennium in Argentina.</p> <p>The number of representatives and partners in a position to discuss the issue has increased significantly in recent years: in Brazil, agreements have been reached and training activities undertaken in the mass media, including agreements with 80 newspapers and magazines. The monitoring and follow-up of these agreements show that some 280 articles on the subject are published every month. In Mexico, too, agreements have been reached with the tourism sector and the National Communications Council. In Argentina the ILO Office and the Ministry of Health are promoting the elimination of child labour through the remedial programme, a programme for the distribution of medicines covering over 5,000 primary care centres throughout the country.</p>
Inclusion at the subregional and regional levels	<p>In July 2002 the Presidents of MERCOSUR adopted a Declaration against child labour in which they made specific commitments with regard to legislative reform, the updating of statistics, assistance to victims of child exploitation, the definition of specific social policies and programmes and the definition of the subregional plan to prevent and to combat child labour. At the request of MERCOSUR's Working Subgroup 10 a series of common indicators has been defined to help in assessing the scope of the problem and in meeting the commitments entered into in the Declaration mentioned above.</p> <p>Within the Andean Community a Social Development Integrated Plan (PIDS) has been approved which includes the elimination of child labour as one of its areas of concern. In addition, the draft of a subregional plan for the elimination of child labour is currently being discussed which has won unanimous approval from the vice-ministers of labour; it will shortly be submitted for approval by the ministers of all the member countries of the Andean Community.</p>

### 2.1.3. Abolition of forced labour

**Recommendation: “We see a need for new programmes of assistance that will help to abolish forced labour and discrimination, enhance freedom of association and guarantee full collective bargaining rights.”**

The discussion that was held in June 2001 on the second Global Report entitled *Stopping forced labour* has led to the approval of an action programme setting out the activities that the ILO intends to undertake to contribute to the elimination of current forms of forced labour.

This special programme to combat forced labour began at the beginning of 2002. Under the programme, assistance has been provided to a large number of national initiatives against forced labour throughout the world; in Latin America, assistance has gone above all to programmes to combat abusive recruitment schemes.

The ILO's recent Report entitled *A global alliance against forced labour* estimates that 1,320,000 people in Latin America and the Caribbean are engaged in forced labour.

The above reports point out that forced labour in the region goes hand-in-hand with discrimination, especially discrimination against indigenous peoples, but a series of meetings held since 2002 have pointed to other difficulties: coercion in privatized mines, the abuse of compulsory military service, coercion in the assembly industry and forced domestic service.

As the 2005 Global Report indicates, the most prevalent form of forced labour in the region is that of economic exploitation in the private sector (75 per cent), followed by forced labour imposed by the State (16 per cent) and forced labour for purposes of commercial sexual exploitation (9 per cent).

The elimination of this problem is a major concern of governments in the region which, in the Plan of Action recently adopted by the Heads of State and Government at the Fourth Summit of the Americas, stipulate, as the first national commitment, the elimination of forced labour before 2010 by strengthening measures and policies, with the support of the ILO.

Areas of intervention	Progress and outcomes
Creation of national institutions to combat forced labour	<p>Under the project “Combating forced labour in Brazil” which began in 2002, the ILO is assisting the Brazilian Government to combat abusive recruitment practices that lead to virtual slavery. The project helped to strengthen the National Commission to Eradicate Forced Labour established in July 2003, to develop a database on forced labour, to launch public awareness campaigns at the national and departmental level, to train key actors in the fight against forced labour and to run programmes to return rescued workers to the labour market.</p> <p>The Office has carried out two studies documenting such practices: one on forced labour in the wood extraction industry in the Peruvian Amazon and the other on debt bondage in Bolivia. These studies have done much to increase public awareness of the problem in Peru and Bolivia, with the results of that government bodies dealing with forced labour have been strengthened. Peru has established an inter-sectoral committee for the eradication of forced labour composed of representatives of the Ministers of Labour and Employment Promotion, Agriculture, Energy and Mines, the Interior, Justice and Women and Social Development, and by a representative of the Ombudsperson.</p> <p>A ministerial agreement has been signed in Bolivia between the Ministers of Labour, Sustainable Development, Indigenous and African-Origin Peoples Affairs and the Vice-Minister of Justice (November 2004) which has been promoting the ratification of Convention No. 29 (2005), and is currently setting up a national commission to deal with the problem.</p> <p>In Paraguay, the Ministry of Justice and Labour has opened an office in the Chaco region to investigate situations of forced labour.</p>

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Areas of intervention	Progress and outcomes
Plans of action to eliminate forced labour	<p>The multi-pronged strategy to combat forced labour that was initiated in Brazil in 1995 with the creation of the Executive Group for the Abolition of Forced Labour (GERTRAF) was strengthened in 2003 with the launching of the National Plan for the Eradication of Slave Labour; the Plan includes a national campaign about forced labour, the promotion of a new law (November 2003) imposing more severe penalties on offenders, and the creation of mobile inspection units made up of labour inspectors and federal police agents, which has led to an increase in the number of court cases and fines for violating the law – a total of US\$3.2 million by July 2004. The Government publishes a list of enterprises engaging in this form of abuse and has made their access to public funds conditional on their putting a stop to it. With ILO support, a National Pact against Forced Labour was signed in 2005 whereby public and private sector enterprises pledged not to buy products manufactured by slave labour.</p> <p>In October 2005 Peru launched a National Plan of Action to eliminate forced labour which indicates the type of cases to be investigated (forced labour in the wood extraction industry, sexual exploitation, certain other extractive activities, domestic work) and lays down criteria for a new set of labour and penal standards. A resolution has also been signed by the President of the Republic and the Minister of Labour to have the Plan published and distributed with a view to its endorsement by civil society.</p>

### 2.1.4. Support for non-discrimination policies

**Recommendation: “We request the Office to devote special attention to policies to fight discrimination based on gender, race, nationality, age, disability or any other grounds.”**

Certain labour markets in the region continue to be discriminatory. Gender, race, ethnic origin, social class, age and nationality all have a considerable bearing on the range of employment opportunities available to men and women. Generally speaking, the access of women, indigenous peoples, young people and migrants to the labour market is extremely unequal and there are major barriers to quality employment.

In some cases, this is attributable to structural factors such as the fewer years of schooling or the limited vocational training of these communities, but labour market discrimination and compartmentalization also play a major role.

In the case of women, and despite the progress in labour market participation that has been made in recent decades, the persistence of major inequalities between the sexes in terms of income and the level and access to jobs shows that gender discrimination is still a problem both inside and outside the labour market. Men and women do not have the same opportunities, assets or negotiating power to join and participate actively in the labour market under equitable conditions. The female unemployment rate is 40 per cent higher than that of men, women earn 66 per cent of the monthly income of men (78 per cent of the hourly income) and they are much more present in the informal sector (51 per cent of non-agricultural employment as opposed to 44.5 per cent for men).

Indigenous groups are another large segment of the population that are confronted by poverty, marginalization and social exclusion. Despite the progress of recent years in protecting their rights, it is still the indigenous peoples that face the severest poverty as well as difficulties to accede to land ownership, to protect their environment against its economic exploitation by outsiders, to protect the intellectual property and techniques of their forebears, and to take part as first-class citizens in the life and institutions of their country. Two of the factors that are at the root of this kind of marginalization and exclusion are the gradual loss of their land and the breakdown of the community economy (especially in the case of indigenous peoples). This situation is aggravated by migration from the country to the cities, poor access to education and the whole structure and process of labour market participation, whether in rural areas or, more often, in the cities.

Young people in the region, of which there are 102 million, account for 19 per cent of the population; 57 million of them work or are seeking work. They come under the age

group that is most affected by open unemployment, with an unemployment rate that is double the average; 22 million young people of Latin America neither study nor work. Given the shortage of employment opportunities these young people tend to end up with the most precarious jobs on the market. Recent studies show that the problem of unemployment among youth is not a general problem of access to the labour market but rather the difficulties for specific groups of young people of finding their first job and joining the labour market, especially those with a poor level of education and, above all, women and young people from poor households. In the latter case, their unenviable situation can be attributed both to discrimination against people from certain social and territorial environments, on the one hand, and to the lack of social networks, on the other.

In addition, it is estimated that over 20 million people from Latin America and the Caribbean live outside their country of birth, largely as a result of the boom in migration since 1990. The phenomenon of migration is linked to the inadequate economic growth of most countries of the region in the past 15 to 20 years and to the attraction of countries with better standards of living. Although Latin American and Caribbean migrants tend to attain a better economic standing than they had in their country of origin, in their new country they are likely to end up in the lower income levels where their unemployment rate is higher than that of native workers. This is partly due to their lack of schooling, but they also face language barriers, non-recognition of their diplomas and actual discrimination within the labour force.

Areas of intervention	Progress and outcomes
Employment promotion programmes for women	<p>One of the main thrusts of the ILO's gender activities in Latin America is the provision of technical cooperation in order to strengthen the institutional capability of its constituents so that they can design and implement employment and decent labour promotion policies as an essential means of combating poverty.</p> <p>Since 1999 the Programme of Institutional Arrangements for Strengthening Gender Equality, Employment Promotion and Eradication of Poverty (GPE) has been engaged in cooperation and technical assistance in ten countries (Argentina, Bolivia, Brazil, Chile, Ecuador, Honduras, Nicaragua, Paraguay, Peru, Uruguay), using its own resources and support from international technical cooperation agencies (Denmark, Japan, Netherlands, United Kingdom) and from the UNDP (Chile). Dialogue and consultation arrangements have been made under this programme to promote employment and gender equality in anti-poverty policies, and national employment programmes and programmes run by inter-sectoral and tripartite bodies have been strengthened in order to promote equal opportunities.</p> <p>A vocational training project for low-income women (FORMUJER), which was carried out with IDB support in Argentina, Bolivia, Costa Rica and Uruguay from 1999 to 2004, has successfully introduced an intervention model whereby demand and employability are central themes in training activities for women and under which vocational training institutions in the region are provided with useful teaching material.</p> <p>Since July 2003 two new projects have been under way in Central America. One of these is the "Decent Work Project for Poor Women and Migrant Women in Central America: Nicaragua, Honduras and Costa Rica" (GEM), run jointly with the ministries of education and local governments, whose objective is to encourage the creation of tripartite committees for promoting the comprehensive training of migrant women in order to improve their employability skills. The other is the "Project on Education for Work, Employment and the Rights of Indigenous Peoples" (ETEDEPI) in Nicaragua, Honduras and Guatemala, which is designed to improve the level of skills of indigenous organizations and communities so that they can create and manage small enterprises, as well as to improve the level of education and employability of their members.</p> <p>Since the end of 2002, and with technical cooperation support from the Netherlands, Brazil has been implementing a project on the development of a national policy to eliminate discrimination in employment and to promote racial equality. During the same year, with US-DOL funds, a programme was started on the improvement of labour relations and the promotion of economic equality for women in Colombia.</p>

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Areas of intervention	Progress and outcomes
Development of a database on gender mainstreaming	<p>Following the identification of a series of shortfalls in information and analysis of the gender factors leading to poverty, of the gender gaps in the labour market and of their implications for public policies, a series of conceptual and methodological documents has been drafted within the framework of the technical cooperation projects. Appendix 3 contains a list of the publications, manuals and working documents produced during the period. Publications dealing with labour costs, poverty and the labour market, and employment policies, and technical assistance and training manuals provide the social partners with useful and necessary information in their training activities and their decision-making.</p>
Technical assistance for gender mainstreaming in policies	<p>Gender mainstreaming has been incorporated into a number of policies adopted by Latin American countries.</p> <p>Technical assistance was particularly helpful in the anti-poverty strategies of Paraguay, Bolivia, Chile and Brazil. In Paraguay assistance was provided to the Social Action Secretariat and to the Working Group on Gender, coordinated by the Secretariat for Women. In Bolivia technical assistance went to the Economic Policy Analysis Unit and helped to strengthen the capability of the Ministry for Women. In Chile efforts focused on providing support to the Chilean Solidarity Programme, while in Ecuador a proposal was put forward for gender mainstreaming in the anti-poverty strategy and in the country's Human Development Agenda. In Brazil the racial component of the Fome Zero Programme was strengthened.</p> <p>With regard to countries' employment policies, technical assistance was provided to help Honduras and Nicaragua formulate a gender-conscious policy, Argentina's Unemployed Heads of Household Programme was analysed from the gender standpoint, the gender and racial components of Brazil's National Skills Programme (PNQ) were strengthened, and Peru received technical help with its Women's Employment Consolidation Programme (PEOFECE) implemented by the Ministry of Labour and Employment Promotion.</p>
Strengthening of inter-sectoral coordination and social dialogue in the treatment of gender equity	<p>Tripartite dialogue forums have been strengthened or created in several countries in the region. Paraguay's and Argentina's Tripartite National Committees for Equal Employment Opportunities (CTIO) received technical support, and Paraguay's Committee formulated a Decent Labour Programme for Paraguayan Women. Nicaragua and Honduras have set up their own tripartite dialogue forums. In Peru the Ministry of Labour and Employment Promotion established its own Equality Commission for the monitoring of the National Equal Opportunities Plan. In Ecuador local tripartite equal opportunities forums were established in Guayquil and Cuenca and an agreement was signed between the Inter-Institutional Cooperation Department of the Ministry of Labour and Employment and the National Council for Women, resulting in the creation of a Gender and Youth Unit in the Ministry of Labour. With ILO technical assistance Uruguay's Tripartite Committee drew up a plan on equal treatment and opportunity in employment. Brazil received assistance in the setting up of its Tripartite Committee on the Promotion of Gender and Racial Equality of Opportunity in Employment.</p> <p>Technical assistance and training have been provided to support and strengthen forums created by the social partners: the Committee on Women of the Coordinating Body for Trade Union Confederations of the Southern Cone, the Coordinating Body for Andean Working Women and ORIT's Committee on Working Women.</p>
Training policies to improve gender equity and combat poverty	<p>Through the Inter-American Research and Documentation Centre on Vocational Training (CINTERFOR/ILO), the region has access to an integrated and system-wide training model that comprises a repertory of management technologies, tools and strategies that have been developed from the gender standpoint, which is available to vocational training institutions and which has been found an effective aid to providing quality training for, and improving the employability of, poor and vulnerable women in the labour market.</p> <p>This model and its conceptual offshoots are being used in several countries in the region. In Argentina, Costa Rica and Uruguay it is being used in the Ministry of Labour and in certain provinces in the setting up of a national vocational training system. The methodology has been used as an input to the vocational training components of anti-poverty policies in Argentina's National Programme of Heads of Households and Costa Rica's National New Life Programme.</p> <p>The methodology is being backed up by manuals and conceptual and pedagogical material, with interactive training programmes that have been made available to the region's vocational training institutions, and a forum has been set up for the exchange of ideas and information on the CINTERFOR web site, which is open to the public.</p>

Areas of intervention	Progress and outcomes
Progress in the understanding of the situation of indigenous peoples	<p>Thanks to experiments conducted under technical cooperation projects in the Central American countries, the ILO has acquired a better conceptual understanding of the situation of indigenous peoples.</p> <p>A document on the role of indigenous peoples in the development and employment strategy of the Andean area, based in part on a contribution from the ILO, was submitted to the Andean Employment Conference (CAN) in November 2004 and has provided CAN with an opportunity for studying the issue of inter-culturality and governability. A seminar on "Dialogue and inter-culturality: Experience and lessons learnt", which was held in Bolivia with the support of IFP/CRISIS in conjunction with national bodies and other bodies of the United Nations system, contributed to this possibility and assisted in the definition and implementation of the "Project on initial rights: Identity, development and peace", which is in its preparatory phase in Bolivia where it has already won UNDP support.</p> <p>Several technical cooperation projects in the region include indigenous peoples among the beneficiaries for which training material is being appropriately adapted: these include the Regional Programme on Sustainable Employment in Bolivia, Honduras, Nicaragua and Peru, and the Education Programme for the Labour, Employment and Rights of Indigenous Peoples in Costa Rica, El Salvador, Guatemala, Nicaragua and Panama. These training activities are not only geared to improving the employability of the adult indigenous population but also contain a basic education component.</p>
Young people in the labour market	<p>Activities in this area come under technical assistance to programmes being executed in the countries of the region and, specifically, training proposals to improve the employability of young people through CINTERFOR's institutional activities and activities under national and local technical cooperation projects.</p> <p>The ILO office in Brazil provides technical support to the National First Employment Programme run by the Ministry of Labour. The programme, which was launched by President Lula at the beginning of 2004, has encountered a series of conceptual, structural and management problems which are in the process of being resolved with ILO assistance. The Brazil office is promoting the country's Youth Employment Network, an initiative of the United Nations Secretary-General, the World Bank and the ILO. The Andean Subregional Office has also been following up and providing technical assistance to the Projoven Programme being carried out by the Ministry of Labour and Employment Promotion in Peru.</p> <p>CINTERFOR regularly updates its web page on youth, training and employment, which provides extensive information on initiatives and documents relating to youth-oriented topics and associations. It has also set up an observatory of employability training for young people in the form of case studies. In addition, CINTERFOR organizes virtual seminars on training and employment of young people.</p> <p>A number of technical cooperation projects touch on youth employment. The beneficiaries of the "Project on manpower training and the promotion of micro-enterprises in support of the Cocoa Plant Eradication Strategy in Trópico de Cochabamba" include 65,000 men and women between the ages of 15 and 34; the project has had a major positive impact on the rate of productive employment and on the economic situation of young people in the area, apart from its unquantifiable contribution to preventing young people from engaging in illicit drug-trafficking activities.</p> <p>Under the Regional Programme on Sustainable Employment (PRES) in Bolivia, Honduras, Nicaragua and Peru, the entrepreneurial skills of secondary school students have been enhanced through agreements with the ministries of labour and of education; the Programme's curriculum includes training components on the culture of the enterprise.</p> <p>Under a project on trade unions and decent work in the context of globalization in Latin America a training programme for young trade unionists is under way which provides virtual didactic material that is available on the Internet.</p> <p>In November 2005, based on a model of public-private cooperation with Spanish enterprises located in the region, a regional project on employment promotion for young people in Latin America began which will contribute to policy-making on the subject and to encouraging entrepreneurship and the creation of small and medium-sized enterprises.</p>

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Areas of intervention	Progress and outcomes
Improvements in the understanding of the situation of migrants	<p>Most of the progress in the ILO's collaboration with the region in this area has been in the form of diagnostic studies and the provision of assistance to governments, trade unions and sub-regional and regional bodies in dealing with the situation.</p> <p>In Mexico studies have been conducted on the relationship between migration for work, labour markets and employment, particularly with regard to the increase in remittances and their importance to the Mexican economy, and on the impact of migrant workers from Central America and from Mexico to the United States. A study has been carried out with the Workers' Confederation of Mexico (CTM) in order to strengthen the role of trade unions vis-à-vis migrant workers. A trade union programme based on the study is being prepared that is geared to migrant workers and to their incorporation into the trade union movement.</p> <p>With regard to the Andean countries, a study on Peruvian migrants in Chile has been published which, in addition to providing background material for trade unions in Chile and Peru, has produced a minimum programme of trade union services for migrants and has improved the capacity of the defence and human rights secretariats of the workers' confederations to come to the help of this population group. An analysis is also being carried out of the human rights of migrants in the Andean area and on gender, employment and migration in Ecuador.</p> <p>The ILO's contribution to the Andean Employment Conference included the preparation of a document on "Emigration and remittances in Andean countries – Recent trends and proposals", which assessed migratory trends from the Andean countries to the developed countries and the resulting flow of remittances to the migrants' families in their countries of origin, and which, on the basis of current experience in this area, put forward proposals for increasing these remittances and using them more efficiently.</p> <p>Recently, in <i>2005 Labour Overview</i>, the ILO published an analysis of the situation and of the prospects and impact of international migration in Latin America and the Caribbean, as a contribution to the search for ways and means of maximizing the benefits and minimizing the negative effects of those remittances. The document deals, inter alia, with the determining factors behind migration and their relationship with the labour market in Latin America and the Caribbean, the profile of the immigrant worker, the composition and amount of remittances from migrant workers to Latin America and the Caribbean, the impact of migration on the labour market of the countries of origin and on the families receiving the remittances, and the living and working conditions of migrant workers in the country of destination.</p>

## **2.2. Create greater opportunities for women and men to secure decent employment and income**

### **2.2.1. Economic stability, growth, productivity and generation of decent employment**

**Recommendations: "Because of its well-deserved worldwide reputation, the ILO must, within the scope of its mandate and resources, make determined efforts to help achieve ... macroeconomic stability, more equitable rules in international trade, the guarantee of democratic freedoms, legal safeguards, and the national and regional policies for development and for employment ... We therefore urge the ILO to work with its member States in the design and implementation of active job creation policies that are consistent with fundamental rights at work and lead to decent jobs ... We request the ILO to deepen its research into productivity and intensify its technical cooperation in this area."**

The economic reform and labour market flexibility measures adopted in the region during the 1990s did not have the positive impact on the labour and social environment that was expected, as can be seen from the trends in unemployment, informal sector employment and, as a result, poverty and inequality.

There is clearly a need to undertake a review of the policies introduced in recent years so that, without undermining the progress which has been made in terms of macro-economic stability and the opening up of trade, the priority is once again placed on unemployment. For the ILO, the fundamental challenge, particularly now when economic growth is picking up again in Latin America, is to achieve a sustainable increase in quality employment as a basic condition for decent work.

The Regional Office produced a series of documents between 2003 and 2005 that were intended to provide countries and integration bodies with a strategic framework for integrated economic and social policies leading to the adoption of a Decent Work Agenda by the countries in the region.

From that standpoint, in a number of documents and through participation in international, regional and national forums within the United Nations and OAS systems, the ILO has developed a series of economic policy recommendations for the generation of quality employment that can serve as the basis for the design of national policies.

Areas of intervention	Progress and outcomes
Strategic approaches of integrated policies	<p>The proposals of the World Commission on the Social Dimension of Globalization are being widely disseminated and discussed: regional and national dialogues have been organized with the participation of governments, employers, workers, academics, experts and members of the Commission.</p> <p>Tripartite workshops on decent work have also been held at the regional (August 2003), sub-regional (Caribbean, 2004; Central America, 2003) and national (Argentina, Brazil, Mexico) levels at which the decent work strategy and the Global Employment Agenda in the context of globalization were made known to the constituents in the region. The workshops set up a network of regional contacts that is facilitating the promotion of economic and social policy integration proposals for the formulation of social and labour policies and have also contributed to the convening of the subregional employment forums.</p> <p>The ILO has prepared studies for these subregional forums: MERCOSUR (April 2004), Andean Community (June 2005), Central American Employment Forum (June 2005); the forums promote a strategic approach to integrated policies for long-term economic growth and the generation of quality employment that is compatible with external equilibrium. The approach emphasizes the increase in investment in marketable goods and services as a means of overcoming external barriers to long-term growth, boosting aggregate demand and inducing increases in employment and incomes. The documents prepared by the ILO propose a development strategy focusing on four policy levels: macroeconomic, mesoeconomic, microeconomic and active employment and labour market policies, together with social inclusion policies and policies aimed at reducing inequalities.</p> <p>The ILO support for these forums has greatly helped the promotion of quality employment at the heart of the region's development strategies and has facilitated the taking of high-level policy decisions to make employment the key topic of the Summit of Presidents of the Americas held in Argentina in November 2005.</p> <p>A number of studies have also been carried out on the integration of economic and social policies. One such study on the employment challenge in a globalized economy in Argentina, Brazil and Mexico analyses economic and labour market trends in the three countries between 1990 and 2004 and draws conclusions from the various macro- and mesoeconomic policies implemented in the wake of the liberalization of trade, the changes in labour market standards and the evolution of labour relations; the study will assist in the formulation of policies to promote decent work.</p> <p>Five studies of the labour aspects of the principal regional integration agreements (NAFTA, SICA, CARICOM and MERCOSUR) were carried out under the IACML/OAS project and a comparative integrated report based on the five studies was published. In 2004, the Subregional Office for the Andean countries launched a series of studies on the labour economy in the Andean countries that analyse labour market problems arising from internal and economic imbalances, and labour reforms to make labour markets more flexible; the studies present different points of view and proposals for modifying the countries' labour policies. Five books in the series were published and distributed on the following themes: wages, labour legislation, quality of employment, training and productivity.</p> <p>A number of studies on employment in Central America were carried out and submitted to sub-regional forums held in 2004 and the tripartite forum held in 2005: the studies dealt with employment and decent labour promotion policies in Nicaragua, macroeconomic and employment policy in Nicaragua, economic and employment policy in El Salvador, decent work and poverty in Honduras, guidelines for the promotion of employment and decent jobs in Guatemala, and the labour market in Central America and the Dominican Republic.</p>

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Areas of intervention	Progress and outcomes
<p>National contributions to employment policies: National decent work programmes</p>	<p>Promotion, training and the dissemination of the decent work strategy in the region by means of regional, subregional and national workshops have greatly assisted in the formulation of decent work programmes in the various countries. The workshops have contributed to the creation of a network of public and private agents who have facilitated and continued to facilitate the design and execution of these programmes.</p> <p>In 2003 Brazil signed a Memorandum of Understanding for the establishment of a technical cooperation programme for the promotion of the Decent Work Agenda. In 2004 Argentina signed a Memorandum of Understanding for the formulation of a national decent work programme on which a tripartite agreement has been reached and which has been under way since 2004.</p> <p>In Peru, at the request of the Ministry of Labour and Employment Promotion, a proposal was put forward for a national decent work programme; the proposal has been discussed by the National Labour Council and submitted to the Tripartite Technical Committee on Employment. It has also been discussed by the country's four trade union confederations and with the Executive Board and Labour Committee of the National Confederation of Private Employers' Institutions (CONFIEP). The Minister of Labour has approved the programme for the promotion of decent employment and the improvement of the competitiveness of enterprises, on the basis of which a guide of indicators is being prepared for the promotion of the fundamental Conventions and of good labour practices in enterprises.</p> <p>Ecuador too is drawing up a national employment agenda which will become an employment plan for immediate action.</p> <p>Mexico is gradually developing its National Decent Work Programme; following a study of decent work and new labour culture indicators, discussions have been held with the constituents and a final tripartite workshop has been held to endorse the proposed programme.</p> <p>In Saint Lucia and Dominica tripartite consultations have been held to identify means of reaching a consensus on decent labour plans focusing essentially on the promotion of social dialogue, an increase in productivity and employment creation.</p> <p>In Central America and the Dominican Republic a tripartite subregional decent work plan is being drawn up that will take into account the specific situation of each country, as a follow-up to the Tripartite Employment Forum held in Honduras in July 2005.</p>
<p>Studies and technical cooperation on productivity</p>	<p>A series of national, subregional and regional studies are under way. Two regional studies were carried out in 2004, one on the productivity of micro-enterprises in four countries (Argentina, Mexico, Panama, Peru) and the other on macroeconomic reform, productivity and the labour market, also in four countries (Argentina, Costa Rica, Mexico, Peru).</p> <p>In the Andean area, subregional studies were carried out through employers' organizations on the management of productivity and working conditions, to serve as a basis for the drafting of a productivity management manual. Enterprises in the region are being encouraged to apply the methodology, which is based on joint social and financial accountability (ISEOR – hidden enterprise costs), so as to improve the productivity programmes and social responsibility of enterprises.</p> <p>In the Caribbean a productivity centre is being set up in Jamaica under the PROMALCO project. The centre is engaged in productivity surveys of Antigua, Bahamas, Barbados, Belize, Granada, Suriname and Trinidad and Tobago and is facilitating dialogue between workers and employers in specific sectors (agriculture in Saint Lucia, services in the Bahamas and Dominica).</p> <p>In Mexico, the General Directorate of Productivity of the Secretariat of Labour has defined objective parameters for generating productivity indicators and is providing assistance to trade union leaders of the CTM in the form of productivity and labour relations diplomas.</p> <p>The methodology of the productivity measurement and progress system (SIMAPRO) is still being promoted in several countries of the region: Mexico (especially in the sugar industry), Cuba, Dominican Republic and, since 2005, in Guatemala. This methodology, which is scheduled to be extended to other countries (Argentina, Brazil, Chile, Colombia, El Salvador, Peru, Uruguay) is designed to measure productivity and working conditions through dialogue between workers and employers and to assist in the creation of a climate of collaboration and trust in labour relations.</p>

## 2.2.2. More and better enterprises

**Recommendation: “We endorse the Office’s proposal to promote the creation of more and better jobs through the creation of more and better enterprises, and urge it to increase its activities in this area.”**

The problem of creating more and better jobs in the region has been tackled mainly by promoting job creation and job improvement policies for the most vulnerable segments of the labour market in order to reduce the deficit in decent jobs. A special effort has gone into strengthening micro- and small enterprises and workers in the informal sector, by means of technical assistance and training. Attention has also focused on resolving the high unemployment rates in countries that suffered economic and labour crises during the period covered by this report.

The main challenge is how to create an environment in which small and medium-sized urban and rural enterprises and the informal sector can achieve genuine competitiveness without sacrificing equity. This means improving their rights and skills, as well as promoting their access to technology, credit, markets, social protection and social dialogue. To do this, it is not enough just to develop sectoral policies; it is also necessary to find ways of integrating these segments of the labour market into the national economy. The best strategy is to take advantage of every possibility of employment-based growth and turn the low productivity of most of the workers concerned into a means of boosting that growth.

Areas of intervention	Progress and outcomes
Promotion of labour-intensive technology programmes	<p>Thanks to the ILO’s promotion of the concept of employment-based technologies in public investment, the region has acquired experience and methodologies through a number of projects. In the Andean countries a project was executed on the promotion of labour-intensive technologies, in coordination with national and local governments, with an eye to their embodiment in public investment policies and the consequent maximizing of their impact on employment. Public infrastructure and social investment bodies and local governments in Bolivia, Ecuador and Peru have accordingly developed programmes that give preference to these technologies. Similarly, Nicaragua has an employment promotion and income-creation programme for poor rural communities through the use of labour-intensive technologies and the development of and micro- and small enterprises in public works programmes and development projects; the programme advocates the extensive use of micro- and small enterprises and of local human resources.</p> <p>In Brazil the ILO has collaborated with the Ministry of Finance and municipal employment committees in encouraging discussion of investment in income transfer programmes or, alternatively, public investment in productive sectors, and in fostering better integration of labour policy, income and development instruments so as to maximize public investment.</p> <p>These initiatives and projects have had various objectives, including the reform of the rules and regulations that prevent and micro- and small enterprises from taking part in the system of public bidding for infrastructure investment projects. In Ecuador specific alternatives have been suggested for amending legislation and for modifying public investment policies so as to increase the employment coefficient in the allocation of resources to local bodies. The strategy also envisages skills training for small-scale contractors so they are in a better position to execute and maintain local public works; this can help micro- and small enterprises to become viable businesses that can generate sustainable employment.</p>
Promotion of local development strategies and local productive systems	<p>The ILO has encouraged the process of tripartite consultation in the region as a means of boosting economic growth at the local level and has helped to raise the capability of municipal and regional bodies and of local development agencies to promote the active participation of small enterprises and the informal sector in this process.</p> <p>A number of technical cooperation projects have been undertaken to implement the Economic and Social Development (DEL) strategy as an alternative means of encouraging specific proposals to strengthen decentralized bodies that can have a greater impact on vulnerable groups within the labour market in the region.</p>

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Areas of intervention	Progress and outcomes
<p>Promotion of local development strategies and local productive systems (<i>concl.</i>)</p>	<p>The Regional Sustainable Employment Programme (PRES) is under way in Bolivia, Honduras, Nicaragua and Peru, where its objective has been to generate and consolidate decent employment in micro- and small enterprises (mainly among the more vulnerable groups: women, young people and indigenous peoples) by means of local employment creation activities. A key component of the programme has been the promotion of local economic development through the strengthening of local and provincial municipalities which are being given the tools to plan development and introduce entrepreneur services. The programme has made it possible to improve the ability of municipalities to design and execute participative policies that maximize the creation of decent jobs and gender equality and consolidate subregional trade by applying the lessons learned to the development of small enterprises and to labour-intensive and pro-poor investment strategies.</p> <p>The year 2003 saw the launching of the "Integrated programme of support for the revival of employment in Argentina: Promoting employability and labour mobility and strengthening support for the micro- and small enterprise sector (AREA)" in order to tackle the social and labour repercussions of the crisis that began in December 2001. The principal line of action has been to set up and consolidate territorial networks for local economic development and the promotion of micro-, small and medium-sized enterprises, as well as to increase employability and participation in the labour market and to facilitate and improve the formulation of employment policies.</p> <p>Also in 2003 a project to boost employment through the creation and consolidation of micro- and small enterprises within the framework of local development strategies (REDEL) was launched in Uruguay to meet the demand for jobs. The project is designed to develop an institutional, economic and social environment that is conducive to the implementation of local development policies and to the creation of micro-enterprises and self-employment.</p> <p>The experience gained from these projects has made it possible to identify a supply of available services in the region by means of three levels of intervention:</p> <ol style="list-style-type: none"> <li>(1) the establishment of a set of rules and regulations that are conducive to economic development based on collaboration among the local economic actors, under the responsibility of the relevant regional/local government authority, by strengthening technical skills and planning systems for the promotion of small enterprises by means of appropriate policies and services;</li> <li>(2) the support of local public/private institutional networks in order to increase the sustainability of the local productive system;</li> <li>(3) the transfer of entrepreneurial training services and technical assistance for the management of small enterprises and for the raising of their productivity and level of technology, including the association of small enterprises in order to enhance their productivity, by identifying and encouraging the formation of production chains and conglomerates so as to facilitate the modernization of local production networks.</li> </ol>
<p>Strengthening inter-institutional capability to promote micro- and small enterprises</p>	<p>Organizational networks of micro- and small enterprises are being consolidated at the institutional and legislative level. Although in many countries of the region this is a process that has been encouraging public-private coordination for decades, there has in recent years been an increase in its ability to influence public policy and to have an impact at the regional and local levels as well. Of particular interest are the Centre for Micro- and Small Enterprises in Central America (CENPROMYPE), the National Council for the Development of Micro- and Small Enterprises in Peru (CODEPYME), the Committee for Collaboration among Micro-Enterprises in Ecuador (CONMICRO) and the Small and Micro-enterprise Coordination Roundtable in Bolivia.</p> <p>Some countries have made considerable strides in the design of specific policies. In 2005, for example, Peru adopted a National Plan for Micro- and Small Enterprises, and a national plan to simplify formalities at the municipal level was launched to promote the creation and registration of micro- and small enterprises.</p> <p>Elsewhere, as in Brazil, specific forums have been established within ministries to design policies and programmes that include specific sectors of the labour market, such as the National Secretariat for Economic Solidarity (SENAES) that was established in the Ministry of Labour and Employment in Brazil.</p>

### 2.2.3. Instruments to measure and analyse labour conditions

**Recommendation: “We urge the Office to cooperate with the countries in the region in an ongoing effort to develop and modernize statistical instruments (to measure and analyse labour conditions in the region) and to provide the necessary training to organizations of employers and workers so that they may use and benefit from these instruments.”**

One of the fundamental requirements for promoting decent work is the existence of a database to facilitate the adoption of appropriate policies and programmes relating to the labour market.

Every year, the Regional Office publishes a *Labour Overview* in Spanish and English which is an extensive source of information not only on developments in the labour market but, in general, on the decent work situation in the region. The publication contains an overview of the labour market situation in the region (together with a statistical annex) describing and analysing progress in labour conditions up to the third quarter of the current year, by region and by country, based on a number of indicators; it also contains projections of unemployment rates in the region for the following year. The overview is accompanied by feature articles on a wide variety of labour issues that complement the examination of the labour market situation.

In recent years the ILO's offices in the region have helped countries to improve their methods of measuring labour conditions, focusing especially on improving household surveys and making them compatible with one another, identifying new indicators for monitoring policies and designing indicators for specific groups (women, child workers, young people).

Areas of intervention	Progress and outcomes
Progress in the measurement of labour conditions in the region	<p>A number of activities have been undertaken to introduce the concept of decent work into the measurement of the labour market variables in several countries of the region. In Guatemala and Nicaragua, the concept has been extended to household surveys and administrative records. In Mexico, a tripartite national consensus has been reached on the subject for the first time between the Secretariat of Labour and Social Welfare, the workers' organizations (CTM and CROC) and the employers' organizations (CONCAMIN and COPARMEX).</p> <p>The incorporation of new components has improved the region's statistical instruments (especially as regards household surveys). In Costa Rica, Dominican Republic, Ecuador and Panama, improvements have been made in the measurement of employment, underemployment and the informal sector. In Chile the surveys now include a gender component, and in Paraguay the data contained in the permanent household survey can now be interpreted more accurately.</p> <p>There has been significant progress in consolidating statistics in the administrative records of the ministries of labour. In Chile, the improvements have been in records of trade union membership, collective bargaining and the enforcement of labour legislation. Since 2004, this task has been undertaken in the ministries of labour of Bolivia, Ecuador and Peru as part of the FORSAT project for the strengthening of labour administration.</p> <p>New measuring instruments have been designed. In the English-speaking Caribbean and Suriname, the Labour Market Information System project in the Caribbean has made it possible to generate more reliable and internationally comparable data on the labour market for use at the national and regional level. The countries of the Caribbean have also introduced a Labour Force Survey: the Bahamas and Saint Lucia for example conduct wage surveys. The classification of occupations is being updated in Barbados, Jamaica and Trinidad and Tobago, and labour force information plans are under way in the Bahamas, Barbados, Belize, Granada, Saint Lucia, Saint Vincent and the Grenadines, Suriname and Trinidad and Tobago.</p>

(continued overleaf)

Areas of intervention	Progress and outcomes
Implementation of databases and labour information systems	<p>In 2003 the Regional Office began work on a Latin American and Caribbean Labour Information System (LACLIS), a bilingual (English-Spanish) database containing 18 decent work indicators on 41 countries and territories in the region. The ILO is also continuing to assist countries through the Information System and Labour Analysis (SIAL) which has an up-to-date databank that is available to constituents in the region and provides valuable input for studies and technical assistance carried out in the region.</p> <p>The ILO is collaborating with MERCOSUR's Labour Market Observatory on a project to harmonize the labour indicators of the member countries, which facilitates the implementation of integrated policies and the monitoring of social and labour trends in the subregions. There is also collaboration with a similar observatory in the Andean Community (CAN), where work has started on the Andean Labour Observatory. Colombia, Peru and the Bolivarian Republic of Venezuela also have databases of labour market indicators that have been adapted for the creation of observatories specializing in fundamental rights.</p> <p>Under the US-DOL/ILO project of support to the Inter-American Conference of Ministers of Labour, a database of labour projects being executed in the region has been created that provides information on over 1,100 projects. The database is available for all users on the web site of the Regional Office for Latin America and the Caribbean.</p> <p>In addition to the ILO's worldwide databases (ILOLEX and APPLIS), the Regional Office keeps an up-to-date database (QVILIS) that provides information on complaints regarding violations of freedom of association. As from July 2003, a new regional database (CORENIT) will come into being on the regular supervision of compliance of international labour standards; it will contain up-to-date information on the participation of trade union organizations in the normal supervisory process of standards, the observations made by the various countries, the degree of response to complaints, the state of decisions adopted in the Committee on Standards, etc. The information is used to determine trends in freedom of association in the region and the extent of non-compliance with its principles.</p>

### 2.2.4. Vocational training and ongoing education

**Recommendation: "We pledge to design, through participative and responsible social dialogue, vocational training and ongoing educational policies that are conducive to the full development of persons."**

In a labour agenda geared towards decent work, the end of poverty and fair globalization, vocational training is becoming an effective and indispensable tool for providing men and women, on an equal footing, with better access to decent jobs.

In Latin America and the Caribbean the pressure on young people to start working at an early age, the shortage of jobs and their consequent concentration in the informal sector, in precarious, low-productivity employment, accentuate the need for more practical labour market policies which focus on vocational training.

Making the region competitive at the global level requires qualified and skilled human resources and solid, public relevant and high-quality training policies. There is also a need for regulations governing existing resources and capacity, whether public, private, mixed or social.

Social dialogue is becoming more and more relevant at a time when governments, employers' and workers' organizations and human resources training institutions are discussing the planning, management and financing of public training policies.

Areas of intervention	Progress and outcomes
Activities connected with policies that combine decent work and vocational training	Several countries have adopted measures within the framework of policies that combine decent work and vocational training. Argentina has a range of active policies that focus on decent work, in conjunction with vocational training. In Brazil the Ministry of Labour and Employment and the Training Secretariat are implementing a national training plan which places emphasis on training for employability. Chilean legislation on vocational training both updates and regulates the standard of training, and is moving towards a standardized qualifications system.

Areas of intervention	Progress and outcomes
Certifying skills	<p>In the period to which this report refers, CINTERFOR has helped the social partners and training authorities to understand, analyse, discuss and endorse the Human Resources Development Recommendation, 2004 (No. 195).</p> <p>Several countries in the region have adopted measures in line with Recommendation No. 195. Argentina, for example, has a special section in the Ministry of Labour that deals with the recognition and certification of vocational skills. Brazil is setting up an inter-ministerial committee to develop a skills certification system, while its National Industrial Training Service (SENAI) is working on skills recognition, and the Ministry of Labour is supporting various pilot schemes in this area.</p> <p>In Chile the Ministries of Education and Labour are participating in a joint project to establish permanent education and training activities, which include standardizing qualifications and skills and recognizing previous apprenticeships.</p> <p>Under the leadership of the National Training Service (SENA) of Colombia, a project is under way to recognize skills acquired through experience and to improve the quality of private training schemes.</p>
Adoption of policies on quality and upgrading training institutions	<p>One of the most tangible results in terms of training in the region has been the progress made in consolidating quality management in institutions and the continuous efforts to make training more effective. To date, more than 250 vocational training institutions, training centres, operating units and technological development laboratories have been certified as meeting quality standards. Several institutions already arrange for feedback on the quality of their training.</p> <p>The horizontal cooperation provided by CINTERFOR has made it possible for several institutions to help others which are trying to get their training up to a certified standard.</p> <p>Some of the steps taken by the vocational training institutions in the region should be highlighted. In Brazil SENAI is pursuing a policy of quality management and has achieved certification of most of its training centres. Similar measures are being taken by the Technical Institute for Training and Productivity (INTECAP) in Guatemala, the National Service for Training in Industrial Employment (SENATI) in Peru, the National Training Service (SENA) in Colombia, the National Institute of Technical and Vocational Training (INFOTEP) in the Dominican Republic, the National Training Institute (INA) in Costa Rica, the General Directorate of Employment Training Centres of the Mexican Department of Public Education, and the Human Employment and Resource Training Programme of the National Training Agency (HEART/NTA) in Jamaica, which aims to provide training and certification for all working-age Jamaicans.</p>
Innovations to improve access to vocational training programmes for young unemployed people	<p>Various innovative measures to improve access to vocational training programmes for young unemployed people have been taken. The Ministry of Labour of Argentina has developed a strategy to integrate the supply of training in the provinces with training programmes for young unemployed people. In Chile computer literacy programmes are included as part of developing skills for employability in youth training programmes financed by the Ministry of Labour through the National Training and Employment Service (SENCE). An "Enterprise" fund has been established by SENA in Colombia to finance small enterprise-creation projects for young people participating in training schemes. In Guatemala INTECAP's training centres are extending their working hours to include late sessions for the benefit of workers who cannot attend daytime courses. In Uruguay the Ministry of Labour is developing a training programme aimed at female heads of households who are most vulnerable to unemployment.</p>
Strengthening national vocational training networks and institutions	<p>In Central America a subregional network of vocational training institutions (VTIs) is being created to coordinate policy between the tripartite management bodies of VTIs in the subregion. Training institutions such as INTECAP in Guatemala, INA in Costa Rica and the National Vocational Training Institute (INAFORP) in Panama have established links with the ministries of education and identified joint strategies and activities in adult education programmes.</p> <p>The Caribbean Association of National Training Agencies (CANTA) is a Caribbean association for promoting leadership, identifying weaknesses and making recommendations on how to improve vocational training. Through this association an exchange of good practice is taking place between the countries of the subregion, and micro- and small enterprises in Jamaica, Barbados, Saint Lucia and Trinidad and Tobago are receiving training.</p>

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Areas of intervention	Progress and outcomes
Strengthening national vocational training networks and institutions ( <i>concl.</i> )	<p>In the Andean countries, the ILO Subregional Office is helping the Andean Community (CAN) to harmonize standards for vocational training and employment promotion. Based on studies carried out in 2004 and 2005, CAN has prepared a draft standard which has been discussed at meetings of deputy labour ministers in the region and by CAN employment experts. In Ecuador, with the technical assistance of experts from the Subregional Office for the Andean Countries, a strategy is being devised for the creation and integrated implementation of the National Vocational Education System (SNFP). In Peru a tripartite advisory committee on vocational training has been established, and is promoting vocational training policies on the basis of consultation. In Mexico the Employers' Council of the Republic of Mexico (COPARMEX) and the Revolutionary Council of Workers and Peasants (CROC) have signed an agreement on joint financing for a centre for employment development.</p>
Increasing the services of the International Training Centre	<p>The number of participants from Latin America and the Caribbean has grown in recent years and the distribution of participants by subregion is now more balanced, thanks to efforts made to promote participation in Central America and the Andean countries, which were previously under-represented. This is because of the importance that training has acquired in recent years, in both the public and private sectors, as a tool for improving access to decent work.</p> <p>In the last few years a joint effort by the International Training Centre's headquarters and the regional authorities has facilitated access to additional funds, collaboration with expert trainers and the adaptation and translation of training materials.</p> <p>Agreements and links with Mexican universities in the region (Coahuila, Mexico City, Anahuac and Nueva León) have increased and are allowing more training to be offered both in the region and at the International Training Centre itself.</p> <p>The courses offered vary. At the start of the millennium they focused on developing skills. Since 2002 there has been more emphasis on international labour standards, labour relations and managing vocational training systems. Strategies on distance learning under the "Local development" (DELNET) and "Competency-based trainer training" (DELTA) programmes have also been promoted.</p> <p>The participation of professionals from the region in the Centre's training activities has made it possible to form networks of former alumni. These include networks of participants in courses for judges, lawyers and law professors, and ensure that there is some follow-up to training, thereby contributing to horizontal training among professionals in the region.</p>

## 2.3. Enhance the coverage and effectiveness of social protection for all

### 2.3.1. Safety and health at work

**Recommendation: "Appropriate national social security systems and programmes [are] indispensable ... We consider it indispensable to establish occupational safety and health policies that protect the lives and health of workers by preventing occupational accidents and diseases ... We attach special importance to active prevention policies to deal with HIV/AIDS, and request the Office to develop specific programmes to deal with this pandemic."**

The availability of reliable statistical data on workplace accidents and occupational diseases is limited in the region and deal almost exclusively with workers who are protected by social security, i.e. salaried workers employed by large enterprises in the private or public sector.

It is estimated that, in most countries in the region, coverage for occupational risks extends to only some 12 per cent of workers.

Despite evident under-reporting, Latin America has the third highest number of fatal workplace accidents in the world. It is estimated that 30 million work-related accidents occur in Latin America every year and that the number of fatalities exceeds 39,000.

Furthermore, Latin America is the region of the world with the greatest increase in the number of fatal accidents in the period 1998-2001. With the exception of Latin America and China, the trend throughout the world in recent years has been towards a reduction in the number of fatal accidents. The workers most affected are those in small enterprises and in micro-enterprises in the informal sector and in agriculture, mining, fisheries and the construction industry.

In addition, these countries have very few properly trained professionals to undertake prevention and inspection duties, and, among the social partners (employers and workers), the matter has not as yet become a priority.

Areas of intervention	Progress and outcomes
<p>Strengthening institutions and social partners with regard to occupational safety and health</p>	<p>Training programmes for trainers on occupational safety and health have been set up in Mexico on the basis of a national diagnostic survey of the OSH system carried out in 2002. The programme trains representatives of employers' organizations belonging to the Confederation of Employers of the Mexican Republic (COPARMEX) and workers' representatives of the Confederation of Workers of Mexico (CTM). In other countries (Cuba, El Salvador) joint committees have been trained on safety and health at work.</p> <p>Under the Strengthening Labour Administration Project (FORSAT) training and technical assistance activities are being carried out to improve OSH monitoring in the ministries of labour of three Andean countries (Bolivia, Ecuador, Peru).</p> <p>In the Caribbean progress and improvements have been made in training OSH inspectors, particularly in Guyana and Jamaica and in construction and the food industry sectors, as well as in the detection of child labour.</p> <p>The ability of employers' organizations in the region to deal with safety and health at work has been enhanced and benchmarking of employers using good practices has been introduced.</p>
<p>Support for drawing up proposals in the area of safety and health at work</p>	<p>In several countries of the region, diagnostic surveys of occupational safety and health have helped in the formulation of policy guidelines and in the reorganization of institutions so as to improve the OSH system.</p> <p>All the Central American countries have carried out surveys of their safety and health systems, and have training manuals on the subject. Based on these surveys, trade union organizations in Costa Rica, Dominican Republic, El Salvador, Guatemala, Nicaragua and Panama have drawn up an action plan in this regard.</p> <p>Panama's Social Security Fund is using the ILO's recommendations to set up a health assessment laboratory. In addition, an action plan and a monitoring and assessment model have been developed, and national programmes are being implemented in the construction sector. In Honduras, the safety and health regulations for maritime ports have been revised and updated.</p> <p>The Andean Community Advisory Council of Labour Ministers (the Community's advisory body on labour) has developed a subregional programme with the help of experts from the ILO Subregional Office for the Andean Countries. The programme was drawn up with the support and participation of the trade union confederations in the Andean countries and is now being promoted in the various countries of the subregion. Joint (government and workers) OSH surveys and plans are also being carried out in Andean countries. In Ecuador a survey and safety and health plan are being prepared in conjunction with the Ministry of Labour, the Ecuadorian Social Security Institute and employers' and workers' representatives. The Multi-sectoral Technical Committee of Peru has drawn up a set of OSH regulations and the matter has also been placed on the agenda of the National Labour Council, which has its own technical subcommittee on occupational safety and health. Bolivia's employers have drawn up a strategy and, through the chambers of commerce and industry, identified focal points for improving safety and health.</p> <p>Proposals to extend health coverage to workers in the informal sector are being discussed in the trade union confederations of Peru and the Bolivarian Republic of Venezuela.</p> <p>In Argentina, in April 2005, the Institute of Occupational Safety and Health of the Ministry of Labour, Employment and Social Security and the Director of the ILO's InFocus Programme on SafeWork signed a declaration on occupational safety and health in which Argentina adopted the guidelines on OSH management systems promoted by the ILO.</p>

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Areas of intervention	Progress and outcomes
Support for drawing up proposals in the area of safety and health at work ( <i>concl.</i> )	<p>In Brazil the process of adapting standards for safety and health services in small and medium-sized enterprises has been set in motion.</p> <p>The national safety and health at work system has begun to operate within Mexico's Ministry of Employment. The ILO office is supporting a national survey on the subject, the installation of a database and the consolidation of a programme to keep specialized civil servants up to date.</p>
Active policy proposals for the prevention of HIV/AIDS	<p>Based on the resolution adopted by the International Labour Conference concerning HIV/AIDS and the world of work (2000), a special programme has been established which has drawn up a tripartite code of practice on HIV/AIDS and the world of work.</p> <p>Activities are being carried out throughout the region to promote the work of the United Nations Thematic Working Group on HIV/AIDS. Since 2003 campaigns and activities to disseminate the ILO's list of practical recommendations on HIV/AIDS and the world of work have been stepped up.</p> <p>Through the OPEC Fund for International Development a project is under way to implement policies and programmes in the workplace in selected countries of the region (Bolivia, Paraguay, Peru, Suriname). The code of practice was launched in Argentina in 2003 and in Brazil in 2002, where workers' and employers' organizations are participating in the "Red Ribbon" campaign and where a tripartite body has been set up to place the fight against HIV/AIDS on the country's labour agenda. The Brazilian Government and UNAIDS have established an International Centre for Technical Cooperation on AIDS, which finances cooperation among developing countries as part of the fight against HIV/AIDS.</p> <p>The Caribbean countries are drawing up national plans to fight HIV/AIDS in the world of work and are developing a prevention programme, which began in 2003 in Belize and Guyana, was expanded in 2004 to Barbados and Jamaica, and from mid-2005 will also include Trinidad and Tobago.</p> <p>In Chile joint meetings of workers and employers have been held to devise a programme to disseminate the ILO's practical recommendations, and the National Copper Corporation (CODELCO) has drawn up an internal plan based on the recommendations. Mexico, among other countries, is advocating the explicit inclusion of non-discrimination against AIDS victims in the principles of the United Nations Global Compact on corporate social responsibility. In Argentina a study is being finalized on compulsory HIV/AIDS testing and discrimination at work.</p>

### 2.3.2. Social security systems

**Recommendation: "The ILO will provide support and assistance to help expand and modernize existing systems, and develop such new systems as may be needed to strengthen the capacity of States. Special emphasis on the development of unemployment protection schemes."**

The main dilemma with regard to social protection schemes in the region is their poor coverage. This applies not only to the number of workers and their families covered by protection schemes, but also to the range of risks covered and the actual quality of protection. The challenge facing the region is to modernize its social protection machinery in three areas: increased opportunities, access to benefits and services, and traditional prevention and protection.

Social protection schemes must take into consideration three groups of workers: those who are completely outside the labour market (the informal sector), those who are a definite part of the formal sector, and those who oscillate between the two throughout their working lives. Policies in this area have to be flexible and geared to the characteristics and possibilities of each group, as well as to each country's economic, social and labour situations.

Areas of intervention	Progress and outcomes
Learning about social protection	<p>The main activities undertaken in the region over the period have involved the conduct of studies of the labour situation and the coverage of social protection and the analysis of data so that governments and other authorities can promote institutional reform and the extension of social security coverage.</p> <p>Studies have been carried out on the coverage, financing and administration of national non-contributory pension schemes in Argentina, Brazil, Chile, Costa Rica Uruguay. In Peru, a financial and actuarial study was made of the management of the Social Health Insurance Fund (ESSALUD). In Argentina, with the support of the ILO, the Iberoamerican Social Security Organization (OISS) and the International Social Security Association (ISSA), the Ministry of Labour published a White Book on social welfare; support was also given to establishing a technical group to analyse databases on employment and frequency of contributions, the results of which are presented in a publication on the employment aspects of social protection. In 2003 a study was carried out on the institutional aspects of social protection in Argentina and, in conjunction with the Ministry of Economy and Production, a document was published on the financing, coverage and development of social protection in Argentina. Additionally, with the support of the ILO's Financial, Actuarial and Statistical Services Branch, a study was undertaken of the prospects of social welfare, together with a financial and actuarial evaluation of the retirements and pensions scheme for 2005-50.</p> <p>All ILO studies in this area have had the participation and consent of the authorities.</p>
Institutional reform and expansion of social protection coverage	<p>The studies carried out in cooperation with the ILO have led to reforms in several countries. In Argentina the welfare scheme is being extended to groups affected by the economic crisis (2001-02) and will include coverage for old age, disability, survivors, occupational hazards and unemployment. In Peru, at the request of the Council of Management of ESSALUD, the Subregional Office for the Andean Countries is supporting the preparation of a project to strengthen institutions, to extend coverage and to improve the scheme's management. Similarly, a tripartite agreement has been concluded to establish a multisectoral technical committee to review the entire system of occupational risk insurance. Permanent technical assistance is also available from the Committee on Social Security and the National Labour Council (a tripartite body). In Costa Rica, a tripartite agreement was reached to assure the sustainability of the scheme in coming years.</p> <p>There has been progress in the proposed, and in some cases effective, extension of social security coverage to groups which have traditionally been excluded or marginalized. In Honduras, under the ILO-supported programme to extend social security coverage, the Honduran Social Security Institute has been strengthened by creating the technical, legal and infrastructural conditions to facilitate the extension of social security coverage. As a result of the project, new ways have been found of insuring domestic workers, homeworkers, independent workers, members of cooperatives, etc. A new social security bill and a revised Labour Code, which takes into account the conditions and instruments needed to implement innovative schemes for protecting workers who have traditionally been excluded, are also being promoted. Rules and regulations have been issued under the Social Security Act so as to reorganize the occupational hazards scheme, the occupational health scheme and local social security schemes. New ways of insuring domestic workers, home workers, independent workers, members of cooperatives, etc., have also been introduced.</p> <p>In Paraguay social security coverage has been successfully extended to domestic workers, and in Chile there has been extensive dialogue and debate on extending social protection to independent workers. In Brazil, the Government is extending employment insurance to workers released from forced or slave labour.</p>
Strengthening the capacity of the social partners to act in this area	<p>In Argentina, Ecuador, Peru and, recently, Paraguay, trade union confederations have evolved action plans in this area; in some cases decentralized and local activities have been carried out with workers' organizations, so that the trade union confederations now have human resources that are trained in social protection. In Peru the confederations have signed a declaration of trade union commitment to social security, whereby they agree to create an inter-union committee on social security. In Peru and the Bolivarian Republic of Venezuela trade unions have drawn up a proposal to extend health coverage to workers in the informal economy.</p>

## 2.4. Strengthen tripartism and social dialogue

### 2.4.1. Social dialogue and tripartism

**Recommendations: “We consider it essential to assist and strengthen the organizations of employers and workers throughout the region, as pillars of any decent work policy ... We call for a strengthening of the tripartism advocated by the ILO through appropriate programmes and projects. We request the Office’s cooperation in promoting the full application of the Conference resolution on tripartism and social dialogue ... It is necessary to establish programmes to strengthen labour administrations.”**

Taking into account the conclusions of the Fifteenth American Regional Meeting, one of the priorities which has been established for regional programming is the consolidation of social dialogue as a substantive instrument for strengthening democracy and respect for human rights and fundamental labour rights, and as an important means of promoting the process of integration and meeting the challenges of an inclusive globalization.

Strengthening the social partners in the world of work is essential for achieving active participation in the promotion and implementation of a decent work agenda, which can only be guaranteed through social dialogue and the participation of the people as a means of consolidating and strengthening democracy.

Social dialogue plays a key role in the democratic building of labour relations and in the search for agreed solutions to the main problems of employment: new labour institutions, respect for fundamental principles and rights at work, policies to address unemployment, revising standards which protect workers, extending social protection coverage, vocational training and formalizing the informal economy.

#### Areas of intervention

#### Progress and outcomes

Capacity building of social partners: Workers’ and employers’ organizations

A series of activities in the region have been directed at workers’ and employers’ organizations so as to strengthen and improve their ability to participate in social dialogue and collective bargaining.

A number of technical cooperation projects were started in the region during the reporting period to strengthen institutional mechanisms for social dialogue and labour administration services: “Tripartism and social dialogue in Central America: Strengthening the processes of consolidating democracy” (PRODIAC); “Freedom of association, collective bargaining and labour relations in Central America and the Caribbean” (RELACENTRO); “Modernization of labour administrations in Central America, Belize, the Dominican Republic and Panama” (MATAC); “Strengthening labour administration services (Bolivia and Peru)”; “Promotion of and respect for labour rights and working conditions in Costa Rica” (FOALCOII); “Trade unions and decent work in the era of globalization in Latin America (Argentina, Chile, Brazil, Colombia, Paraguay, Peru, Uruguay and Venezuela)”; and “Strengthening institutional mechanisms for social dialogue (Argentina, Chile, Brazil, Ecuador, Mexico, Peru)”. These projects have helped to consolidate the process of dialogue in the region by promoting recognition, relations and consensus between governments and the social partners, by strengthening permanent tripartite institutions which ensure democratic participation in tackling a common agenda on social and labour issues, and by training and strengthening the social partners.

These projects were carried out in response to requests from governments, and were supervised by the regional representatives of the Bureau for Employers’ Activities (ACT/EMP) and the Bureau for Workers’ Activities (ACTRAV), whose mandate is to strengthen the technical skills of employers’ and workers’ organizations.

Under these projects, and as part of the activities of ACTRAV and ACT/EMP, training seminars and other activities have been provided at the national, subregional and regional levels which have enhanced the ability of employers’ and workers’ organizations to participate actively in building democratic labour relations, thereby increasing their ability to propose alternatives in the various spheres of the world of work.

## Areas of intervention

## Progress and outcomes

Using the methodology of the Latin American Institute for the Management of Employers (ILGO), employers' organizations in Central America and the Andean countries have been supported in devising strategies to increase membership, competitiveness and management of employers' organizations. Their executive bodies have also received direct assistance. In Panama the number of institutions belonging to the National Council of Private Enterprise (CONEP) increased, while in Costa Rica, El Salvador and Guatemala, new communication and information services for employers' organizations were established.

As to trade unions, the participation of workers' organizations in subregional forums such as MERCOSUR, the Andean Community, and in Central America and the Dominican Republic, was supported.

As a result of the Tripartite Subregional Meeting on Social Dialogue in Latin America and the Caribbean, held in Santo Domingo in 2002, the social partners approved an agenda on labour relations, social dialogue and democratic governance. Trade union confederations in Central America have, with ILO support, begun a process of self-examination and collective activities so as to become effective players in the modern labour relations system. A succession of workshops on "Globalization and labour relations in Central America: A challenge for trade unions" has strengthened trade union organizations in areas such as collective bargaining, dialogue, and the impact of globalization on labour relations, and has given them more negotiating capability in NAFTA.

Various capacity-building activities are under way in the region. In Brazil, Argentina, Uruguay and Peru workers' organizations have, with the support of ACTRAV and regional technical co-operation projects, undergone capacity building on free trade, integration and labour rights, decent work information systems, youth employment and professional skills.

In Argentina a training programme was developed in 2003 on collective bargaining in the public sector, aimed at government negotiators and their trade union counterparts. This led to the publication of a book on collective bargaining in the state sector. In Peru trade union proposals have also been prepared and submitted on social dialogue and collective bargaining in the public sector.

A programme of tutorials, aimed at women trade unionists in Peru's four trade union confederations and in the form of a central tutorial and 15 offshoots, has involved the participation of 225 female members and officials.

With regard to the need to ensure that workers in the informal sector and in micro- and small enterprises, who are normally excluded from the process of social dialogue, are represented and have their voices heard, two activities undertaken in the region should be highlighted. In Peru and Colombia micro- and small enterprises are learning to combine forces (Colombia) and move into the formal sector (Peru). Trade union organizations are being strengthened through special programmes on the informal economy, based on which the confederations are preparing proposals for structural modernization to improve the organization and representation of informal workers.

The incorporation of the social and labour dimension into regional integration agreements has been an important aspect of the agenda of activities directed at workers and employers. National and subregional seminars have been held for employers and workers on the social and labour effects of trade negotiations. Annual training courses are held for officials and managers of employers' organizations on socio-economic, labour and management topics. Employers in the Caribbean have undergone capacity building on fundamental principles and rights at work in the context of the Free Trade Area of the Americas (FTAA). Similarly, within the Caribbean Community (CARICOM), a meeting of workers' organizations held in Suriname (2004) on "Promoting the integration of people and investment in the Caribbean Single Market and Economy (CSME)" allowed workers to talk directly to representatives of the Caribbean Regional Negotiating Machinery (CRNM) regarding possible ways of introducing the concept of labour rights into the FTAA.

There has also been progress in the preparation of studies. Trade union organizations have undertaken studies of collective bargaining in the public sector and drawn up a trade union proposal for tripartite dialogue in Colombia and the Bolivarian Republic of Venezuela. In Colombia, a study was carried out (2004) on the impact of labour reforms on the world of work; and in 2005 an educational resource document was compiled on fundamental rights and incorporated into the training scheme of the Colombian Federation of Educators (FECODE). In Mexico a joint survey was made of social dialogue in the 32 states of the Republic, which will aid in consolidating the process. Observatories and databases have been set up on labour markets in Latin America, and these are available to trade union confederations in the region.

*(continued overleaf)*

Areas of intervention	Progress and outcomes
Capacity building of social partners: Workers' and employers' organizations ( <i>concl.</i> )	<p>Action plans and proposals have been drawn up as result of these activities. In Ecuador a labour agenda and an inter-union action plan have been prepared to promote fundamental rights (2004). In Colombia, Ecuador, Peru and the Bolivarian Republic of Venezuela agendas and trade union action plans on equal opportunities have been prepared and implemented at the national and regional level, through coordination established by the ILO between the Coordinator for Andean Women Workers (COMUANDE) and the Andean Consultative Labour Council (CCLA). A trade union action plan on equal opportunities for men and women for 2006-10 is being prepared by trade union associations in Peru, and trade union organizations in Colombia and the Bolivarian Republic of Venezuela have drawn up trade union proposals for bipartite dialogue (public sector).</p> <p>The Andean countries also have a subregional trade union roadmap on gender, containing an Andean subregional trade union proposal for a decision on equal opportunities and gender equality.</p>
Creating/strengthening tripartite forums for social dialogue	<p>In this area, the ILO Regional Office has worked on tripartism and social dialogue as a means of formulating and implementing social and economic policies to maintain industrial peace and strengthen democracy.</p> <p>Based on technical cooperation projects and various activities promoted by ACTRAV and ACT/EMP, a great effort has been made to consolidate permanent tripartite bodies for social dialogue in the region. In Central America the Economic and Social Council has been founded in Honduras and the National Labour Council has been strengthened in Nicaragua, while in Costa Rica and the Dominican Republic legislative bills establishing similar bodies have been drawn up.</p> <p>There has been significant progress in the Andean countries. Following the reactivation of the National Labour and Employment Promotion Council (2001), March 2005 saw the approval of regulations for its functioning and internal organization, ensuring improved participation of the social partners and greater autonomy of its technical secretariat, which has been strengthened with increased human and material resources. Similarly, a pioneering form of institutionalized social dialogue has been introduced at the regional level (Ucayali region). In Ecuador the National Labour Council was established in 2004, and the regulations for its functioning and internal organization, which include a technical secretariat, were approved in February 2005. In Chile support has been expressed for a Tripartite Council for Social Dialogue and in April 2002 a joint government/ILO report was submitted to President Lagos Escobar on fundamental bases for reforming the labour courts and social welfare, which has facilitated dialogue between the Government, workers and employers on the issue. In Mexico the Council for Dialogue with the Productive Sectors has been strengthened and has now been recognized by the European Economic and Social Council within the framework of the EU-Mexico Association Agreement. In addition, employment, productivity and decent work have been placed on the agenda of 32 state councils as the main thrust of social and economic policies in the country. In Brazil the National Employment Forum has been strengthened, in accordance with a proposal made by employers' organizations and trade unions to promote trade union reform in the country so as to enable progress to be made towards a system of freedom of association.</p> <p>In Argentina the National Employment Council, the Tripartite Committee on Equal Opportunities and the National Agrarian Labour Committee have been strengthened by supporting their rules and regulations and encouraging them to engage in social dialogue.</p> <p>In Central America the Forum of Labour Coordinating Bodies has been assisted in devising programmes for horizontal cooperation and subregional integration on labour matters.</p> <p>The Inter-American Research and Documentation Centre on Vocational Training (CINTERFOR) is strengthening the process of regional dialogue in the field of vocational training through its technical committee (composed of regional training bodies and representatives of workers' and employers' organizations).</p> <p>The Social Dialogue Academic Network is being established with the aim of encouraging a pluralist school of thought to promote a culture of dialogue. Operating from Argentina, this Network brings together members of the academic and labour communities to analyse and reflect on these issues and to make proposals for the whole region.</p> <p>With the support of the "Promotion of management-labour cooperation" project (PROMALOC), financed by the Government of the United States, the tripartite Kingston Declaration was signed (November 2001), in which governments, workers and employers agreed on their response to globalization, the internationalization of trade and the social and labour problems in the Caribbean subregion. The project's aim is to encourage a new labour culture between enterprises and workers, and it has designed a database to disseminate good business practice in order to strengthen collective bargaining and human resources development, and improve productivity in enterprises.</p>

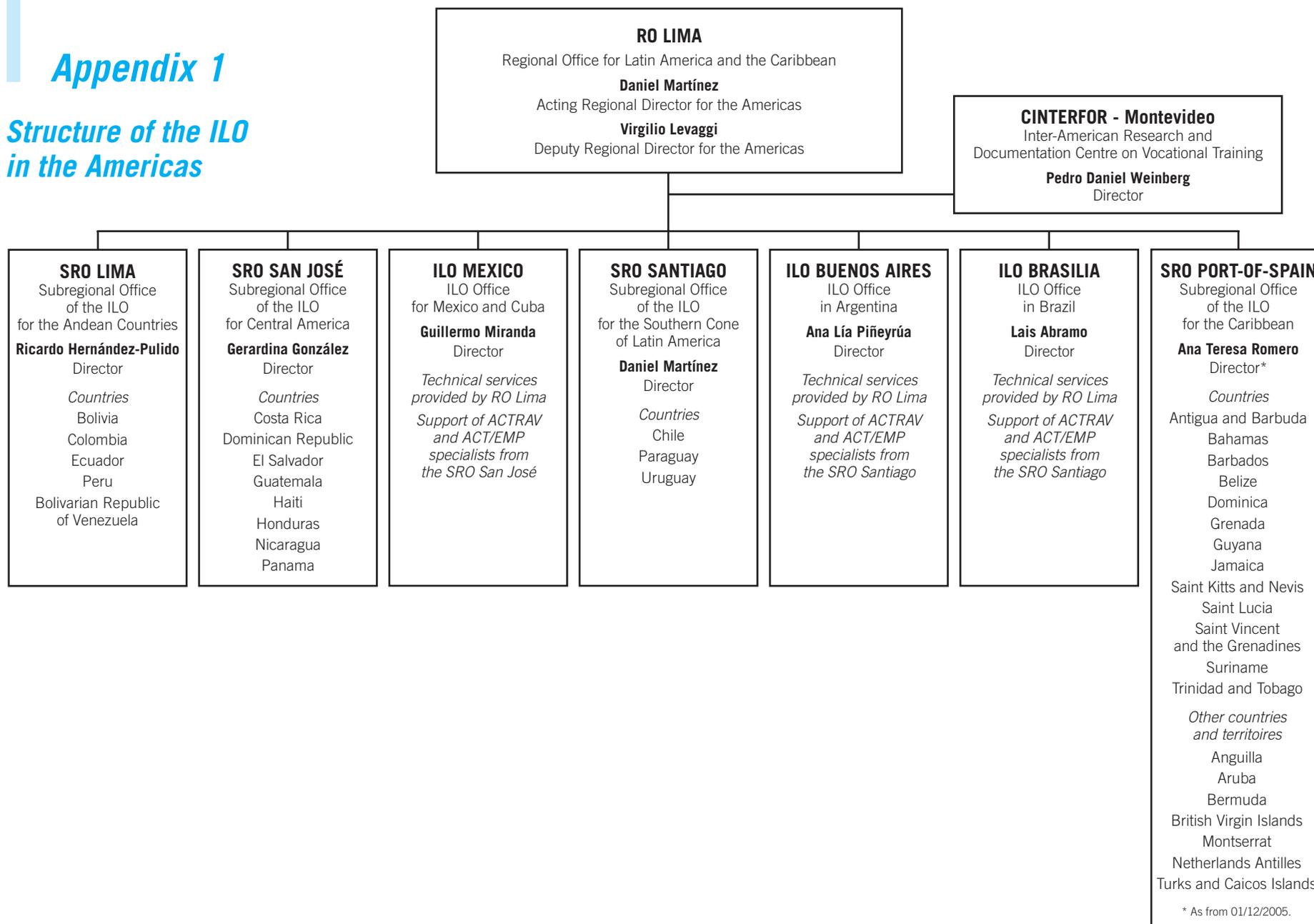
Areas of intervention	Progress and outcomes
Strengthening labour administrations	<p>The ILO has utilized its knowledge and experience in the region to help labour administrations design and implement labour legislation enforcement machinery. The ILO makes its support available to ministries of labour as part of a cooperative effort to ensure that labour inspectorates can carry out their task of publicizing and disseminating information on current legislation, as well as of monitoring the application of labour legislation.</p> <p>Between 2003 and 2005 the project on fundamental principles and rights at work in the context of the Inter-American Conference of Ministers of Labour of the Organization of American States (IACML-OAS) produced surveys of the labour administrations of eight countries (Ecuador, Jamaica, Nicaragua, Panama, Paraguay, Peru, Trinidad and Tobago and Saint Lucia). The support to labour administrations was part of a horizontal cooperation strategy using a methodology devised by the ILO's InFocus Programme on Social Dialogue, Labour Law and Labour Administration (IFP/Dialogue). The results of this activity have made an important contribution to preparing the action plan for the XIVth Inter-American Conference of Ministers of Labour.</p> <p>Within the framework of the programmes on "Tripartism and social dialogue in Central America: Strengthening the processes of consolidating democracy" (PRODIAC), "Freedom of association, collective bargaining and labour relations in Central America and the Caribbean" (RELACENTRO), and "Modernization of labour administrations in Central America, Belize, the Dominican Republic and Panama" (MATAC), significant reforms have been introduced in the area of labour administration in Central America and the Caribbean: restructuring of labour inspection systems in the Dominican Republic and Costa Rica; preparation of action plans in Trinidad and Tobago and Saint Lucia; implementation of action plans based on national employment plans in Guatemala and El Salvador; networks for horizontal cooperation; electronic employment centres at the subregional level; and a series of guides and instruments based on a compilation of standards relating to labour, social security, registration and filing of documentation and, in some countries (El Salvador and Honduras), computerized strategies.</p> <p>In three Andean countries (Bolivia, Ecuador, Peru) a specific programme on strengthening labour administration (FORSAT) began in 2004. Based on initial surveys carried out as part of the IACML-OAS project, FORSAT is strengthening areas earmarked for attention: labour inspection, safety and health at work, labour records and improving information systems in labour ministries. In Ecuador, following a proposal to reorganize the Ministry of Labour, a survey has been carried out on labour records; in Peru the Ministry of Labour has proposed strengthening the labour inspection system.</p> <p>In Argentina a specific programme has been developed on labour inspection services, and in Central America, Panama and the Dominican Republic the programme on the "Modernization of labour administrations in Central America, Belize, the Dominican Republic and Panama" (MATAC) has ensured a more professional approach to labour inspection in the countries of the subregion. In Costa Rica the National Consultative Council on Labour Inspection has been consolidated.</p> <p>In Panama, the "Information system and labour analysis" (SIAL) project introduced a technical assistance programme in 2002 to strengthen the Ministry of Labour's statistical system so as to ensure that all administrative records at the national level include a gender breakdown. Similarly, the Ministries of Labour of Costa Rica, Honduras and Panama, with the support of the ILO's Subregional Office for Central America and the SIAL project, are introducing a computerized system of matching labour force supply and demand as part of the modernization of employment services.</p>



*Appendices*

## Appendix 1

### Structure of the ILO in the Americas



## Appendix 2

### Technical cooperation projects completed and currently under way, 2002-06

Code	Title	Starting date	Completion date	Donor	Objectives	Geographical coverage
RLA/05/04/SPA	Promotion of Youth Employment in Latin America	01/07/2005	31/08/2009	Spain	Contribute to the implementation of the commitment entered into in the United Nations Millennium Declaration "to develop and implement strategies that give young people everywhere a real chance to find decent and productive work"	American region (Argentina, Brazil, Chile, Colombia, Dominican Republic, Honduras, Mexico, Peru)
CAM/001/10/SPA	Central American Subregional Coordination	01/01/2001	31/10/2005	Spain	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
CAM/95/05/061	Combating Child Labour in Central America	01/05/1998	31/12/2003	Spain	Prevention and elimination of child labour in Central America	Central America
CAM/95/05/062	Combating Child Labour in Central America	01/05/1998	31/12/2003	Spain	Prevention and elimination of child labour in Central America	Central America
CAM/95/05/063	Combating Child Labour in Central America	01/05/1998	31/12/2003	Spain	Prevention and elimination of child labour in Central America	Central America
CAM/95/05/064	Combating Child Labour in Central America	01/05/1998	31/12/2003	Spain	Prevention and elimination of child labour in Central America	Central America
CAM/95/05/065	Combating Child Labour in Central America	01/05/1998	31/12/2003	Spain	Prevention and elimination of child labour in Central America	Central America
LAR/00/05/050	Elimination of Child Labour in Traditional Mining in South America (Phase I)	01/05/2000	31/05/2004	United States	Contribute to the elimination of child labour in small-scale traditional mining activities in Bolivia, Ecuador and Peru	Bolivia, Ecuador, Peru
RLA/00/50/USA	Freedom of Association, Collective Bargaining and Labour Relations in Central America, Dominican Republic and Panama (RELACENTRO Phase I)	01/10/2000	30/06/2005	United States	Develop reliable systems that are conducive to harmonious labour relations and a pluralist, democratic society and respect for human rights, and which provide a significant value added to the governability of society	Central America, Dominican Republic, Panama

Code	Title	Starting date	Completion date	Donor	Objectives	Geographical coverage
RLA/00/51/USA	Fundamental Principles and Rights at Work in the Context of the Inter-American Conference of Ministers of Labour of the Organization of American States (IACML-OAS) (Phase I)	01/11/2000	30/09/2005	United States	Contribute to full compliance with the fundamental principles and rights at work of the ILO and to improving the employment and social conditions of people in Latin America and the Caribbean, by means of the provision of support to the implementation of the Plan of Action directed by the Inter-American Conference of Ministers of Labour	American region
RLA/00/52/USA	Programme for the Promotion of Cooperation between the Management and the Workers in the Caribbean (PROMALCO, Phase I)	01/11/2000	30/09/2005	United States	Initiate a process of change so as to eliminate legal disputes in industrial relations in the Caribbean, create conditions of cooperation, trust and mutual interest, protect the competitiveness of Caribbean enterprises and create decent employment opportunities	Central America, Dominican Republic, Panama
RLA/00/53/USA	Prevention and Elimination of Domestic Child Labour in South America	01/01/2001	30/06/2005	United States	Contribute to the prevention and elimination of domestic child labour in Brazil, Colombia, Paraguay and Peru	Brazil, Colombia, Paraguay, Peru
RLA/00/54/USA	Combating Child Labour in the Commercial Agriculture Sector (Phase I)	01/10/2000	30/06/2005	United States	Contribute to the prevention and elimination of child labour in the agricultural sector of Central America and the Dominican Republic by means of the effective implementation of five national plans	American region
RLA/00/55/USA	Prevention and Elimination of the Commercial Sexual Exploitation of Children at the Argentina/Brazil/Paraguay Border	01/01/2001	31/08/2005	United States	Elimination of commercial sexual exploitation of children and adolescents at the Argentina/Brazil/Paraguay border	Argentina, Brazil, Paraguay
RLA/01/102/CAN	Identification, Prevention and Elimination of the Worst Forms of Domestic Child Labour in Central America and the Dominican Republic (Phase I)	01/05/2001	31/01/2005	Canada	Contribute to the prevention and elimination of the worst forms of domestic child labour in Central America and the Dominican Republic	Central America, Dominican Republic
RLA/01/03/CAN	Identification, Elimination and Prevention of the Worst Forms of Child Labour in the English-speaking and Dutch-speaking Countries of the Caribbean (Phase I)	01/05/2001	31/12/2005	Canada	Contribute to the identification, elimination and prevention of the worst forms of child labour by means of the development of the subregion's capability to promote effectively and implement national policies and programmes giving effect to Convention No. 182	Bahamas, Barbados, Belize, Guyana, Suriname, Trinidad and Tobago
RLA/01/07/USA	Caribbean Labour Market Information System (CLMIS, Phase I)	30/09/2001	30/06/2006	United States	Make more and better information on the labour market available to politicians	Caribbean countries
RLA/02/50/USA	Prevention and Progressive Elimination of Child Labour in Traditional Artisanal Mining in South America (Phase II)	30/09/2002	30/06/2005	United States	Contribute to the elimination of child labour in traditional small-scale mining in Bolivia, Ecuador and Peru	Bolivia, Ecuador, Peru
RLA/02/51/USA	Contribution to the Prevention and Elimination of the Commercial Sexual Exploitation of Children in Central America, Dominican Republic and Panama	30/06/2002	31/01/2006	United States	On completion of the project there will be: (1) regional cooperation and information sharing for the prevention and elimination of the commercial sexual exploitation of children in the region; (2) national legislation, policies and programmes formulated and being executed in selected countries; and (3) more communal and individual action to prevent the commercial sexual exploitation of children and to assist its victims	Central America, Dominican Republic, Panama

Code	Title	Starting date	Completion date	Donor	Objectives	Geographical coverage
RLA/02/52/NET	Incorporation of the Gender Dimension into Anti-poverty and Employment Generation Policies in Latin America	01/01/2002	31/03/2005	Netherlands	Contribute to increasing the opportunities for female labour participation and improve the quality of their employment	Argentina, Bolivia, Honduras, Nicaragua, Paraguay, Peru
RLA/02/53/NET	Regional Programme for the Promotion of Sustainable Employment, including among Indigenous Communities	01/01/2002	31/03/2005	Netherlands	Generate and consolidate decent work in micro- and small enterprises and in the informal sector, mainly for vulnerable groups (women, young people and indigenous peoples), through local employment-creation activities	Bolivia, Honduras, Nicaragua
RLA/04/52/CAN	Prevention and Elimination of the Worst Forms of Domestic Child Labour in Central America and the Dominican Republic (Phase II)	01/06/2002	30/06/2005	Canada	Contribute to the prevention and elimination of the worst forms of domestic child labour in Central America and the Dominican Republic	Central America, Dominican Republic
RLA/02/55/USA	Fundamental Principles and Rights at Work in the Context of the Inter-American Conference of Ministers of Labour of the Organization of American States (IACML-OAS) (Phase II)	30/09/2002	31/05/2006	United States	Contribute to full compliance with the fundamental principles and rights at work of the ILO and to improving the employment and social conditions of people in Latin America and the Caribbean, by means of the provision of support to the implementation of the Plan of Action directed by the Inter-American Conference of Ministers of Labour	American region
RLA/02/56/USA	Freedom of Association, Collective Bargaining and Labour Relations in Central America, Dominican Republic and Panama (RELACENTRO, Phase II)	30/09/2002	30/06/2005	United States	Develop reliable systems that are conducive to harmonious labour relations and a pluralist, democratic society and respect for human rights, and which provide a significant value added to the governability of society	Central America, Dominican Republic, Panama
RLA/02/57/USA	Programme for the Promotion of Cooperation between the Management and the Workers in the Caribbean (PROMALCO, Phase II)	01/12/2002	31/10/2005	United States	Contribute to labour management cooperation serving as an example to follow in labour relations in the Caribbean	Caribbean countries
RLA/01/07/USA	Caribbean Labour Market Information System (CLMIS, Phase II)	30/09/2001	30/06/2006	United States	Build up and improve the capacity of the English-speaking countries of the Caribbean and Suriname to produce and use labour market information	English-speaking Caribbean countries
RLA/03/02/CAN	Combating the Worst Forms of Child Labour in the Caribbean (Phase II)	01/04/2003	31/12/2005	Canada	Ensure that child workers, especially those engaged in the worst forms of labour, receive specific and urgent attention	Caribbean countries
RLA/03/03/DAN	Promotion of Employment, Enterprises and Local Economies	01/03/2003	31/03/2005	Denmark	Creation of employment and reduction of poverty by means of the development of small enterprises and local economies and the execution of intensive labour programmes	American region
RLA/03/50/USA	Prevention and Progressive Elimination of Child Labour in the Agricultural Sector of Central America, Dominican Republic and Panama (Phase II)	30/09/2003	30/06/2006	United States	Contribute to the prevention and elimination of dangerous child labour in the agricultural sector of Central America and the Dominican Republic	Central American Isthmus, Dominican Republic
RLA/03/51/UKM	Policies Aimed at the Elimination of Poverty, Employment Generation and the Promotion of Gender Equality in the Informal Sector of Latin America (Umbrella INT/00/M28/UKM)	01/05/2003	31/03/2006	United Kingdom	The main objective of the project is to contribute to the reduction of poverty and of the shortage of decent work in the informal sector by strengthening the gender and race/ethnic group dimensions of the anti-poverty and employment-generation strategies, policies and programmes being designed and implemented in selected countries in Latin America	Brazil, Ecuador

Code	Title	Starting date	Completion date	Donor	Objectives	Geographical coverage
RLA/96/01/IDB	Regional Programme for the Strengthening of Technical and Vocational Training of Low-income Women	01/12/1997	31/03/2005	Inter-American Development Bank	Strengthen, and encourage innovations in vocational training policies in order to contribute to a more sustainable and inclusive economic and social development and to the reduction of poverty	American region
RLA/97/08/DAN	Promotion of Labour-intensive Technologies in Public Investment in Bolivia, Ecuador, Peru	23/01/1998	31/03/2005	Denmark	Contribute to the better utilization of manpower in public investment, by promoting the recruitment of small local enterprises for certain tasks in a range of infrastructural works	Bolivia, Ecuador, Peru
RLA/99/09/NOR	Assistance in Labour Education for Rural Workers' Organizations in Latin America	01/12/1999	31/12/2005	Norway	Promote an awareness among rural workers of their rights and responsibilities as trade unionists	Central America, Dominican Republic
RLA/04/51/NET	Regional Sustainable Employment Programme (PRES, Phase II)	01/03/2004	28/02/2006	Netherlands	Generate and consolidate decent employment in micro- and small enterprises and in the informal sector, mainly among vulnerable groups (women, young people and indigenous peoples) by means of educational activities	Bolivia, Honduras, Nicaragua, Peru
RLA/04/52/NET	Education for the Work, Employment and Rights of the Indigenous Peoples of Central America	01/03/2004	28/02/2006	Netherlands	Contribute to the reduction of poverty and social exclusion among indigenous peoples of Central America by means of an action strategy that is integrated into sustainable economic, socio-cultural and educational development pilot projects, within an institutional framework that respects the rights of indigenous peoples	Central America
RLA/04/53/NET	Promotion of Decent Work for Poor and Migrant Women in Central America	01/03/2004	28/02/2006	Netherlands	Contribute to the elimination of poverty and the promotion of gender equity by improving the educational opportunities, employability and working conditions of poor women and migrant women	American region
ARG/02/01/ITA	Integrated Programme to Support the Revival of Employment in Argentina by Promoting Employability and Labour Mobility and Strengthening Support for the Micro- and Small Enterprise Sector	01/12/2003	31/03/2007	Italy	Encourage the creation of a new, productive, permanent labour commitment between the State and the employers' and workers' organizations at the level of the enterprise, branch and sector, which is essential if the labour relations system is to foster the concept of enterprise as a community of interests and the promotion of social cohesion, with due respect for labour and trade union rights	Argentina
BRA/05/50/USA	Contribution to the Elimination of the Worst Forms of Child Labour in Brazil. Support for the Time-Bound Programme on the Worst Forms of Child Labour (TBP)	30/09/2005	31/08/2008	United States	Contribute to the elimination of the worst forms of child labour in Brazil	Brazil
BRA/01/01/FRA	Collective Bargaining and Equality in Brazil	01/02/2002	31/12/2003	France	Strengthen collective bargaining and contribute to gender and race equality in employment	Brazil
BRA/01/50/USA	Combating Forced Labour in Brazil	01/11/2001	31/10/2007	United States	Develop activities designed to combat forced labour	Brazil
BRA/03/01/USA	Combating the Traffic in Persons in Brazil	31/03/2003	30/06/2005	Brazil	Combat the traffic of boys, girls and women in Brazil for purposes of commercial sexual exploitation	Brazil
BRA/03/03/USA	Integrated Programme of Action to Combat the Traffic in Persons in Brazil	30/09/2003	31/12/2005	United States	Establish, test and systematize an integrated methodology for identifying, rescuing and rehabilitating young victims of commercial sexual exploitation and reincorporating them in the labour market	Brazil

Code	Title	Starting date	Completion date	Donor	Objectives	Geographical coverage
BRA/03/04/USA	Employment of Young People in Brazil	30/09/2003	30/09/2005	United States	Promote the generation of employment for young people in Brazil	Brazil
BRA/03/06/NET	Development of a National Policy for the Elimination of Discrimination in Work and Employment and the Promotion of Racial Equality	01/12/2003	31/03/2006	Netherlands	Contribute to the strengthening of public policies aimed at eliminating racial and gender discrimination in the Brazilian labour market, and socio-economic inequalities between black and white people	Brazil
BRA/03/50/USA	Elimination of the Worst Forms of Child Labour in Brazil. Support for the Time-Bound Programme BRA/03/50P/USA/BPS/14	30/09/2003	31/12/2006	United States	Develop a set of coordinated policies and programmes to prevent and eliminate the worst forms of child labour in Brazil	Brazil
BRA/95/05/050	Combating Child Labour in the Shoe Industry in Brazil	01/01/1996	31/12/2002	Germany	Contribute to the elimination of child labour in the shoe industry in Brazil	Brazil
BRA/99/05/050	Statistical Information and Monitoring Programme on Child Labour (SIMPOC) in Brazil	01/09/1999	31/01/2005	United States	Develop and apply statistical instruments to measure the magnitude and incidence of child labour in relation to education, health and family income	Brazil
BRA/03/07/BRA	Development of Occupational and Social Skills for the Promotion of the Social Inclusion of Workers	31/12/2003	31/12/2007	Brazil	Contribute to the promotion of social inclusion and the generation of income by enhancing the social and occupational skills of male and female workers	Brazil
BRA/04/50/USA	Prevention of the Traffic in Persons from Brazil to Europe and the United States	31/12/2003	01/03/2006	United States	Contribute to the prevention of the traffic in children, adolescents and women from Brazil to Europe, the United States and other countries, and to the rehabilitation of rescued persons	Brazil
MEX/05/50/USA	Support for the Prevention and Elimination of the Commercial Sexual Exploitation of Children and Protection of Victims of Such Exploitation in Mexico (Addendum)	01/10/2005	30/04/2007	United States	Contribute to the elimination of commercial sexual exploitation of children in Mexico	Mexico
MEX/02/01/SPA	More and Better Employment for Women in Mexico	01/05/2003	31/10/2005	Spain	Help women participating in the project to obtain more stable employment and higher income for their work. Improve safety and health conditions in assembly enterprises and the social protection of women working in the informal sector	Mexico
MEX/02/50/USA	Support for the Prevention and Elimination of the Commercial Sexual Exploitation of Children and Protection of the Victims of Such Exploitation in Mexico	30/09/2002	31/12/2005	United States	Contribution to the elimination of commercial sexual exploitation of children in Mexico	Mexico
BOL/00/07/DAC	Manpower Training and Promotion of Micro-Enterprises in Support of the Strategy for the Eradication of Cocoa Plantations in Cochabamba	01/01/2000	31/12/2007	Austria, Bolivia, Italy, Luxemburg and United States	Contribute to consolidating and expanding sustainable economic options for farmers in Trópico de Cochabamba	Bolivia
COL/01/50/USA	Programme for the Prevention and Elimination of Child Labour in Artisanal Mining in Colombia	01/09/2001	30/06/2005	United States	Contribute to the elimination of child labour in artisanal mining in Colombia	Colombia

Code	Title	Starting date	Completion date	Donor	Objectives	Geographical coverage
COL/01/51/USA	Improvement of Labour Relations and Promotion of the Economic Equality of Women in Colombia	01/11/2001	30/09/2005	United States	Contribute to respect for human rights at work, to the improvement and development of labour relations, to the generation of quality employment for women from poor households, to a peaceful and cooperative work culture and, consequently, to better social protection and working conditions for workers in Colombia, and to the strengthening of peace and democracy	Colombia
COL/95/003/01	Support for the Programme agreed upon by Colombia and the ILO	27/06/1996	31/03/2005	United Nations Development Programme (UNDP)	Promote the consolidation of democracy and respect for human rights at work, by contributing to employment creation and the reduction of poverty	Colombia
COL/04/50/CAN	Contribution to the Consolidation of the National Policy on the Prevention and Elimination of Child Labour in Colombia	01/04/2004	31/07/2006	Canada	Contribute to the consolidation of the national policy on the prevention and elimination of child labour in Colombia	Colombia
COL/04/01/BEL	Support for the Programme agreed upon by Colombia and the ILO	01/05/2004	31/12/2005	Belgium	Promote the consolidation of democracy and respect for human rights at work, by contributing to employment creation and the reduction of poverty	Colombia
ECU/00/23/050	Eradication of Child Labour in the Municipal Rubbish Dump of Santo Domingo, Ecuador	17/07/2000	31/12/2004	Spain	Eliminate child labour in the rubbish dumps of Santo Domingo de los Colorados, Ecuador	Ecuador
ECU/03/50/USA	Support for the Time-Bound Programme for the Elimination of the Worst Forms of Child Labour in Ecuador (2004-06) (Umbrella INT/03/P11/USA)	30/09/2003	30/06/2008	United States	Contribute to the elimination of the worst forms of child labour in Ecuador	Ecuador
ANT/03/01/ANT	Actuarial and Financial Valuation of the Social Security Programme of Antigua and Barbuda	01/08/2004	31/12/2005	Antigua	Support the financial and actuarial valuation of the schemes administered under the social security programme of Antigua and Barbuda	Antigua and Barbuda
ARU/03/01/ARU	Actuarial and Financial Valuation of the Social Security Programmes Managed by the Social Insurance Bank of Aruba	01/10/2003	30/06/2005	Aruba	Support the financial and actuarial valuation of the schemes administered under the social security programmes managed by the Social Insurance Bank of Aruba	Aruba
ARU/04/01/ARU	Study on Alternative Policy Options for the Long-term Consolidation of the Social Insurance Bank of Aruba	03/09/2004	31/12/2005	Aruba	Contribute to the consolidation of the Social Insurance Bank of Aruba by means of a study of alternative policies	Aruba
CAM/99/05/051	Statistical Information and Monitoring Programme on Child Labour (SIMPOC) in Belize	01/10/1999	30/09/2005	United States	Develop and apply statistical instruments to measure the magnitude and incidence of child labour in relation to education, health and family income	Belize
BVI/04/01/BVI	Actuarial and Financial Study of the Social Security Scheme of the British Virgin Islands	15/05/2004	30/06/2005	British Virgin Islands	Support the financial and actual valuation of the social security scheme of the British Virgin Islands	British Virgin Islands
RLA/05/50/CAN	Combating the Worst Forms of Child Labour in the Caribbean (Phase III)	01/03/2005	30/09/2005	Canada	Eliminate the worst forms of child labour in the Caribbean	Caribbean countries

Code	Title	Starting date	Completion date	Donor	Objectives	Geographical coverage
JAM/01/50/USA	National Programme to Combat Child Labour and Statistical Information and Monitoring Programme on Child Labour (SIMPOC) in Jamaica	01/10/2001	01/02/2005	United States	Develop and apply statistical instruments to measure the magnitude and incidence of child labour in relation to education, health and family income	Jamaica
STL/03/01/STL	Study of the Possible Introduction of National Health Insurance, Unemployment Insurance and Pensions for Farmers in Saint Lucia	09/03/2003	31/12/2005	Saint Lucia	Conduct a study of the possible introduction of national health insurance, employment insurance and pensions for farmers	Saint Lucia
RLA/04/56/USA	US-DOL/ILO International Rapid-response Programme of Education in HIV/AIDS at Work in Trinidad and Tobago	01/02/2005	30/06/2008	United States	Increase the capability of the ILO's constituents to carry out and implement education and prevention programmes on HIV/AIDS at work, and policies against the stigmatizing of and discrimination against persons with HIV/AIDS	Trinidad and Tobago
RLA/05/51/CAN	Prevention and Elimination of the Worst Forms of Domestic Child Labour in Central America and the Dominican Republic (Phase III)	01/03/2005	31/01/2006	Canada	Contribute to the prevention and elimination of the worst forms of domestic child labour in Central America and the Dominican Republic	Central America, Dominican Republic
CAM/99/05/050	Statistical Information and Monitoring Programme on Child Labour (SIMPOC) in Central America	01/10/1999	30/09/2005	United States	Develop and apply statistical instruments to measure the magnitude and incidence of child labour in relation to education, health and family income	Central America
CAM/99/05/070	Elimination of Child Labour in the Coffee Industry in Central America	01/11/1999	31/01/2005	United States	Contribute to the elimination of child labour in the coffee industry in Central America	Central America
RLA/01/04/ITA	Prevention and Elimination of Child Labour in Rubbish Dumps in El Salvador, Guatemala and Honduras	26/04/2002	30/06/2006	Italy	Prevent and eliminate child labour in rubbish dumps in El Salvador, Guatemala and Honduras	Central America
RLA/98/02/NOR	Strengthening the Process of Consolidation of Democracy through the Promotion of Tripartism and Social Dialogue in Central America	01/01/2000	31/03/2005	Norway	Contribute to the consolidation of democracy and governability in Central America	Central America
CAM/95/05/060	Combating Child Labour in Central America	01/05/1998	31/12/2002	Spain	Prevent and eliminate child labour in Central America	Central America
COS/05/50/CAN	Combating the Worst Forms of Child Labour in Costa Rica (Phase II)	01/03/2005	30/09/2005	Canada	Preventing and eliminating the worst forms of child labour in Costa Rica	Costa Rica
CAM/99/05/52	Statistical Information and Monitoring Programme on Child Labour (SIMPOC) in Costa Rica	01/10/1999	30/09/2005	United States	Develop and apply statistical instruments to measure the magnitude and incidence of child labour in relation to education, health and family income	Costa Rica
COS/02/50/CAN	Preparatory Activities for the Elimination of the Worst Forms of Child Labour in Costa Rica. Time-Bound Programme	01/05/2002	31/12/2005	Canada	Contributing to the elimination of the worst forms of child labour in Costa Rica by means of the creation of an environment conducive to the implementation of a Time-Bound Programme	Costa Rica
COS/03/01/CAN	Strengthening Governance in Labour Administration in Costa Rica (FOALCO, Phase I)	01/04/2003	30/06/2005	Canada	Contribute to the application of and compliance with labour legislation, principles and rights, in accordance with the Costa Rica-Canada Labour Cooperation Agreement	Costa Rica

Code	Title	Starting date	Completion date	Donor	Objectives	Geographical coverage
COS/03/03/CAN	Combating the Worst Forms of Child Labour in Costa Rica – Support for the Time-Bound Programme for the Elimination of the Worst Forms of Child Labour in Costa Rica (Phase II)	01/04/2003	31/12/2005	Canada	Contribute to the elimination of the worst forms of child labour in Costa Rica	Costa Rica
COS/99/05/050	Elimination of Child Labour in the Coffee Industry in Costa Rica	01/11/1999	31/01/2005	United States	Contribute to the elimination of child labour in the coffee industry in Costa Rica	Costa Rica
COS/04/01/CAN	Strengthening of Labour Administration in Costa Rica: Promotion of and Compliance with Labour Rights and Conditions at Work in Costa Rica (FOALCO, Phase II)	01/04/2004	31/03/2006	Canada	Promote rights at work and working conditions in Costa Rica	Costa Rica
CAM/99/05/053	Statistical Information and Monitoring Programme on Child Labour (SIMPOC) in the Dominican Republic	01/10/1999	30/09/2005	United States	Develop and apply statistical instruments to measure the magnitude and incidence of child labour in relation to education, health and family income	Dominican Republic
DOM/00/50/USA	Elimination of Child Labour in the Tomato-producing Sector in the Dominican Republic	01/08/2000	30/06/2005	United States	Prevent and eliminate child labour in tomato plantations	Dominican Republic
DOM/01/50/USA	Preparatory Activities for the Development of the Time-Bound Programme – Elimination of the Worst Forms of Child Labour in the Dominican Republic	01/09/2001	31/07/2005	United States	Develop a set of coordinated policies and programmes to prevent and eliminate the worst forms of child labour in the Dominican Republic	Dominican Republic
DOM/02/50/USA	Amendment concerning Traffic in Boys, Girls and Adolescents to the Project of Support for the Time-Bound Programme for the Elimination of the Worst Forms of Child Labour in the Dominican Republic	30/09/2002	31/01/2006	United States	Develop a set of coordinated policies and programmes to prevent and eliminate the worst forms of child labour in the Dominican Republic	Dominican Republic
DOM/99/05/050	Elimination of Child Labour in the Coffee Industry in the Dominican Republic	01/11/1999	31/01/2005	United States	Contribute to the elimination of child labour in the coffee industry in the Dominican Republic	Dominican Republic
ELS/00/05/060	Elimination of Child Labour in the Fireworks Industry in El Salvador	01/04/2000	30/06/2005	United States	Eliminate child labour in the fireworks sector in El Salvador	El Salvador
ELS/01/50/USA	Time-Bound Programme in El Salvador	01/01/2002	30/09/2006	United States	Develop a set of coordinated policies and programmes to prevent and eliminate the worst forms of child labour in El Salvador	El Salvador
ELS/02/02/USA	Education Project in Support of the Time-Bound Programme in El Salvador	03/04/2002	31/03/2007	United States	Develop a set of coordinated policies and programmes to prevent and eliminate the worst forms of child labour in El Salvador	El Salvador
ELS/99/05/050	Elimination of Child Labour in the Coffee Industry in El Salvador	01/11/1999	31/01/2005	United States	Contribute to the elimination of child labour in the coffee industry in El Salvador	El Salvador

Code	Title	Starting date	Completion date	Donor	Objectives	Geographical coverage
GUA/00/50/USA	Progressive Elimination of Child Labour in the Broccoli Sector	01/10/2000	30/06/2005	United States	Contribute to the progressive elimination of child labour in broccoli production in San Rafael Chilasco, Salama, Baja Verapaz, through the provision of education and other alternatives to work	Guatemala
GUA/01/51/USA	Progressive Elimination of Child Labour in the Production of Gravel in Retalhuleu, Guatemala	01/09/2001	30/06/2006	United States	Contribute to the elimination of child labour in the production of gravel in Retalhuleu, Guatemala	Guatemala
GUA/03/50/USA	Prevention and Progressive Elimination of Child Labour in the Production of Fireworks in Guatemala (Phase II)	30/09/2003	31/10/2006	United States	Prevent and eliminate child labour in the fireworks industry in Guatemala	Guatemala
GUA/99/05/050	Prevention and Progressive Elimination of Child Labour in the Production of Fireworks in Guatemala (Phase I)	01/06/1999	31/01/2005	United States	Prevent and eliminate child labour in the fireworks industry in Guatemala	Guatemala
GUA/99/05/060	Elimination of Child Labour in the Coffee Industry in Guatemala	01/11/1999	31/01/2005	United States	Contribute to the elimination of child labour in the coffee industry in Guatemala	Guatemala
HAI/01/001/01	UNDP/HAI/01/001/01 – Support for National Collaboration in the Integration of Economic and Social Policies	01/06/2001	31/12/2004	United Nations Development Programme (UNDP)	Collaborate in the design of integrated socio-economic policies	Haiti
HAI/03/01/CAN	Prevention of the Exploitation of Child Domestic Workers in Haiti (Phase I)	01/04/2003	30/06/2005	Canada	Prevention and elimination of domestic child labour in Haiti	Haiti
HAI/99/01/USA	Improvement of Working Conditions in the Assembly Sector in Haiti	30/09/1999	31/03/2005	United States	Promote better working and living conditions for workers in the assembly sector in Haiti	Haiti
HAI/99/05/050	Combating the Exploitation of Child Domestic Workers in Haiti	01/01/1999	04/10/2004	United States	Carry out activities aimed at preventing the early subjection of children to domestic work, rescue children from high-risk jobs and exploitation, and restore the rights of those who are of legal age to work	Haiti
HAI/04/50/CAN	Elimination and Prevention of the Worst Forms of Child Labour in Haiti (Phase II)	26/04/2004	30/06/2006	Canada	Contribute to the prevention and elimination of child labour in Haiti, especially its worst forms	Haiti
HON/00/50/USA	Prevention and Elimination of Child Labour in Melon Plantations in Honduras	01/10/2000	30/09/2005	United States	Contribute to the prevention and elimination of dangerous child labour in melon plantations in Honduras	Honduras
HON/02/50/NET	Extension of Social Security Coverage in Honduras to the Excluded and Poorest Sectors	01/01/2002	31/12/2004	Netherlands	Contribute to the extension of social security coverage in Honduras	Honduras
HON/99/05/050	Elimination of Child Labour in the Coffee Industry in Honduras	01/11/1999	31/01/2005	United States	Contribute to the elimination of child labour in the coffee industry in Honduras	Honduras
HON/04/50/NET	Extension of Social Security Coverage in Honduras	01/03/2004	28/02/2006	Netherlands	Contribute to the extension of social security coverage in Honduras	Honduras

Code	Title	Starting date	Completion date	Donor	Objectives	Geographical coverage
CAM/99/05/057	Statistical Information and Monitoring Programme on Child Labour (SIMPOC) in Nicaragua	01/10/1999	30/09/2005	United States	Develop and apply statistical instruments to measure the magnitude and incidence of child labour in relation to education, health and family income	Nicaragua
NIC/00/05/050	Prevention and Elimination of Child Labour in Commercial Agriculture, Basic Grains, in Chontales	04/04/2000	30/06/2005	United States	Prevent and eliminate child labour in agriculture and cattle grazing	Nicaragua
NIC/00/50/USA	Elimination of Child Labour in the La Chureca Rubbish Dump, Department of Managua, Nicaragua	01/10/2000	30/09/2005	United States	Contribute to the elimination of one of the worst forms of child labour in rubbish dumps in Nicaragua	Nicaragua
NIC/01/01/LUX	Promotion of Employment and Generation of Income by Means of Labour-Intensive Technologies	01/07/2001	30/09/2005	Luxembourg	Contribute to the reduction of poverty in poor rural communities by means of the generation of employment in infrastructure works and local development projects; promote the extensive participation of micro- and small enterprises and the use of local resources, especially human resources	Nicaragua
NIC/99/05/50	Elimination of Child Labour in the Coffee Industry in Nicaragua	01/11/1999	31/01/2005	United States	Contribute to the elimination of child labour in the coffee industry in Nicaragua	Nicaragua
PAN/02/50/USA	Country Programme to Combat the Worst Forms of Child Labour in Panama	30/09/2002	30/04/2006	United States	Contribute to the elimination of the worst forms of child labour in Panama	Panama
CHI/05/50/CAN	Prevention and Elimination of Commercial Sexual Exploitation of Boys and Girls in Chile (Phase II)	01/03/2005	30/09/2005	Canada	Devise forms of intervention to prevent and eliminate the commercial sexual exploitation of children and adolescents	Chile
CHI/02/01/CHI	Development of a Model for the Financial Projection of Pension Schemes in Chile	01/07/2003	31/01/2005	Chile	Assist the Government in developing a model for analysing the financial situation of pension schemes in Chile; provide the country with a tool for exploring the extension of coverage to adults, the disabled and holders of survival pensions, and thereby improve future social protection schemes	Chile
CHI/02/50/CAN	Project for the Prevention and Elimination of the Commercial Sexual Exploitation of Children in Chile	01/06/2002	30/12/2005	Canada	Devise forms of intervention to prevent and eliminate the commercial sexual exploitation of children and adolescents	Chile
LAR/99/03/050	Elimination of the Sexual Exploitation of Children in Cartagena, Colombia	01/01/1999	31/12/2004	Spain	Contribute to the elimination of the commercial sexual exploitation of children	Colombia
LAR/99/03/051	Elimination of the Commercial Sexual Exploitation of Children	01/01/1999	31/12/2004	Spain	Contribute to the elimination of the commercial sexual exploitation of children	Argentina, Brazil, Chile, Paraguay, Uruguay
RLA/01/08/SPA	Promotion of Occupational Safety and Health in Construction in MERCOSUR and Chile	01/06/2002	31/12/2005	Spain	Contribute to the development of occupational safety and health in construction in the countries of the Southern Cone	Argentina, Brazil, Chile, Paraguay, Uruguay
RLA/01/10/SPA	Trade Unions and Decent Work In the Area of Globalization in Latin America	01/01/2002	31/12/2005	Spain	Strengthen trade union organizations in the countries of MERCOSUR plus Chile, and selected countries in the Andean region (Colombia, Peru, Bolivarian Republic of Venezuela), so that they can participate actively in building up democratic labour relations and generate a capability to propose solutions and alternatives to such issues as employment, social and economic protection, health, the working environment and vocational training	Argentina, Brazil, Chile, Colombia, Paraguay, Peru, Uruguay, Bolivarian Republic of Venezuela

Code	Title	Starting date	Completion date	Donor	Objectives	Geographical coverage
RLA/01/50/SPA	Subregional Coordination in South America (Phase II)	01/01/2002	31/01/2006	Spain	IPEC, together with government authorities, bilateral and multilateral development agencies and actors of civil society, intends to consolidate efforts to eliminate child labour totally in the region. Given the ambitious nature of this task and the time and budget constraints, IPEC has opted to "reduce" rather than "eliminate" child labour, though it is clear that the latter is the ultimate objective	Argentina, Brazil, Chile, Colombia, Paraguay, Peru, Uruguay, Bolivarian Republic of Venezuela
RLA/01/51/SPA	Subregional Coordination of the IPEC Programme for Central America, Dominican Republic, Haiti and Panama	01/01/2002	31/12/2005	Spain	Promote awareness of the negative aspects of child labour and generate commitments to its elimination. Devise national action strategies to eliminate child labour by strengthening institutional machinery and capability. Provide direct and integrated assistance to boys and girls so as to withdraw them from the labour market by means of programmes of action focusing on institutional participation and sustainability, with priority attention to high-risk sectors	Central America, Dominican Republic, Haiti, Panama
RLA/02/07/SDC	Improving the CINTERFOR/ILO web site	01/11/2002	30/06/2005	Switzerland	Contribute to the provision of up-to-date information in English on the development of vocational training, for relevant institutions and other bodies involved in the sector, in the whole of the American continent and other continents	Uruguay
RLA/98/03/PAN	Information System and Labour Analysis (SIAL)	01/01/1999	30/06/2006	Panama	Contribute to strengthening the operational capability of the ILO, of labour statistics information sources in Latin American member States and of employers' and workers' organizations	American region
RLA/99/04/SPA	Promotion of Employment Stability	01/07/1999	31/03/2005	Spain	Promote employment stability and, thereby, the welfare of wage earners and industrial peace so as to attract productive investment and increase labour productivity	Argentina, Ecuador, Paraguay, Peru
RLA/03/10/SDC	Improving the CINTERFOR/ILO web site (Phase II)	01/12/2003	31/12/2005	Switzerland	Improve the capability of training institutions and the social partners in Latin America and the Caribbean to implement innovative, fair and well-designed policies, by providing them with better access to, and use of, information and documentation on vocational guidance and successful experiments in vocational training in the region and in the world	Uruguay
RLA/04/50/NET	Prevention and Elimination of Exploitative Domestic Child Labour in Honduras and Nicaragua by means of Education and Training Programmes	01/30/2004	28/02/2006	Holland	Contribute to the prevention and elimination of the worst forms of domestic child labour in Honduras and Nicaragua by means of educational initiatives	Honduras, Nicaragua
RLA/02/06/SPA	Strengthening of Institutional Machinery for Social Dialogue	01/30/2004	30/04/2006	Spain	Contribute to the consolidation of social dialogue by promoting recognition, links and consensus between the government and the social partners through the creation and strengthening of various forms of democratic participation machinery, so that they can discuss a wide range of socio-economic issues of common interest	Argentina, Brazil, Chile, Ecuador, Mexico, Peru
RLA/03/09/SPA	Strengthening of Labour Administration Services	01/03/2004	28/02/2006	Spain	Strengthen labour administration services so as to raise the level of compliance with labour standards, make employment policies more effective and extend the benefits of social protection to a wider segment of the population including workers engaged in the informal sector	Bolivia, Ecuador, Peru

Code	Title	Starting date	Completion date	Donor	Objectives	Geographical coverage
RLA/03/53/USA	Preventive Education Programme on HIV/AIDS at the Place of Work in English-speaking Countries of the Caribbean	10/09/2003	30/06/2007	United States	Improve the capability of the ILO's constituents to devise and implement education and prevention programmes on HIV/AIDS at the workplace and policies to combat the stigma of discrimination	Barbados, Belize, Guyana, Jamaica
RLA/04/55/USA	Elimination of the Commercial Sexual Exploitation of Children and Adolescents on the Argentina/Brazil/Paraguay Border (Phase II)	30/09/2004	31/10/2005	United States	Elimination of the commercial sexual exploitation of boys and girls and adolescents on the Argentina/Brazil/Paraguay border	Argentina, Brazil, Paraguay
RLA/04/54/USA	Prevention and Elimination of Domestic Child Labour and the Commercial Sexual Exploitation of Children in Chile, Colombia, Paraguay and Peru	30/09/2004	31/12/2007	United States	Prevention and elimination of domestic child labour and the commercial sexual exploitation of children in Chile, Colombia, Paraguay and Peru	Chile, Colombia, Paraguay, Peru
URU/01/01/URU	Equal Opportunities for Women in Employment and Vocational Training	10/05/2001	31/12/2007	Uruguay	Provide technical and methodological assistance for the execution of the programme on the promotion of equal opportunities for women in employment and vocational training (Equality Programme – Uruguay) of the National Employment Department (DINAE) of the Ministry of Labour of Uruguay and facilitate the installation, operation and administration of its executive unit	Uruguay
URU/03/01/ITA	Return to Employment by means of Support for the Creation and Consolidation of Micro- and Small Enterprises in the Framework of Local Economic Development Strategies (REDEL Project)	01/01/2004	31/12/2005	Italy	Contribute to improving the socio-economic situation and employment through local economic development initiatives	Uruguay

## Appendix 3

### List of ILO publications for the Americas, 2002-05

#### CD-ROMs

Title	Year published
Dimensiones de la productividad del trabajo en las empresas de América Latina. Un estudio comparativo de Argentina, México, Panamá y Perú	2005
PROMALCO products: Tools for the high road to productivity and competitiveness	2005
Reforma económica, productividad y mercado laboral en América Latina. Un estudio comparativo de Argentina, México, Panamá y Perú	2005
Resumen de la Memoria 2002/2005 del proyecto «Los sindicatos y el trabajo decente en la era de la globalización en América Latina»	2005
Con ojos de niña: Una mirada a la prensa uruguaya. Análisis cuantitativo y cualitativo de la prensa escrita	2004
Historias de lavar y planchar	2004
La base de datos como herramienta para el diagnóstico y monitoreo del proyecto subregional de prevención y eliminación del trabajo infantil doméstico en hogares de terceros en Sudamérica	2004
No al trabajo infantil doméstico. Programa de comunicación para la eliminación progresiva del trabajo infantil doméstico y mejora de las condiciones de los adolescentes trabajadores domésticos	2004
Panorama Laboral 2004, América Latina y el Caribe	2004
Sistema de Información Regional sobre Trabajo Infantil – SIRT1, Centroamérica, Panamá, República Dominicana, México y Haití 2004. Programa Internacional para la Erradicación del Trabajo Infantil	2004
Tools for improving productivity and competitiveness – A compilation of PROMALCO products	2004
Gestión de calidad y equidad de género. Una aplicación práctica en la industria maquiladora de confección	2003
Sistema de Información Regional sobre Trabajo Infantil – SIRT1	2003
Alto al trabajo Infantil	2002
Informe global sobre trabajo infantil	2002
La OIT y la lucha contra el trabajo infantil	2002
Programa de prevención y eliminación de la explotación sexualcomercial de niñas, niños y adolescentes en la frontera Paraguay-Brazil	2002
Programa modular de capacitación e información sobre género, pobreza y empleo	2002
Proyecto de prevención y eliminación del trabajo infantil doméstico en hogares de terceros en Sudamérica	2002
Sistema de Información Regional sobre Trabajo Infantil – SIRT1. La experiencia de la erradicación del trabajo infantil en América del Sur	2002

## Working documents

Title	Year published
No. 200 Seguridad y salud en el trabajo de la construcción: experiencia brasileña y panorama internacional	2005
No. 199 Buenas prácticas de relaciones laborales en las Américas/Good labour relations in the Americas	2005
No. 198 Situación actual comparada de las relaciones laborales en el sector público de nueve países de América Latina y América Central	2005
No. 197 Análisis de las políticas y programas sociales en Guatemala	2005
No. 196 Diagnóstico y propuesta de fortalecimiento del Consejo Nacional de Trabajo y Promoción del Empleo	2005
No. 195 Estudio financiero-actuarial y de la gestión de EsSalud Perú: análisis y recomendaciones técnicas	2005
No. 194 Enganche y servidumbre por deudas en Bolivia	2005
No. 193 Trabajo forzoso en la extracción de la madera en la Amazonía peruana	2005
No. 192 La aplicación de los principios y derechos fundamentales en el trabajo en Perú, en el contexto de la integración regional	2005
No. 191 Estudio de la explotación sexual comercial infantil y adolescente en Chile	2005
No. 190 Evaluación temática regional: Trabajo infantil en la segregación y gestión de residuos sólidos urbanos en América Latina y el Caribe	2004
No. 189 Análisis de las políticas y programas sociales en Chile: La acción pública para prevenir y combatir el trabajo de niños, niñas y adolescentes	2004
No. 188 Análisis de las políticas y programas sociales en Paraguay: La acción pública para prevenir y combatir el trabajo de niños, niñas y adolescentes	2004
No. 187 Participación de los trabajadores en materia de salud y seguridad en el trabajo en Argentina	2004
No. 186 Análisis de las políticas y programas sociales en Uruguay: La acción pública para prevenir y combatir el trabajo de niños, niñas y adolescentes	2004
No. 185 Visión regional de las legislaciones de Centroamérica, Panamá y República Dominicana en materia de trabajo infantil	2004
No. 184 Estudio comparado de las legislaciones de América Central y República Dominicana en materia de trabajo infantil doméstico	2004
No. 183 Análisis y recomendaciones para la mejor regulación y cumplimiento de la normativa nacional e internacional sobre trabajo de niños, niñas y adolescentes en Paraguay	2004
No. 181 Buenas prácticas para el reconocimiento del derecho de los trabajadores a la libre circulación en el MERCOSUR	2004
No. 180 El dilema de la seguridad en el Cono Sur	2004
No. 179 La situación de los trabajadores de la economía informal en el Cono Sur y el área andina	2003
No. 178 El desafío de la solidaridad. Condiciones de vida y de trabajo de los migrantes peruanos en Chile	2003
No. 177 Uruguay: negociación colectiva y equidad de género (1996-2000)	2003
No. 176 Memorias del 2.º Congreso contra la explotación sexual comercial infantil, Centroamérica, Belice, México, Panamá y República Dominicana	2003
No. 175 Paquete básico de información sobre explotación sexual comercial infantil	2003
No. 174 El Consejo Económico y Social Vasco – Una realidad en marcha	2003
No. 173 Análisis y recomendaciones para la mejor regulación y cumplimiento de la normativa nacional e internacional sobre el trabajo infantil y adolescente en Uruguay	2003
No. 172 Normativa nacional e internacional sobre el trabajo de los niños, niñas y adolescentes en Chile	2003
No. 171 Análise e Recomendações para a Melhor Regulamentação e Cumprimento da Normativa Nacional e Internacional sobre o Trabalho de Crianças e Adolescentes no Brasil	2003
No. 170 Legislación comparada sobre trabajo a lolescente doméstico, El caso de Brasil, Paraguay, Colombia y Perú	2003
No. 169 Guía para la implementación de un sistema de inspección y monitoreo del trabajo infantil en los países del MERCOSUR y Chile	2003
No. 168 O trabalho infantil doméstico nas cidades de Belém, Belo Horizonte e Recife	2003
No. 167 Análisis de las políticas y programas sociales en Ecuador	2003
No. 166 Erradicación gradual del trabajo infantil a través de las organizaciones de empleadores	2002
No. 165 Políticas activas de empleo en Uruguay durante los años noventa	2002
No. 164 Mercado laboral en Paraguay	2002

Title	Year published
No. 163 La invisibilidad del trabajo infantil doméstico en hogares de terceros en Colombia. Diagnóstico sociocultural, económico y legislativo	2002
No. 162 Invisible y sin derechos: Aproximación al perfil del trabajo infantil doméstico en el Perú	2002
No. 161 El mercado de trabajo en la estrategia de reducción de la pobreza en Guatemala: Desafíos y lineamientos para la acción	2002
No. 160 Evaluación rápida sobre trabajo doméstico en hogares de terceros en Paraguay	2002
No. 159 Análisis de la política nacional frente al trabajo infantil en Colombia 1995-2002	2002
No. 158 El trabajo decente y el sector informal en los países del Istmo Centroamericano	2002
No. 157 Generación de empleo e ingresos para mujeres pobres andinas. Experiencias en el Perú	2002
No. 156 Generación de empleo e ingresos para las mujeres pobres andinas. Experiencias en el Ecuador	2002
No. 155 Bolivia, trabajo infantil en la zafra de la caña de azúcar: Una evaluación rápida	2002
No. 154 Présentation analytique de l'Accord nord-Américain de coopération dans le domaine du travail (ANACT)	2002
No. 153 The Americas: Social dialogue and current processes of economic and technological change	2002
No. 152 The social and labour dimensions of globalization and integration process: Experience of CARICOM	2002
No. 151 Workers' unemployment protection systems in the OAS countries	2002
No. 150 Labour training policies in the OAS countries	2002
No. 149 Labour justice and alternative dispute resolution of collective and individual labour conflicts	2002
No. 148 Labour inspection within a modernized labour administration	2002
No. 147 Labour reforms and integration processes in the member States of the OAS: 1980-2000	2002
No. 146 Social dimension of globalization and integration processes	2002
No. 145 Condiciones de trabajo, seguridad y salud ocupacional en la minería del Perú	2002
No. 144 Patrones de participación en el mercado laboral de los trabajadores del Gran Buenos Aires	2002

## Books

Title	Year published
Uruguay: Empleo y protección social. De la crisis al crecimiento	2005
Trabajo infantil rural en Canindeyu, Paraguay	2005
Trabajo Infantil en la agricultura desde una perspectiva de género. Estudio de casos: Costa Rica, Guatemala, Nicaragua y República Dominicana	2005
Trabajo doméstico remunerado en Paraguay	2005
Reforma económica, productividad y mercado laboral en América Latina. Un estudio comparativo de Argentina, México, Panamá y Perú	2005
Proyecto de ley: Reforma procesal laboral en Costa Rica, versión final. Acto de entrega del Proyecto de ley de reforma al Código de Trabajo en Costa Rica, por parte del Presidente de la Corte Suprema de Justicia a la Presidencia de la República	2005
Promover los principios y derechos fundamentales a través del diálogo social	2005
Programa de Gestión Empresarial con Enfoque de Género – PROFEM. Informe final de evaluación interna	2005
Nuevos desafíos en el combate del trabajo infantil por medio de la escolaridad en América Central, América del Sur y República Dominicana	2005
Nuestros derechos y obligaciones laborales. Capacitación básica. Nicaragüenses trabajando por un mejor futuro con equidad laboral entre hombres y mujeres	2005
Nuestros derechos y obligaciones laborales básicos. Manual de capacitación. Hombres y mujeres hondureños trabajando por el desarrollo del país y la equidad laboral	2005
Novos desafios no combate ao trabalho infantil por meio da escolaridade na América Central, América do Sul e República Dominicana	2005
Niñas, niños adolescentes. Los riesgos de un trabajo invisible para el propio hogar	2005
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La explotación sexual comercial de niñas, niños y adolescentes en Panamá	2002
La explotación sexual comercial de las personas menores de edad en la República Dominicana	2002
La explotación sexual comercial de las niñas, niños y adolescentes en Nicaragua	2002
Guía para mejorar la productividad de la pequeña y mediana empresa	2002
Guía para la elaboración de publicaciones de la OIT en la región	2002
Glossary of industrial relations and related terms and concepts for trade unionists	2002
Evaluación rápida del trabajo infantil doméstico en Panamá	2002
Esto no es un juego. Un estudio exploratorio sobre el trabajo infantil doméstico en hogares de terceros en la República Dominicana	2002
Empleo y protección social en Ecuador. Propuestas de la OIT	2002
El trabajo infantil y adolescente doméstico en Costa Rica	2002
El trabajo infantil doméstico en Nicaragua	2002
Ecuador: por un futuro sin trabajo infantil. Programa de Duración Determinada: una nueva estrategia para erradicar las peores formas de trabajo infantil (incluye juego de pegatinas para campañas de sensibilización)	2002
Derecho de los empleadores. Estudio de países	2002
Cuestionando un mito: costos laborales de hombres y mujeres en América Latina	2002
Catargo: dimensión, naturaleza y entorno socioeconómico del trabajo infantil y adolescente	2002
Caribbean labour relations systems: An overview	2002
Argentina: una década de convertibilidad. Un análisis de crecimiento, el empleo y la distribución del ingreso	2002

Title	Year published
A puerta cerrada. Evaluación rápida sobre las niñas y niños trabajadores domésticos y formulación de estrategias de intervención	2002
¡Alto al trabajo infantil! – Una estrategia comunicacional para la erradicación del trabajo infantil	2002

### Periodical publications

Title	Year published
Advance report of 2005 <i>Labour Overview</i>	2005
Avance de Panorama Laboral 2005	2005
La OIT en los países andinos. Informe de actividades 2000-2001	2002
La OIT en los países andinos. Informe de actividades 2000-2002	2002
Labour Overview. Latin America and the Caribbean	2005
Panorama Laboral 2002	2002
Panorama Laboral 2003	2003
2003 <i>Labour Overview</i> . Latin America and the Caribbean	2004
Panorama Laboral 2004 América Latina y el Caribe	2004
Política de empleos. Salarlos y género en Chile	2002

### Videos

Title	Year published
Cartas de navegación para la prevención y erradicación de la explotación sexual comercial infantil – ESCI. Sistematización de la experiencia de trabajo en red	2005
Cómo cambia la historia	2005
En toda oscuridad puede entrar la luz. Enfrentando la explotación sexual comercial infanto-juvenil en la triple frontera	2005
¡Hasta cuando! El trabajo infantil doméstico en Honduras	2005
SUTEP: Formando monitores para combatir el trabajo infantil	2005
A loss of innocence – Child labour in the Caribbean	2004
A window to child domestic labour in Colombia	2004
Central de Abastos – Corabastos: Una experiencia para prevenir y erradicar el trabajo infantil en una plaza de mercado de Bogotá	2004
Construyendo futuro	2004
El futuro en surco ajeno. Trabajo infantil en la agricultura, República Dominicana	2004
Fronteiras da Vida. Uma experiência de prevenção e atendimento a crianças e adolescentes em situação de exploração sexual comercial em Foz do Iguaçu – Brasil	2004
Hasta que la sonrisa nos iguale. Vídeo de sistematización del programa de comunicación para la eliminación progresiva del trabajo infantil doméstico y mejora de las condiciones de los adolescentes trabajadores domésticos	2004
La cara oculta del café	2004
La piel de la tierra rascamos hincados	2004
No al trabajo infantil doméstico	2004
Prevention and elimination of child domestic labour: A reality	2004
Regreso a casa. Vídeo de sistematización del programa de acción «Atención integral a niños y niñas trabajadores domésticos en hogares de terceros en Gran Asunción»	2004
Semillas de esperanza	2004
Sí a la educación y al juego. Mural conmemorativo del Día Mundial contra el Trabajo Infantil	2004
Testimonios urgentes: el trabajo infantil doméstico contado por las niñas y niños en Sudamérica	2004
Trabajo infantil en pueblos originarios. Experiencia en Chile. Región de Tarapacá (I región) y de la Araucanía (IX región)	2004
Una ventana al trabajo infantil doméstico en Colombia	2004
Documental «La Sombra de la Región»	2003

Title	Year published
El taller: El trabajo doméstico un trabajo como cualquier otro	2003
El taller: Lo que pasa en mi casa	2003
El taller: Material audiovisual para sensibilización de niños y jóvenes sobre la inconveniencia del trabajo infantil doméstico	2003
El taller: No quiero estudiar. ¿La escuela para qué?	2003
El taller: Soy grande, quiero trabajar	2003
Entre sueños, lágrimas y esperanzas	2003
If only it were fiction	2003
Invisible y sin derechos. El trabajo infantil doméstico en el Perú	2003
NANCY, ahijadita	2003
Ojalá fuera ficción. Vídeo-documental	2003
The shadow of the region	2003
Trapped between dreams, tears and hopes	2003
People and productivity	2002
The International Labour Conference: Caribbean voices touching the world	2002

### Miscellaneous

Title	Year published
1995-2005: Diez años de cooperación España-OIT	2005
Cartas de navegación para la prevención y erradicación de la explotación sexual comercial infantil – ESCI.	2005
Erradicación del trabajo infantil en la minería. Guías para la acción institucional	2005
Estrategia para promover la Declaración de la OIT relativa a los principios y derechos fundamentales en el trabajo. Strategy to promote the ILO Declaration on Fundamental Principles and Rights at Work	2005
Fichas de seguridad y salud sobre trabajo infantil doméstico peligroso	2005
Guías para la acción institucional. La intervención de las autoridades en la lucha contra el trabajo infantil minero	2005
Guías para la acción institucional. El compromiso de las ONG en la lucha contra el trabajo infantil minero	2005
Guías para la acción institucional. El rol de los trabajadores en la lucha contra el trabajo infantil minero	2005
Guías para la acción institucional. Los empleadores en la lucha contra el trabajo infantil minero	2005
Guías para la acción institucional. Más y mejores medios para combatir el trabajo infantil minero	2005
Guías para la acción institucional. Qué hacer para liberar a los niños del trabajo infantil minero. Marco conceptual	2005
Health and safety fact sheets on hazardous child domestic labour	2005
Inicie su Negocio – Folleto	2005
Inicie su Negocio – Manual	2005
Inicie su Negocio – Cuaderno de trabajo	2005
La dimensión laboral en los acuerdos de integración regional y libre comercio en las Américas. Una actualización	2005
Manual didáctico para todos: Ayudemos a los niños y las niñas a que no salgan a trabajar	2005
Materiales de sensibilización para prevenir y eliminar el trabajo infantil en comunidades mineras artesanales	2005
Peligros, riesgos y daños a la salud de los niños y niñas que trabajan en la minería artesanal	2005
Prevención y erradicación del trabajo infantil. Guía de maestros y maestras. Volumen I. Conozcamos un poco más sobre el fenómeno del trabajo infantil y reflexionemos sobre ello	2005
Sistematización del proyecto trabajo infantil y pueblos originarios en Chile. Experiencia en zonas Aymara y Mapuche, Tarapacá y Araucanía	2005
A window to child domestic labour. The experience in Colombia	2004
Buenas políticas y prácticas laborales en programas intensivos en empleo	2004
Desarrollo de capacidades para la contratación en el sector de la construcción	2004
Inventario de documentos del proyecto de trabajo infantil doméstico en Sudamérica	2004
La igualdad de género en la Oficina Subregional de la OIT para los países andinos. Estrategia y marco de intervención 2001-2004	2004

Title	Year published
Material de trabajo para prevenir y erradicar el trabajo infantil doméstico	2004
Programa Gestión Empresarial con Enfoque de Género – PROFEM. Cartilla de trabajo para empresarias con microempresas	2004
Programa Gestión Empresarial con Enfoque de Género – PROFEM. Cartilla de trabajo para organizaciones de mujeres con proyectos productivos empresariales	2004
Trabajo infantil doméstico. Una reflexión sobre esta práctica. «Toda niña y todo niño tienen derecho a crecer al amparo de su familia»	2004
Trabajo infantil y adolescente. Diagnóstico nacional	2004
Una ventana al trabajo infantil doméstico – La experiencia en Colombia	2004
¡Ya es hora! Alto a la explotación sexual comercial de personas menores de edad – El tráfico de personas menores de edad con fines de explotación sexual comercial	2003
Buenas políticas y prácticas laborales en programas intensivos en empleo	2003
Cartilla para agentes comunitarios – Programa de prevención y eliminación de la explotación sexual comercial de niñas, niños y adolescentes en la frontera argentina – Brasil-Paraguay	2003
Juntos promocionamos nuestros derechos en el trabajo	2003
Promoting our Rights at Work, together	2003
Estimular el crecimiento con trabajo decente: más y mejores empleos	2002
Material de sensibilización para la prevención del trabajo infantil en la minería artesanal ¡Cuidemos nuestro mayor tesoro!... nuestros niños, niñas y adolescentes	2002
Promoting growth with decent work: More and better jobs	2002

### **CINTERFOR publications**

Title	Year published
Key competencies and lifelong learning: Three perspectives	2005
Caribe: buenas prácticas formativas y organizativas	2005
Diálogo social para la formación profesional en Colombia	2005
SECAP. Competencias y evaluación: dos vidas hacia la mejora de la calidad en la educación	2005
Diálogo social y gobernanza en la era del «Estado Mínimo»	2005
Las nuevas dimensiones del diálogo social	2005
La inclusión laboral de los jóvenes: entre la desesperanza y la construcción colectiva	2005
Approaches to adult education	2005
Diálogo social sobre formación en Panamá	2005
Los sujetos del diálogo social: los sindicatos, los empleadores y sus organizaciones y el Estado	2005
Ingreso básico universal y diálogo social: una propuesta	2005
El documento especial de fronterizo: objeto e instrumento de diálogo social	2005
El diálogo social: fundamentos y alternativas	2005
¿Democratizar la democracia?: las nuevas formas de diálogo social	2005
Diálogo social: legitimador del sistema democrático: instrumento para la sustentabilidad y sustentabilidad de la paz social	2005
El sindicalismo y el diálogo social en el Uruguay: una revisión y sus prácticas actuales	2005
Diálogo social: una estrategia alternativa en la generación de empleo: presentación de una experiencia regional uruguaya	2005
Aprendizaje organizacional para la gestión del riesgo	2004
40 preguntas sobre competencia laboral	2004
Identidades y formación para el trabajo: en los márgenes del sistema educativo: escenarios contradictorios en la garantía social	2004
Competencias clave y aprendizaje permanente: tres miradas a su desarrollo en América Latina y el Caribe	2004
Modelo SENAI de prospección: documento metodológico	2004

Title	Year published
Diálogo social sobre formación en el Perú	2004
Desarrollo local, tejidos productivos y formación: abordajes alternativos para la formación y el trabajo de los jóvenes	2004
Training productivity and labour competencies in organisations: concepts, methodologies and experiences	2004
Pedagogía de la formación de adultos	2004
Quality management in vocational training: The use of standards and their different applications	2004
Un modelo de política de formación para el mejoramiento de la empleabilidad y la equidad de género: el programa Formujer	2004
Cuidado infantil y trabajo: ¿un desafío exclusivamente femenino?: una mirada desde el género y la ciudadanía social	2004
Escuela, capacitación y aprendizaje: la formación para el trabajo en una ciudad en transición	2004
40 questions on labour competency	2004
Formación de jóvenes en alternancia: una propuesta pedagógica innovadora	2004
A training policy model for enhancing employability and gender equity: The FORMUJER Programme: Draft version	2004
Local development, productive networks and training: Alternative approaches to training and work for young people	2004
Protección social, pensiones y género: en Argentina, Brasil y Chile	2003
Jóvenes, formación y empleo	2003
Formación profesional: saberes del ocio o saberes del trabajo	2003
Género y formación por competencias: aportes conceptuales, herramientas y aplicaciones	2003
Entre la teoría y la práctica de la formación profesional	2003
Universidades del trabajo en Argentina y Brasil: una historia de las propuestas de su creación: entre el mito y el olvido	2003
Derecho del trabajo y formación	2003
La formación profesional en el MERCOSUR	2003
Formación y legislación del trabajo: nueva edición. Revista actualizada	2003
La empresa como espacio formativo? Repensar la formación para y el trabajo	2003
Enfoque económico de las competencias de la firma: hacia una síntesis de las teorías neoinstitucionales y evolucionistas	2003
Aprendizaje e industria maquiladora: análisis de las maquiladoras de la frontera del norte de México	2003
El rol de la formación profesional: y técnica en la promoción y fortalecimiento de la responsabilidad social del sector privado	2003
Innovar en la empresa y en la educación: condición necesaria para el desarrollo	2003
Reglas para detectar la necesidad de cualificaciones en empresas	2003
La formación profesional en una economía moderna	2003
De la informalidad a la modernidad	2003
Habilidades y competencias para el sector informal en América Latina: una revisión de la literatura sobre programas y metodologías de formación	2003
Capacitación laboral para el sector informal en Colombia	2003
El trabajo a domicilio en Chile, un tema antiguo y actual: resultados de una medición nacional	2003
Trabajadores a domicilio en Paraguay	2003
Formación en el sector informal en Jamaica: una evaluación	2003
Formación para el trabajo en el sector informal: nuevos ejemplos de Kenya, Tanzania y Uganda	2003
Formación para el trabajo decente en el sector informal: estudios de caso en el sur de India	2003
Formación en calificaciones en el sector informal en China	2003
Género y economía informal en América Latina: nuevos retos y respuestas posibles desde las políticas de formación y trabajo	2003
La gestión de la calidad en la formación profesional: el uso de estándares y sus diferentes aplicaciones	2003
Trigésima sexta reunión de la Comisión Técnica: La Antigua, Guatemala, 28 al 30 de julio de 2003: Informe preliminar	2003
Diálogo social sobre formación profesional en España	2002
Formación profesional en el cambio de siglo	2002
Veinte años de educación y trabajo: la investigación de la formación de una investigadora	2002
Alianzas entre formación y competencia: reminiscencias de una vida profesional	2002

Title	Year published
Decent work issues and policies	2002
Diálogo social, formación profesional e institucionalidad	2002
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Certificación en los dominios de la formación profesional y del mercado de trabajo	2002
Políticas de certificación en América Latina	2002
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Certificación de competencias	2002
Evaluar la experiencia adquirida: entre normas de certificación y singularidad de los itinerarios profesionales	2002
Certificación y legibilidad de la competencia	2002
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Formación profesional, productividad y trabajo decente	2002
El financiamiento de la formación profesional en América Latina y el Caribe	2002
Cuatro afirmaciones en torno a la certificación: todas falsas	2002
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