



► IRDS Briefing Note

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Social dialogue in the Peruvian construction sector¹

The importance of social dialogue

- Social dialogue is an essential pillar for the development of effective, sustainable and legitimate collective bargaining processes. Through institutionalized mechanisms of consultation, concertation and participation, social dialogue enables employers and workers to articulate interests, build consensus and adopt decisions that strengthen labour market governance. In the context of collective bargaining, this approach promotes an environment of mutual trust, transparency and balance of power between the parties, which is essential for reaching equitable and lasting agreements. It also contributes to the prevention of industrial disputes, the strengthening of representative organisations and the consolidation of democratic and stable industrial relations.
- Collective bargaining in the Peruvian construction sector is a fundamental instrument for the regulation of labour relations, especially in a context marked by high levels of informality, staff turnover and risky working conditions.
- Through structured negotiation processes over several years, the Federation of Civil Construction Workers of Peru (FTCCP) and the Peruvian Chamber of Construction (CAPECO) have adopted collective agreements that set standards on remuneration, occupational safety and health, vocational training and job stability. This mechanism has strengthened social dialogue by creating spaces for sustained consultation, contributing to the prevention of labour conflicts, the institutional strengthening of the parties involved and the improvement of governance in the labour market.

Background

Collective bargaining is recognized by the ILO as a fundamental labour right, essential to promote fair, equitable and sustainable working conditions. It is a central component of social dialogue, enabling employers and workers to collectively agree on issues such as wages,

working hours, job security, equal treatment and vocational training.

Freedom of association ensures that workers and employers can join together to bargain effectively over working conditions. When combined with strong freedom of association, collective bargaining, applied with good practice, ensures that both sides negotiate on an equal

¹ This document is the result of collaboration between the Federation of Civil Construction Workers of Peru (FTCCP), the Peruvian Chamber of Construction (CAPECO) and the ILO's Regional Initiative for the of Strengthening Social Dialogue and Collective Labour Relations in Latin America and the Caribbean (IRDS).

footing, achieving fair and equitable outcomes. This mechanism helps to establish balanced industrial relations and prevent costly disputes. In some cases, good collective bargaining practices have been instrumental in helping countries overcome temporary financial crises. ILO standards promote such bargaining and help ensure that harmonious industrial relations benefit society as a whole.²

International Labour Standards (ILS) set the framework for collective bargaining. The Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) recognises the right of workers and employers to establish and freely join organisations of their own choosing. Public authorities must refrain from any interference which would restrict this right or interfere with its lawful exercise. This Convention is complemented by the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), which provides for measures to guarantee the right to organise and to encourage the development of collective bargaining. In particular, Article 4 of this Convention provides that "measures appropriate to national conditions shall be taken, where necessary, to encourage and promote among employers and their organisations, on the one hand, and workers' organisations, on the other hand, the full development and use of voluntary negotiation procedures for the purpose of regulating terms and conditions of employment by means of collective agreements".

Latin America and the Caribbean is the region with the highest ratification rates of ILO fundamental rights Conventions, second only to Europe.

In the case of Peru, the country has ratified Conventions Nos. 87 and 98, which are the legal basis for regulating collective bargaining between workers and employers. In the construction sector, there are laws and court decisions that have defined how collective bargaining processes should be carried out. This sector has faced complex challenges, such as unstable economic conditions, security issues and complex dynamics between workers and employers. In the face of these challenges, social dialogue has become a key tool to improve working conditions and promote sustainable development in construction.

The Peruvian Federation of Civil Construction Workers (FTCCP) and the Peruvian Chamber of Construction (CAPECO) are involved in the collective bargaining process in the construction sector in Peru. Since 2015, both organisations have consolidated a relationship of open and constant dialogue, aimed at improving working conditions

and strengthening social peace in an activity that is fundamental for the country's development.

This dialogue process has been a model of social concertation, demonstrating that joint work between employers and workers can generate sustainable solutions and contribute to national development. It has also allowed a climate of labour peace to be maintained, significantly reducing conflicts in the sector. This process has reaffirmed the principle of free and voluntary collective bargaining, enshrined in Article 4 of ILO Convention No. 98. In 21 years, all the agreements have been signed without the intervention of the labour authority and without recourse to strikes, consolidating a model of concertation.

In this context, the purpose of this briefing note is not to give an assessment of the experience, but to document the social dialogue process developed in the construction sector in Peru. Its purpose is to offer a systematisation of the path followed by the FTCCP and CAPECO, so that it can serve as a reference for other sectors interested in promoting similar concertation and consensus-building mechanisms.

This note is structured in three sections. The first examines the origin and identification of the actors involved in collective bargaining, the incorporation of representativeness criteria and the impact of Court of Justice rulings that have strengthened the right to collective bargaining at the sectoral level. The second section describes the collective bargaining process and its benefits for the sector, highlighting how the agreements reached have generated impacts for both workers and the sector as a whole. The third section highlights the joint social dialogue initiatives, in the construction breakfasts, which have made it possible to address relevant short-term issues for the sector, consolidating a shared agenda.

The parties and their history

In Peru, the construction sector is represented by the Federation of Civil Construction Workers of Peru (FTCCP) on the workers' side and by the employers' side through the Peruvian Chamber of Construction (CAPECO). Both institutions have made significant progress in their negotiations, overcoming historical barriers to improve working conditions and foster innovation and productivity in the construction sector.

² ILO. 2019 [The rules of the game: An introduction to the standard-setting activity of the International Labour Organization](#). p. 36.

The Federation of Civil Construction Workers of Peru (FTCCP)

The Federation of Civil Construction Workers of Peru (FTCCP) is a national trade union organisation representing workers in the civil construction sector in Peru. It is part of the General Confederation of Peruvian Workers (CGTP). It was founded on 19 December 1958, officially registered by the Ministry of Labour and Indigenous Affairs by means of Subdirectorate Resolution No. 056-SPL dated 23 August 1962. It has a long history, linked to the Peruvian labour movement since the 20th century. It has been a key actor in the construction of a model of social dialogue in the construction sector.

Peruvian Chamber of Construction (CAPECO)

The Peruvian Chamber of Construction (CAPECO) is a non-profit civil association of a trade union nature, founded on 9 May 1958. Its main purpose is to represent and bring together companies and professionals in the construction sector in Peru³. CAPECO represents its members at national and international level.

Stakeholder representation in collective bargaining

The representation of actors in collective bargaining in the civil construction sector in Peru has been a crucial issue to guarantee the representativeness and effectiveness of the agreements reached. The Peruvian Constitutional Court, in its ruling in case No. 0261-2003-AA/TC, recognised the representativeness of CAPECO and the FTCCP to engage in collective bargaining by branch. CAPECO represents the majority of companies in the construction sector, and the FTCCP represents civil construction workers.

In Peru, the requirements for collective bargaining by branch were established in Article 46 of Supreme Decree No. 010-2003-TR which states that for the results of collective bargaining by branch of activity to have general effect, the trade union organisation must represent the majority of the enterprises and workers in the sector, and all enterprises must be directly or indirectly convened. Similarly, the Constitutional Court's ruling in case No. 0261-2003-AA/TC recognises the capacity of CAPECO and the FTCCP to bargain collectively, ensuring that the agreements reached are representative and applicable to the whole sector.

Collective bargaining in the construction sector

Context of collective bargaining in the Peruvian construction sector

Throughout Peru's history, the construction sector has experienced progress, although it has also faced structural challenges linked to informality, labour precariousness and the need for productive modernisation. Among the most relevant regulatory milestones is the establishment of early retirement at the age of 55 for civil construction workers in 1982, under the requirement of having contributed at least 15 years in the sector, or 5 years within the last 10 years prior to the contingency. Likewise, Law No. 24324, enacted in 1985, made official the "Civil Construction Workers' Day", celebrated every 25 October. This date was previously agreed in 1970 by Latin American trade unions in the sector during the Constitutive Congress of the Latin American Federation of Building, Wood and Construction Materials (FLEMACON), held in Lima.

Collective bargaining in Peru is regulated at the constitutional level and by legal provisions. At the constitutional level, there is recognition of the various manifestations of freedom of association in Article 28 of the Political Constitution of Peru. Specifically, the rights to organise, collective bargaining and strike are recognised, guaranteeing freedom of association, encouraging collective bargaining, promoting the peaceful settlement of disputes and regulating the right to strike.

At the legal level, the most relevant legal norms are the Law on Collective Labour Relations (LRCT) and its regulations (Supreme Decree No. 011-92-TR). In the public sector, Law No. 30057 (Civil Service Law) and Law No. 31188, which regulates the exercise of collective bargaining in the public sector, stand out.

In the case of the civil construction sector in Peru, collective bargaining by branch of activity was institutionalized by Supreme Decree No. 018 of 4 December 1962, which created a commission to regulate wages and working conditions. This commission was made up of representatives of the engineering and architectural associations, other organizations in the sector, the labour authority and the Peruvian Federation of Civil Construction Workers (FTCCP).

³ CAPECO web portal

Subsequently, with the enactment of Decree Law No. 25593, known as the Collective Labour Relations Law (LRCT), the provisions of the previous decree were repealed. This new legislation eliminated the commission and established that collective bargaining should take place at the enterprise level, unless the parties expressly agreed otherwise. It was also stipulated that this level could not be determined by administrative act or arbitration award.

Between 1993 and 1996, the FTCCP and its rank-and-file unions promoted various mobilisations in defence of branch bargaining. However, in 1996, the Ministry of Labour declared the national strike submitted by the federation to be inadmissible, which meant the formal closure of this form of bargaining at that time.

In 2003, Law No. 27912, which came into force on 9 January of that year, incorporated article 46 into the LRCT, stipulating that "if there is a level of bargaining in a given branch of activity, it will remain in force". This provision made it possible to recognise the continuity of branch bargaining in sectors where it was already practised, such as civil construction, although it did not imply its automatic reinstatement or its extension to other sectors.

The Peruvian Chamber of Construction (CAPECO) filed an appeal for amparo before the Constitutional Court. Ruling No. 0261-2003-AA/TC of 26 March 2003 underlined the obligation of the State to promote collective bargaining, invoking article 28 of the Constitution, as well as article 4 of ILO Convention No. 98, which states: "(...) the labour regime for workers in the construction sector is based on the principle of collective bargaining and the right to collective bargaining.) the labour regime of workers in the civil construction sector has very unique characteristics that differentiate it from that of other sectors, in particular: a) temporary nature, since the employment relationship is not permanent; it lasts as long as the work for which the workers have been hired is carried out or for the duration of the execution of the work; and b) relative location, since there is no fixed and permanent place where the construction work is carried out".

In this context, the Constitutional Court established in the above-mentioned judgment that, in the absence of agreement between the parties, the branch of activity is the appropriate level of collective bargaining in the civil construction sector. The Court's ruling in the dispute

between the FTCCP and CAPECO on collective bargaining by branch of activity in the construction sector has had a significant impact on the relationship between the two unions. This resolution has allowed an open and productive dialogue to be established, transcending the labour sphere and jointly addressing an agenda for the modernisation of the construction activity.

Considering the pronouncements of the Constitutional Court on the matter, the Federation of Civil Construction Workers of Peru (FTCCP) promoted a strategic action plan with the aim of achieving the reinstatement of collective bargaining by branch of activity by the Ministry of Labour. This plan included high-level representations to various state bodies, such as the central government, the Congress of the Republic and the Peruvian Chamber of Construction (CAPECO). As a result of these actions, in December 2001, the Ministry of Labour agreed to process collective bargaining by branch for the civil construction sector.

In 2004, an accumulated collective agreement was signed for the years during which it was suspended. The Final Act of Accumulated Collective Bargaining for Civil Construction, published in the newspaper *El Peruano* on Saturday, September 25, 2004, resolved the 1997, 1998, 1999, 2000 and 2004 claims, with wage improvements, life insurance policy in addition to the complementary risk work insurance (SCTR), payment of bonuses and other benefits on medical rest days, among other demands of the workers.

After 2004, the FTCCP and CAPECO started direct meetings for collective bargaining, with mutual respect between the parties. The meeting between workers and employers in collective bargaining resulted in the consolidation of a common agenda for the sustainability and stability of the sector, after resolving labour demands. Since the signing of the Final Act of Accumulated Collective Bargaining of Civil Construction, in force from June 1, 2004 to May 31, 2005, until the end of 2024, all the agreements have been signed by direct agreement between the FTCCP and CAPECO, without the intervention of the labour authority or recourse to strikes.⁴

Benefits of collective bargaining and social dialogue

As part of the strategy to consolidate a national representative structure in collective bargaining processes, the Peruvian Federation of Civil Construction Workers

⁴ Dialogue with results. The experience of twenty-one years of dialogue between construction workers and employers in Peru. p. 28

(FTCCP) created in 2004 the National Commission for Collective Bargaining by Branch of Activity in Civil Construction. This body was conceived as a space for union articulation and coordination, with the aim of strengthening collective bargaining by branch in the civil construction sector in Peru.

Collective agreements in the construction sector have consolidated bipartite bargaining mechanisms between the FTCCP and CAPECO, aimed at the periodic updating of wages according to occupational category, as will be seen in the following paragraphs. In addition to wage increases, clauses on working conditions, job security and formalisation are addressed, contributing to the institutionalisation of social dialogue and stability in labour relations in the sector. These provisions are formalised through ministerial resolutions, such as Ministerial Resolution No. 139-2024-TR, which formalises the final collective bargaining agreement for the period 2024-2025.⁵

Wage increases

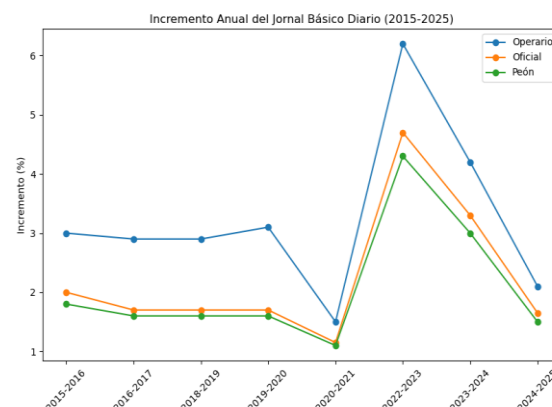
During the period between 2015 and 2025, the collective bargaining processes of the FTCCP and CAPECO have established annual increases in the basic daily wage for workers in the construction sector at the national level. These increases have been differentiated according to occupational category: operator, journeyman and labourer. The following table shows that, in economic terms, wages in the sector have increased every year.⁶

Table 1. Increases in soles agreed in collective bargaining for the three categories of workers in the construction sector (2015-2025)

Period	Amount of increase		
	Operator	Journeyman	Labourer
2015-2016	3,0	2,0	1,8
2016-2017	2,90	1,70	1,60
2018-2019	2,90	1,70	1,60
2019-2020	3,10	1,70	1,60
2020-2021	1,50	1,15	1,10
2022-2023	6,20	4,70	4,30
2023-2024	4,20	3,30	3,00
2024-2025	2,10	1,65	1,50

Source: Prepared by the authors based on collective bargaining agreements from 2015 to 2024.

Graph 1. Annual increase in the basic daily wage for the three categories of workers in the construction sector (operator, journeyman and labourer) (2015-2025)



Source: Prepared by the authors based on collective bargaining agreements from 2015 to 2024.

According to the data extracted from the collective bargaining agreements from 2015 to 2025, the highest increase recorded was in the period 2022-2023, especially for operatives; the decreasing trend in the subsequent increases possibly reflects a stabilisation after the pandemic. During the first years of the period analysed, increases remained relatively stable, with moderate variations. For example, between 2015 and 2019, increases for workers ranged from 2.9% to 3.1%, while for labourers they remained around 1.6%. In the context of the COVID-19 health crisis, the agreed increases were significantly lower. In the 2020-2021 period, increases were reduced to 1.5% for operatives, 1.15% for journeymen and 1.1% for labourers, reflecting the economic uncertainty and the need to preserve employment in an adverse environment.

The period 2022-2023 marked a turning point, with the largest increases in the entire series. Operators received an increase of 6.2%, journeymen 4.7% and labourers 4.3%. This upturn can be interpreted as a compensatory measure after wage restraint during the pandemic, as well as a reflection of the revival of the sector.

In the most recent years, 2024-2025, there is a tendency for increases to moderate, with percentages returning to levels similar to those of the pre-pandemic period.

⁵ Ministerial Resolution No. 139-2024-TR

⁶ FTCCP and CAPECO agree on wage increase in civil construction and demand effective action against violence on construction sites.

Watchmen

In the 2022-2023 bargaining, a new labour category was created called "vigías".⁷ This allowed many women to formally enter construction work. This category aims to formalise surveillance functions on construction sites, especially in areas of risk or transit. It was established that those who perform these functions will be considered as labourers, within the special civil construction regime. This measure facilitated the formal incorporation of women into the sector, promoting labour inclusion with a gender focus.

The watchmen are workers in charge of supervising, alerting and coordinating the transit of vehicles and people within a construction site, with the aim of preventing accidents and guaranteeing the safety of all those involved. Their role is especially important in high-risk areas, such as excavations, vehicle accesses or areas with moving machinery.

Training

In training and technical certification, continuous training of workers is promoted through programmes coordinated with the National Training Service for the Construction Industry (SENCICO)⁸, as well as other training entities such as the CAPECO Institute⁹, the CETPRO¹⁰ Benjamin Franklin and the CONA¹¹, with the aim of raising their technical qualification and improving their employability in the sector.

In the collective bargaining by branch of activity for the period 2023-2024, they agreed on the creation of the Training Fund. This fund is an association of a special nature, with legal personality under private law, whose main objective is to finance investment in training for civil construction workers. The Fund's assets come from the sector's employers, who contribute a mandatory S/. 0.20 for each day worked by each worker. This mechanism ensures that resources are available to strengthen the skills and

competencies of workers, promoting a more professional and competitive sector.

Furthermore, in collective bargaining 2024-2025, this benefit was extended. Now, in addition to civil construction workers at the national level, training will also be available to their children. If a specific need is identified, scholarships financed through the Fund can be granted, always under a statute and regulations approved by the FTCCP and CAPECO, in compliance with applicable laws.

As part of the advances for workers in the sector, CONA, in coordination with the FTCCP, currently has an educational offer consisting of approximately 24 courses, in both classroom and virtual modalities, with an average duration of 32 hours. These courses are essential for workers to obtain the National Registry Card of Civil Construction Workers (RETCC), an indispensable requirement to be hired by formal companies in the sector.

In addition, shorter courses of 16 hours have been implemented, aimed especially at entry-level workers, which facilitates access to training from the first levels of experience. This strategy aims to democratise access to technical training, improve employability and contribute to the formalisation of employment in civil construction.

The Federation of Civil Construction Workers of Peru (FTCCP) and the Peruvian Chamber of Construction (CAPECO) have also established collaborative projects that include the participation of specialised institutions such as CONA and the CAPECO Institute. One of the most prominent initiatives is the "Construyendo Futuro" programme, launched in 2024, which aims to train more than 5,000 on-site workers by the end of the year. This programme, financed by the Training Fund for Civil Construction Workers (CONA), aims to improve the technical skills of the workforce, strengthen employability and raise productivity in the sector.¹²

⁷ The creation of the labour category "vigías" in the civil construction sector was established in the Collective Labour Agreement - Final Act of Collective Bargaining in Civil Construction 2022-2023, signed on 27 September 2022 between the FTCCP and CAPECO, and officially published by Ministerial Resolution No. 275-2022-TR of the Ministry of Labour.

⁸ SENCICO is a Peruvian public entity attached to the Housing, Construction and Sanitation sector. It was founded on 26 October 1976 with the aim of educating, training and technically certifying workers in the construction sector.

⁹ The CAPECO Institute is an educational institution with more than 26 years of experience in technical training for the construction sector.

¹⁰ The CETPRO (Centros de Educación Técnico-Productiva) are educational institutions recognised by the Peruvian Ministry of Education that provide

short-term technical training oriented towards work and entrepreneurship. They are aimed at young people and adults seeking to acquire specific job skills.

¹¹ CONA (Fondo de los Trabajadores en Construcción), formerly known as CONAFOVICER, is a Peruvian entity aimed at training and strengthening the labour skills of workers in the civil construction sector. Its main function is to certify skills and knowledge acquired in professional practice, especially in trades such as bricklaying, ironwork, formwork, electricity, etc.

¹² ["Construyendo Futuro" will train thousands of construction workers throughout the country.](#)

The history of CONA's training began in 1995, when a legal provision extended its functions to offer technical training to its affiliates, directly benefiting contributing workers. However, it was in 1998, in collaboration with the CAPECO Institute, that a more structured and systematic system of courses was implemented. In its early years, the courses were sporadic and face-to-face, but over time it diversified and expanded its coverage, adapting to the needs of the sector and promoting continuous professionalisation.

COVID-19

An example of common commitments was the joint work for the reactivation of the construction sector after the pandemic of COVID-19.¹³ In March 2020, with the onset of the pandemic, the construction sector in Peru was severely impacted by the total closure of activities as part of the containment measures. Initially, the government included the reactivation of this sector in the final stages of the economic reactivation plan, scheduling it for December of the same year, together with activities considered not to be a priority.

Faced with this situation, in April 2020, the FTCCP and CAPECO articulated a joint response. As a result, the reactivation of the sector was brought forward to June 2020, following the approval of a specific sanitary protocol by the Peruvian Ministry of Labour and Employment Promotion. This protocol established strict biosecurity measures to guarantee the protection of workers in infrastructure projects.

In addition, both organisations promoted the creation of a temporary subsidy for workers in the sector, initially financed with resources from SENCICO. It was proposed that this fund would later be reimbursed by an extraordinary contribution from the sector's employers, once the health emergency had been overcome.

In occupational health and safety, collective agreements have incorporated provisions aimed at strengthening occupational health and safety management, including the implementation of biosafety protocols, especially relevant during and after the COVID-19 pandemic. The mandatory provision of personal protective equipment (PPE), regular training and the establishment of on-site safety committees have been established.

These actions were decisive for the recovery of one of the most dynamic sectors of the national economy, not only because of its capacity to generate employment, but also because of its multiplier effect on public and private investment. The timely implementation of these measures made it possible to reactivate essential works and mitigate the socio-economic impact of the crisis on thousands of families linked to the construction sector.

Working conditions

In addition to wage agreements, collective bargaining between the FTCCP and CAPECO has included clauses aimed at comprehensively improving working conditions in the sector. These conditions have been enshrined in collective agreements that are renewed annually and cover key aspects of safety, welfare and formalisation of employment.

In terms of working hours and breaks, compliance with the maximum legal working day is guaranteed, as well as respect for weekly breaks, holidays and holidays. Special conditions have also been agreed for work in remote or difficult to access areas, in order to safeguard the well-being of the worker.

For accommodation and food conditions in projects located outside urban areas, companies are obliged to provide decent accommodation and adequate food. Compliance with these conditions is verified through joint inspections by union representatives and employers.

In the formalisation of employment, the agreements include clauses aimed at labour formalisation, which require hiring on the payroll and compliance with the social benefits established by the legislation in force.

In terms of permanent dialogue mechanisms, within the framework of the 2024-2025 collective agreement, a permanent bipartite roundtable was established between CAPECO and the FTCCP. The main objective of this institutionalised space is the continuous monitoring of working conditions, as well as the formulation of proposals aimed at the progressive improvement of the working environment and the strengthening of sustainable development in the construction sector.¹⁴

The benefits of collective bargaining have been reflected in the climate of labour peace: since 2003 there have been no work stoppages, which has helped to maintain an

¹³ Dialogue with results. The experience of twenty-one years of dialogue between construction workers and employers in Peru. page 145

¹⁴ [Collective Labour Convention - Final Act of Collective Bargaining in Civil Construction 2024-2025. Dossier No. 00131-2024-MTPE/2-14](#)

atmosphere of peace and stability in the sector, which in the past faced several difficulties.

Construction Breakfasts

The Construction Breakfasts were born as an initiative created by the need to strengthen social dialogue in Peru, promoted by the FTCCP and CAPECO, with the operational support of the National Council for Training in Housing and Construction. This space has been consolidated as a plural and inclusive forum, designed to address social, economic and labour issues linked to the construction sector in an articulated manner. Its purpose is to promote mutual understanding, consensus building and the formulation of proposals among the various actors involved.

Since its first edition, on 1 March 2023, entitled "Social Dialogue, Protest and Mobilisation", this space has brought together leading personalities from different sectors, demonstrating its relevance in contexts of high tension. The initial experience, marked by the sensitivity of the national context, showed the importance of generating safe spaces for the exchange of ideas and the search for shared solutions, with a focus on strengthening the capacities of trade union and business leaders, key elements for a more informed and effective participation in decision-making processes.

By June 2025, 23 meetings were held in Lima and 10 more in different regions of the country, consolidating itself as a representative space for dialogue and collective learning.

This expansion has been possible thanks to the valuable logistical and strategic support of the United Nations (UN), through the United Nations Development Programme (UNDP), and Idea International, in collaboration with CONA.

Collaboration has been key to its sustainability and expansion to regions such as Cusco, Piura, Puno, Iquitos, Ayacucho, Trujillo, Huancayo, Arequipa, Cajamarca and Chiclayo.

Various themes were addressed during the dialogue sessions, with special emphasis on the problem of insecurity and organised crime, highlighting the urgency of strengthening the articulation between the State, the private sector and civil society to combat these threats effectively.

The creation of these spaces for reflection has been a pillar of transformation. Thanks to a consolidated platform for analysis and discussion, it has been possible to transcend strictly sectoral limits, allowing the convergence of diverse perspectives.

The process of social dialogue in the construction sector has strengthened the organisations. Both the FTCCP and CAPECO have demonstrated greater cohesion and capacity for action. This union has enabled both organisations to have a stronger voice and to effectively influence issues relevant to the construction sector and their members.

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