

CASE STUDY: LABOUR RIGHTS PROGRAMME IN LA LIBERTAD (PERU)

Pedagogical purpose only



Plaza de Armas, Trujillo, La Libertad

Ministry of Labour and Employment Promotion of Peru:

Ministry of Labour and Employment Promotion of Peru seeks to foster a social and economic context that provides decent and productive jobs, as well as the fulfilment of the labour and fundamental rights of the population, strengthening dialogue and protection of vulnerable groups.

It designs, conducts and supervises functional systems in the field of work and promotion of employment, ensuring compliance with public policies according to the rules of the matter.

It promotes labour formalization, through information and advice to contribute to the creation and development of decent employment, in line with the policies of productive and sustainable development of the economy.

It improves labour skills to increase the employability of the working-age population, with an emphasis on the youth population and other vulnerable, and in line with the real demand of the labour market and the economic development of the country.

It promotes and strengthens social dialogue as one of the effective tools for achieving tripartite labour concertation, which promotes productivity and promotes decent employment, establishing a solid foundation for the country's sustainable development.

La Libertad Region:

The Republic of Peru is a unitary and decentralized State. Administratively it is divided into regions, provinces, districts and populated centers. There are 25 regions. Each one of the regions has an elected government with all dimensions of a central public management to the exception

of national defense and foreign affairs. Each region has a decentralized ministry of Labour and Employment Promotion called regional directorate.

La Libertad Region is located at the Northwest of the country on the coast of the Pacific Ocean. Its population (2017) is 1 900 000 inhabitants. The name of the region is Spanish for "freedom" or "liberty"; it was named in honor of the intendent of Trujillo's who proclaimed independence from Spain in 1820 and fought for.

It's a dynamic region. The La Libertad Region, from 2002 to 2011, has achieved economic growth of 7.2%, above the Peruvian national average. This growth is due to mining activities (mainly Barrick Misquichilca). La Libertad Region also stands out for the large presence in its territory of companies oriented to agro-exportation; they are in an economic diversification process.

Economically active population (EAP):

Over all the Peruvian territory, the economically active population (EAP) represents 74% of the population. Unemployment rate is 4%. Of the employees, it is estimated that only 50% occupy decent jobs in compliance with national standards. Women account for 44% of PEA. 72% of jobs are informal.

There is no specific portrait for La Libertad Region but considering that the same economic dynamic is applied in this region as in the country, it is presumed that this portrait can be extended to the region. This is a reasonable hypothesis.

Regional Directorate of Labour and Employment Promotion team:

In the Regional Directorate of Labour and Employment Promotion, there is a director (woman), seven (7) permanent civil agents and four (4) short-term contract officials.

The director is appointed by the government on duty. Three deputy directors (men all three) are career driven. There are two secretaries (women both) and two inspectors (one man and one woman). Short-term contract officials support inspectors, deputy directors, and sometimes do secretarial work. They are three women and a man.

The total wage mass is 57 300 US dollars per year¹.

In details:

- Director: \$12,000 per year;
- Three deputy directors: \$6,000 each one per year. Subtotal \$18 000 per year;
- A female inspector: \$4,000 per year;
- A male inspector: \$5 500 per year;
- Three women short-term contract officials: \$3 000 per year each one. Subtotal \$9 000 per year;
- A short-term contractual man: \$4,000 per year;
- Two secretaries: \$2 400 per year each one. Subtotal \$4 800 per year.

¹ Proxy. For pedagogical use only.

Regional Directorate of Labour and Employment Promotion beneficiaries:

The Regional Directorate of Labour and Employment Promotion has three major programmes. They are:

- The labour rights programme;
- The employment promotion programme;
- The improvement of the regulatory framework programme.

Of course, resources are dedicated to the management.

Let us take the labour rights programme as an example of the situation of the gender-sensitiveness of all the programmes. This programme served 600² citizens in 2016 (the observation year). Of which 480 were men. The sum of 60,000 U.S. dollars was spent for this service.

The services provided are (1) advice, assistance and defense of workers who complaint and (2) unannounced inspections of workplaces. The second service was not performed in 2016 because of a lack of resources for on-site visits.

Negative opinion from a Canadian consultant:

After observations of the facts, a Canadian consultant, funded by the Government of Canada and mandated to conduct a gender audit, affirmed that the organization re-conducts the conditions that lead to inequality between men and women.

Why do you think he declared that?

In team, apply the table 2 and 3, annex 6, page 89 to justify your answer. Prepare to present to the group.

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