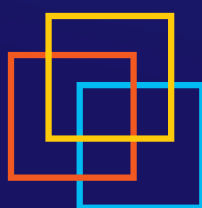




International
Labour
Office

A large, stylized map of Latin America and the Caribbean, composed of numerous small green dots, set against a dark blue background. The map is positioned in the upper left and center of the cover.A series of dark blue squares of various sizes, some overlapping, arranged in a grid-like pattern across the middle of the cover.Three overlapping squares in orange, yellow, and blue, located in the bottom left corner.

2014

THE ILO IN LATIN AMERICA AND THE CARIBBEAN

PROGRESS AND PERSPECTIVES

Report prepared by the ILO Regional Office
for Latin America and the Caribbean



2014

THE ILO IN LATIN AMERICA AND THE CARIBBEAN

PROGRESS AND PERSPECTIVES

Report prepared by the ILO Regional Office
for Latin America and the Caribbean



Contents

Foreword	5
Introduction	7
1. Progress	9
1.1 Analysis of the main results achieved in 2012-2013	11
1.1.1 Policies and strategies	15
1.1.2 Programmes	17
1.1.3 Regulatory and legal framework	19
1.1.4 Institutional capacity development	22
1.1.5 Data collection and analysis	28
1.2 The Regional Programme to Promote Formalization in Latin America and the Caribbean	27
2. Perspectives	33
2.1 The vision of the ACIs in Latin America and the Caribbean	34
2.2 The central priority: Formalization of the informal economy (ACI 6)	36
2.3 Complementary priorities	40
2.3.1 Promoting more and better jobs for inclusive growth (ACI 1)	40
2.3.2 Jobs and skills for youth (ACI 2)	42
2.3.3 Creating and extending social protection floors (ACI 3)	45
2.3.4 Productivity and working conditions in SMEs (ACI 4)	47
2.3.5 Decent work in the rural economy (ACI 5)	48
2.3.6 Strengthening workplace compliance through labour inspection (ACI 7)	50

2.3.7	Protection of workers from unacceptable forms of work (ACI 8)	52
2.4	The ILO's American Regional Meeting in 2014	53
Annex:	Main ILO publications in Latin America and the Caribbean (2013- April 2014)	55



Foreword

This third annual report on progress and perspectives of the ILO in Latin America and the Caribbean, prepared by the ILO Regional Office, is a continuation of the ones published in June 2012 and June 2013. Taken together, the three documents show steady, if uneven, progress in labour market policies, programmes and institutions, and that the ILO has been adjusting their strategies to focus on the key challenges faced by the region.

The period covered by these reports, 2011 to 2014, is coincident with the last years of a decade of continuous growth, interrupted only by the 2009 crisis, which had a positive effect on labour market indicators, as shown especially by the decrease of unemployment. Progress in the quality of work has been less impressive, as evidenced by the slow reduction of informality and slight improvement in the coverage of social protection. Worryingly, almost half of those employed in the cities of the region still have informal jobs, and 3 in 10 workers have no social security coverage in health and pensions. The increase in youth unemployment in 2013 and the generally poor quality of jobs for young people are also warning signs that require deepening and accelerating action.

With unemployment rates at historic lows, the region has a unique opportunity to pay attention to improving the quality of employment, considering the central role of sustainable enterprises and full respect for fundamental principles and rights at work. Quality employment and tripartite social dialogue are keys to social inclusion, reducing inequality and democratic governance. Governments, workers' and employers' organizations in Latin American and Caribbean countries have taken this path, as demonstrated –for example– by the strategies launched in recent years to address the progressive formalization of the informal economy.

The ILO accompanies these processes. A signal of the importance of this issue worldwide is the fact that the International Labour Conference is discuss-



ing, in 2014 and 2015, setting a standard for the transition from the informal to the formal economy. The Office has launched the Programme to Promote Formalization in Latin America and the Caribbean, FORLAC, in 2013, which will continue to be active in the coming years.

Transition to formality is a complex endeavour that cannot be addressed only with specific projects or uncoordinated initiatives. This objective has to be part of economic policies aimed at improving productivity and competitiveness. It has to be included in employment and social policies, in initiatives for the development of the rural economy and in the national efforts to address the youth employment crisis. Also important is the extension of social protection floors to groups that are difficult to reach in the informal sector, as domestic or rural workers, strengthening labour administration - especially labour inspection- and protecting the most vulnerable workers, such as migrants. All these issues are part of the eight Areas of Critical Importance established by the Director General of the ILO in the Programme and Budget for 2014-2015, which will be guiding the activities programmed by the Office in the region.

What's next? In 2015 the "decent work decade" established in the 2006-2015 Hemispheric Agenda presented at the American Regional Meeting of Brasilia will conclude. Therefore, the "Progress and Perspectives" report for 2015 will take stock of the progress achieved in these ten years, with special consideration to the challenges ahead and the role of the ILO.

Finally, this year the ILO will hold its 18th American Regional Meeting. We hope that these reports of progress and perspectives will inform the debates that will shape our constituents' guidance on priorities for action by the Office in the region.

Elizabeth Tinoco
Deputy Director General
Regional Director for Latin America and the Caribbean
Lima, May 2014



Introduction

This report presents the progress made in Latin America and the Caribbean to promote the Decent Work Agenda in 2012, 2013 and early 2014, highlighting the support provided by the ILO to the actions and initiatives of governments, workers' and employers' organizations in the countries of the region. It also includes a presentation of the priority areas of work for 2014 and 2015, mainly in the context of the Areas of Critical Importance (ACIs) as defined in the ILO's Programme and Budget for this biennium.¹

The analysis is based on various sources, including the ILO Implementation Report for 2012-2013 and the consolidated country results tables available in electronic format.² Other information, more current or not recorded in this report, has been provided by the Decent Work Teams and the ILO Country Offices in the region. The analysis of the future perspectives has also drawn on the ACIs' global work plans prepared by the task teams established for its implementation. It has also benefitted from an internal report on the "regional vision" of the ACIs developed following a meeting with regional technical specialists and colleagues from headquarters. This report is therefore the result of collective work.

The document is organized, as usual, in two chapters. The first describes the major developments in the world of work in the region and the contributions of the ILO, synthetically presenting the results included in the Implementation Report 2014-2015. For its relevance within the regional strategy, this chapter contains a specific section on the progress of the Programme for the Promotion of Formalization in Latin America and the Caribbean (FORLAC) launched in mid-2013.

1 ILO Programme and Budget for 2014-2015. Available at : <http://www.ilo.org/public/english/bureau/program/download/pdf/14-15/pbfinalweb.pdf>.

2 These documents are available at <http://www.ilo.org/public/english/bureau/program/ir/2012-13.htm>.



The second chapter discusses the perspectives for ILO action in the region in the immediate future, in connection with the ACIs. This is an opportunity to focus the Office's action on priority issues and countries, increasing collaboration with technical departments in Geneva and taking advantage of the experience of other regions. The ACIs must generate meaningful results and evidence about policies and initiatives that promote decent work. The appendix at the end of the document features the main publications of the ILO in the region in 2013 and early 2014.



1. Progress

The evolution of the main indicators of the world of work in 2013 shows that Latin America and the Caribbean is entering a phase of stagnation, reflecting the slowdown in economic growth in the region (with exceptions in some countries). It is worth noting that the urban unemployment rate fell from 6.4% in 2012 to 6.3% in 2013, a situation that would remain stable in 2014.³ This small reduction was mainly due to the decline in labour force participation rates and not due to the creation of more jobs. The effect of lower economic growth in labour markets is especially evident in the increase of urban youth unemployment, which went from 14.2% in 2012 to 14.5% in 2013. Youth employment is much more susceptible to changes in the economic cycle since it is usually more precarious than adult employment. In fact, a recent ILO report shows that 20% of young people in the region do not study or work and that more than half of the employed youth (55.6%) has an informal job.⁴

In many countries, low unemployment has determined that improving the quality of jobs has become the primary policy concern. This means dedicating attention to increasing formality, the coverage of social security, labour productivity, wages, and, in general, the respect for the fundamental principles and rights at work. Progress in these areas was moderate: wages increased modestly in 2013 (1% increase in real average wages and 2.6% in the real minimum wage, less than half of the figures recorded in 2012), as happened with the coverage of social protection among the employed population (health and / or pensions), which rose from 66.5% in 2011 to 67% in 2012. Patterns of discrimination persist in the region, towards indigenous populations and afro-descendants, and towards women. The sustained reduction in the incidence of child labour recorded in the last fifteen years has also stalled.

3 Except when otherwise stated, data in this section is extracted from ILO (2013): Labour Overview of Latin America and the Caribbean. Lima: ILO / Regional Office for Latin America and the Caribbean.

4 ILO (2013): Trabajo decente y juventud en América Latina. Políticas para la acción. Lima: ILO / Regional Office for Latin America and the Caribbean.



Sex discrimination persists and has an important impact on the employment problems of women. Although the gender gap in labour force participation declined slightly, the unemployment rate of women is still 1.35 times that of men, and underemployment (considering income and hours) is also higher among women. The situation is worse for young women, who constitute 70% of young people who neither study nor work. Young women unemployment rate reached 17.7%, compared with 11.4% of young men.⁵

Concern about the extent and depth of informality has increased. In fact, 47.7% of non-agricultural workers in the region have an informal job (the same rate as in 2012). Informality affects mostly women and youth. The slow decline in this indicator during the period of sustained economic growth (2004–2013), when poverty was cut by almost half, demonstrates the need for deliberate policies for formalization aimed at increasing business productivity and simultaneously improving working conditions. It is necessary to provide more information about the benefits of formalization and to strengthen supervision and incentive policies in order to accelerate the transition from the informal to the formal economy without creating discrimination.

This scenario poses challenges to governments, workers' and employers' organizations that demand quick and relevant responses from the ILO. During the last biennium, the Office continued its cooperation and technical assistance provided in the context of Decent Work Country Programmes and based on the constituents' demands, as well as through knowledge management and research (the major publications in the region in 2013 and the first months of 2014 are included in an annex to this document). The following sections present an analysis of the main results achieved in 2012 and 2013 as well as the progress of FORLAC in recent months.

5 ILO, ECLAC, FAO, UNDP and UN Women (2013): Decent work and gender equality. Policies to improve employment access and quality for women in Latin America and the Caribbean. Santiago: ILO, ECLAC, FAO, UNDP and UN Women.



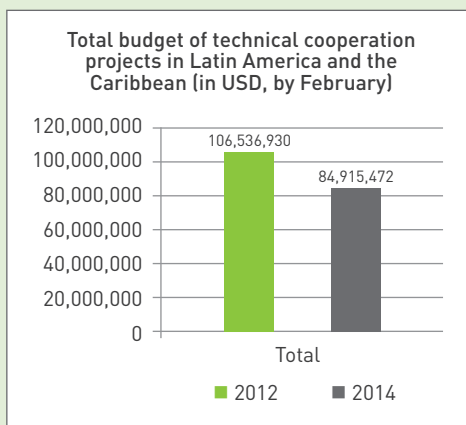
1.1 Analysis of the main results achieved in 2012-2013

The Implementation Report 2012-2013 includes 219 outcomes achieved in 35 Member States and territories of the region, indicating in all cases the ILO contribution. Outcomes refer to concrete and verifiable progress in policies, programmes and labour market institutions aligned with the indicators of the 19 global outcomes of the ILO's Strategic Policy Framework. The Americas is responsible for 26% of the 837 country outcomes recorded in the report, only behind Africa (33%) and ahead of Asia and Pacific (22%), Europe and Central Asia (14%) and the Arab States (5%).

ILO's contribution comes from its regular budget -dedicated mainly to the Decent Work Teams of technical specialists and to the maintenance of its infrastructure in the region- and from voluntary contributions from donors. There were about one hundred active projects during the biennium, with a total expenditure in 2012 and 2013 of \$52 million. This figure is similar to the one recorded the previous biennium (53 million), although the trend is downward (see box).

Box: Extra-budgetary technical cooperation programme in Latin America and the Caribbean

The new projects for the region approved in 2013 represent a total budget of just over \$20 million. This is the lowest figure since 2004. Indeed, the annual average for the period 2002-2013 is over 26 million. This drop is linked to the effects of the international crisis on the cooperation programmes of some traditional ILO donors in the region, such as Spain, which has also impacted on some inter-agency funds (such as the Fund for the Achievement of the Millennium Development





Goals). Consequently, the extra-budgetary resources for technical cooperation have decreased by 20% between February 2012 and February 2014.

At the same time, the Office has increased its capacity to implement technical cooperation projects, which is demonstrated by the delivery rate (expenditures / budget) of 86% reached in 2013, the highest in history and six per cent higher than the total of the ILO.



The 219 reported outcomes exceeded the target for the region, as defined in the Programme and Budget for 2012-2013, by 50%. In 39 of the 50 indicators included in this document, the target set for the region has been reached or surpassed.

The intensity of cooperation and the number of reported outcomes have not been the same in all countries and for all subjects. Around 50% of the results correspond to nine Member States (Peru, Honduras, Brazil, El Salvador, Colombia, Costa Rica, Chile, Uruguay and Paraguay), while 54% is concentrated in 5 of the 19 outcomes of the Programme and Budget: child Labour (31 reported outcomes); International Labour Standards (28 reported outcomes); strengthening or Workers' and Employers' Organizations Workers (21 reported outcomes for each); and employment promotion (17 reported outcomes).

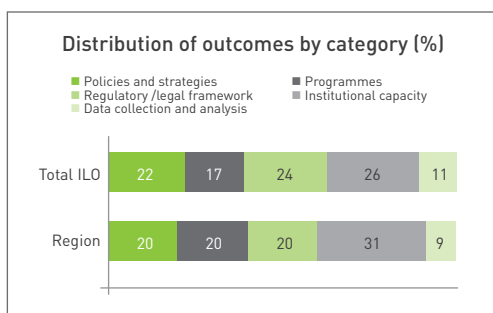
The Implementation Report 2012-2013 also presents, for the first time, a categorization of the country outcome into five areas:

- **Policies and strategies:** results in relation to the development and implementation of policies and strategies by governments, as well as by one or more of the three constituents.
- **Programmes:** practical or operational measures to give effect to policies not legislative in nature, implemented by one or more of the constituents.



- ▶ **Regulatory and legal framework:** changes in regulatory and legal frameworks to which the ILO has contributed including changes in law or practice to bring them into line with international labour standards, as well as its effective application.
- ▶ **Capacity development (institutional):** changes supported by the ILO that result in the enhanced capacity of a country's institutions, including employers' and workers' organizations, to effectively perform the functions and deliver the services expected of them.
- ▶ **Capacity development (data collection and analysis):** improvements in the capacity of a country's institutions, to which the ILO has contributed, including through specific systems and mechanisms, to collect and analyse data and apply them in support of policy-making, decision-making and monitoring processes.

The following graph, with the quantitative distribution of the outcomes reported in the region by category, indicates a preponderance of achievements related to institutional capacity (31%, higher than the total proportion for the ILO as a whole), followed by programmes, regulatory / legal framework and policies and strategies, the three with 20% each. The category of capacity development for data collection and analysis groups 9% of the outcomes reported in the region.



A detailed analysis of the country outcomes reported in the region distributed according to the five categories and the nineteen global outcomes of the Strategic Policy Framework suggests some general conclusions about the support provided by the ILO to its constituents in the region:

- ▶ In 5 of the 19 global outcomes (employment promotion, skills development, strengthening of employers' organizations, decent work in sectors of the economy and child labour) there are country outcomes correspond-



ing to the five categories, indicating a comprehensive and diversified support, which has led to concrete results in several countries of the region.

- ▶ The support provided for the development of policies and strategies has contributed to reportable achievements in 16 of the 19 global outcomes. Only in three of them (labour administration, social dialogue and International Labour Standards) there are no policy-related results recorded for the region. In the case of social dialogue, all the country outcomes are categorised as “institutional capacity”, while in the case of International Labour Standards results are of a regulatory / legal nature. The strengthening of labour administration was achieved through the development of programmes, institutional capacity building, data collection and improvements of the legal framework.
- ▶ The development of institutional capacity has also been widespread and outcomes have been reported in virtually all areas of ILO work, with greater focus on strengthening workers’ organizations (in the context of trade unions’ self-reform processes), employers’ organizations, skills training institutions and employment services.
- ▶ The largest number of country outcomes related to the development of programmes or practical measures for policy implementation is reported on child labour, promotion of sustainable enterprises -especially by applying methodologies to improve productivity-, decent work in sectors of the economy -through interventions such as “Better Work”-, and strengthening of employers’ organizations, especially for the provision of services to its members.
- ▶ The regulatory framework related country outcomes can be found especially in the field of International Labour Standards, as already pointed out, child labour and working conditions, especially for the promotion of gender equality.
- ▶ Outcomes classified as “capacity for data collection and analysis” are linked to the promotion of employment and the extension of social protection.



The following paragraphs include examples of selected outcomes in these five categories. The boxes contain conclusions and recommendations of the evaluations conducted during 2013, further describing some of the results achieved. Full details of the country outcomes reported in the region and the world can be found in the tables annexed to the Implementation Report available only on the Internet (see footnote 2).

1.1.1 Policies and strategies

The ILO has helped Member States to mainstream productive employment and decent work into national development frameworks, increase the employment contents of investments in infrastructure and undertake strategies in relation to the formalization of the informal economy. For example, El Salvador included the creation of more and better jobs as a goal in its Five Year Development Plan (2010 -2014) and in its policy of productive diversification and transformation. Also, the country adopted the ILO Intensive Investment Employment Programme's methodology. Paraguay conducted a study on the impact on employment of public investment to mainstream employment into the new national public investment system. Transition to formalization initiatives have proliferated in countries such as Argentina, Brazil, Colombia, Peru, Dominican Republic and Mexico (see section 1.2). In addition, El Salvador, Costa Rica and Honduras have developed tripartite formalization strategies in selected territories, with support from an ILO's technical cooperation project.

The ILO has also supported national skills development and vocational training policies, as in Argentina (coordination of the industrial development plan with the strategy on continuous training, innovation and employment), Guyana (revision of the national policy on technical and vocational education in 2012), Bermuda and Saint Lucia (training policies for people with disabilities) and Costa Rica (institutional gender policy of the National Learning Institute). Also, with the support of ILO/Cinterfor, CARICOM's vocational training policy was revised. The youth employment crisis has led to the development of specific plans to meet the training and employment needs of young people, sometimes as part of larger policies (e.g., in Ecuador's National "Good Living" Plan, the National Development Plan of Costa Rica and Peru's employment policy) or as specific policies (National Agenda on Decent Work for Youth in



Brazil or the youth employment policies in Honduras, El Salvador, Nicaragua and Paraguay).⁶

In regards to business development, the ILO has supported a regional analysis and several national studies on the enabling environment for sustainable enterprises. Barbados has included in its 2012-2013 national budget measures for the development of entrepreneurship and small and medium enterprises, while Peru launched a national programme to strengthen cooperatives. Costa Rica developed a territorial competitiveness strategy in the Brunca region that has been replicated in several other areas of the country.

The national strategies (road maps) against child labour adopted in Central America were revised and rescheduled. Child labour was built as an objective in the national development plans of El Salvador (see box), Ecuador and Peru. The National Migration Council of Costa Rica adopted in September 2013 a Comprehensive Migration Policy (focusing on human rights and gender), which is the first in Central America. Several countries in the region, such as Argentina (2012) and Peru (2013), adopted national plans to promote health and safety at work, with support from the ILO. In Central America and the Caribbean, national HIV policies in the world of work were adopted (Honduras) and guidelines for implementing prevention programmes in the workplace were designed (Costa Rica). In addition, specific policies on HIV in the workplace were adopted in the export processing zone of the Dominican Republic, as well as in the Guatemalan agricultural sector.

⁶ The global database YouthPol includes information on youth employment policies in Latin America and the Caribbean: <http://www.ilo.org/employment/areas/youth-employment/youth-pol/lang--en/index.htm>.

**Box.** Presidential strategy for the elimination of child labour in El Salvador

The interim evaluation of the project to eliminate child labour in El Salvador through economic empowerment and social inclusion -funded by the United States- has highlighted the inclusion of the issue as one of the components of the presidential agenda that marks the government's priorities. With support from the project, the issue has also been incorporated into the government's social programmes. The evaluation indicated the importance to focus the project's local economic development activities in target municipalities, in order to generate income for families as a central strategy for the prevention and elimination of child labour. It also recommended improving communication between the central government and the municipalities to increase the effectiveness of public policies on the subject.

Several countries in the region have adopted, with ILO's contribution, tripartite local strategies to promote decent work. There were such programmes in Argentina -Santa Fe Province- and Brazil -states of Bahia, Minas Gerais, Mato Grosso, Paraná, Pernambuco and Tocantins, and municipalities of São Paulo and Cuiaba and the Greater São Paulo ABC. In 2012 and 2013, new plans have been developed at the Department of Maldonado, Uruguay, in the region of Maule, Chile, as well as in the departments of Caquetá, Magdalena and Medellín, Colombia.

1.1.2 Programmes

The development of programmes and methodologies for policy implementation related to the world of work is a central strategy of the ILO. In many cases, the ILO's contribution is realized through the application of consolidated tools previously tested in countries of the region and elsewhere. This is the case of programmes developed to increase productivity and working conditions at the enterprise level.

"Better Work", for example, is a global ILO programme to strengthen productive chains and increase the productivity of small businesses in the textile



industry. In the region, Better Work has yielded significant results in Haiti and Nicaragua. Other tools, such as SIMAPRO (see box) or the Programme for Sustaining Competitive and Responsible Enterprises (SCORE) have been employed in floriculture and the textile sector of Colombia, in Bolivia's manufacturing sector, and in the agricultural export sector of Peru. The "Know your Business" programme, designed to promote entrepreneurial culture among youth, was incorporated into the curriculum of secondary technical education in Costa Rica. The Start and Improve Your Business (SIYB) training tool has been adopted by vocational training institutes of Panama and the Dominican Republic, by the Ministry of Economy of Guatemala and by a group of universities in Honduras.

Box. Programmes to improve productivity in Mexico

The independent final evaluation of the project on social dialogue, productive employment and decent work in specific sectors (sugar cane, tourism) in Mexico, financed by the Regular Budget Supplementary Account, has identified evidence concerning the project's impact on productivity and business efficiency. This has materialized specifically on cost reductions (purchasing, production, utilities); time reductions (production, attention and services), reduction of waste; increased yields per worker; and greater efficiency in procurement, payment collection and sales. Regarding working conditions, the project has had a positive impact on health and safety in the workplace, mainly in reducing the severity of accidents. The evaluation also highlighted improvements in the working environment and in wages, according to the perception of workers, as well as in reducing dropout rates and labour turnover, in the opinion of managers. The main recommendation of the evaluation, in terms of sustainability, is for the ILO to accompany the beneficiary companies for a period of between 4 and 6 months after direct intervention has ended.

Other relevant programmes supported by the ILO in the biennium include the national plan for health and safety at work in Brazil, 2012, in the framework of the national policy that had been adopted the previous year, as well as several programmes related to the elimination of child labour. In this area, it is remarkable the development of a pilot programme in Peru linked to the



conditional cash transfer programme “Juntos”, as well as the programme that led to declare the city of Encarnación, Paraguay, as “child labour free” in dumpsites. There were also various initiatives in Central America and the Dominican Republic to implement the “road maps”. In agro-industrial sugar cane, in Mexico, employers, trade unions and peasant organizations adopted a declaration of “zero tolerance to child labour” and a programme of action to achieve this goal.

1.1.3 Regulatory and legal framework

ILO's assistance to countries' regulatory and legal environments is always based on the International Labour Standards, with the primary objective of facilitating its ratification and effective implementation. Between May 2013 and April 2014 there have been 14 new ratifications from 11 countries and territories in the region (see box).

Box. Ratification of ILO Conventions from May 2013 to April 2014

Country	Convention	Date
Argentina	• C155 - Occupational Safety and Health Convention, 1981 (No. 155)	113 January 2014
	• C187 - Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)	13 January 2014
	• P155 - Protocol of 2002 to the Occupational Safety and Health Convention, 1981	13 January 2014
	• C189 - Domestic Workers Convention, 2011 (No. 189)	24 January 2014
Barbados	• MLC - Maritime Labour Convention, 2006	20 June 2013
Cayman Islands	• MLC - Maritime Labour Convention, 2006	7 August 2013
Costa Rica	• C189 - Domestic Workers Convention, 2011 (No. 189)	20 January 2014



Box. Ratification of ILO Conventions from May 2013 to April 2014		
Country	Convention	Date
Ecuador	• C189 - Domestic Workers Convention, 2011 (No. 189)	18 December 2013
Guyana	• C189 - Domestic Workers Convention, 2011 (No. 189)	9 August 2013
Nicaragua	• MLC - Maritime Labour Convention, 2006	20 December 2013
Paraguay	• C189 - Domestic Workers Convention, 2011 (No. 189)	7 May 2013
Sint Maarten	• C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	1 October 2013
Trinidad and Tobago	• C122 - Employment Policy Convention, 1964 (No. 122)	19 September 2013
Uruguay	• C135 - Workers' Representatives Convention, 1971 (No. 135)	8 July 2013

Source: NORMLEX

A specific area of activity is that of the rights of indigenous populations, as listed in Convention No. 169. In this field, the ILO has provided technical assistance and training to government officials, representatives of organizations of employers and workers and indigenous peoples in the countries of South America and Central America. This has led to the adoption of mechanisms to facilitate the implementation of the Convention, in particular as regards the right to prior and informed consultation in Bolivia, Paraguay and Uruguay.

Since the adoption of Convention Nr. 189 on domestic workers, the ILO has promoted its ratification, for example supporting a campaign carried out by the Trade Union Confederation of the Americas. Union activism and the commitment of many governments have made Latin America and the Caribbean the region with the highest number of ratifications in the world. A central issue for moving towards formalization of domestic workers is the extension of social security coverage, an issue on which the ILO organized a regional



tripartite seminar in Santiago de Chile in late 2013. A specific focus of the awareness campaigns and legislative reform proposed by the ILO in this area is linked to freedom of association and collective bargaining in this sector.

Other legislative advances include the reform of the federal labour law in Mexico, in line with Conventions 98 (Right to Organise and Collective Bargaining), 156 (Workers with Family Responsibilities) and 182 (Worst Forms of Child Labour) and the adoption of new legislation on health and safety at work in Barbados (2013). In Chile, specific legislation to extend protection to maternity and paternity leave was approved. Costa Rica has approved the law creating the “National Network of Care and Child Development”, a fundamental tool for the integration and retention of women in the labour market. Several countries in the region made reforms linked to child labour regulations (see box). Argentina, in 2013, amended the Criminal Code to punish economic exploitation of children.

Box. Legislation reforms related to child labour in Bolivia, Brazil, Ecuador, Mexico and Paraguay

As part of a project on the elimination of child labour through horizontal co-operation in South America, funded by the United States, the ILO contributed, according to its final evaluation, to the revision of the lists of worst forms of child labour (in Paraguay and Ecuador), the development of specific regulations on accidents (Brazil) and the generation of new legislation on the subject (Bolivia). On the other hand, the independent final project evaluation conducted for the project to eliminate child labour in the agricultural sector of Mexico, also with U.S. funding, has identified as a central achievement the definition of a list of hazardous work for adolescents (reform of the Federal Labour Act). The project also supported the preparation of a constitutional amendment to increase the minimum legal working age to 15 years, which opens the door to a possible ratification of Convention No. 138 concerning Minimum Age for Admission to Employment.



1.1.4 Institutional capacity development

Strengthening the capacity of labour market institutions is essential to the implementation of policies and programmes and to ensure compliance with legal standards. In this context, the ILO works with governments, employers' and workers' organizations. A special emphasis of the ILO strategy in the region is to increase the institutional capacity for social dialogue.

In relation to governments it is noteworthy the creation of the Ministry of Labour, Employment and Social Security of Paraguay (2013), the strengthening of the employment services in Argentina and Ecuador, as well as in the countries of Central America and Dominican Republic where its officers have been trained in career counselling, mediation and labour mobility. In Peru and Costa Rica, the ILO provided technical assistance for the creation of "single service windows" providing intermediation services and career counselling. It has also strengthened the labour justice, especially for the adoption of oral procedures in labour-related trials, increasing the knowledge of International Labour Standards and promoting the simplification of procedures. This has resulted, in Nicaragua, in the enactment of a new Labour Procedure Code in May 2013.

Continued support for labour inspection in the region has enabled the implementation of improvement plans in Colombia, Costa Rica, Guatemala, Honduras, Peru and Dominican Republic, among other countries. In Mexico, the Ministry of Labour and Social Welfare adopted a new general regulation of labour inspection and sanctions for inspectors, as well as a training plan to professionalize the service. In El Salvador, employment managers have been trained in fighting discrimination and promoting the equal recruitment of men and women. In Sao Paulo, Brazil, a specific group was created to identify situations of labour exploitation, including forced labour in the textiles and apparel sector. In Peru, a national and regional training programme for inspectors on freedom of association and collective bargaining was conducted.

The ILO also supports the strengthening of vocational training institutions, both through its Country Offices and Decent Work Teams in the region and headquarters (see example in Central America in the box), as through ILO/Cinterfor. This centre is a network of institutions maintaining a platform for exchange of knowledge and best practices, training materials and method-



ologies for anticipating training needs, among other products. ILO/Cinterfor has supported, for example, the process to facilitate certification of occupational profiles in the construction sector of Argentina, Brazil and Peru.

Box. Improvement of training standards in Central America

The interim evaluation of the project "Strengthening Integrated Training, Counselling and Labour Placement Systems" (FOIL), funded by Spain, highlighted the importance of the development, validation and use of regional methodologies for the development of technical skills standards and curricula. This has generated new standards approved for the entire Central American region in construction, tourism, agribusiness, renewable energy and training of trainers.

The methodology allowed incorporating the best practices of the countries in the region enriched with contributions from external experts. This model of collaborative work has been highly valued by vocational training institutes, which has been essential for ensuring ownership and use of training materials. The cooperation between these institutions facilitates regional integration of vocational training systems.

Employers' organizations in Costa Rica, Grenada, Jamaica, Dominican Republic and Uruguay have strengthened their capacities to develop strategic plans. Other employers' organizations provide better services to its members: in Bolivia on growth and current issues, and in Colombia on safety and health at work. In Ecuador, the employers' organizations provide pre-audit services for certification of OHSAS 18001, on health and safety at work, while in Peru a process for the correct application of businesses codes of conduct was put in place. In the Bahamas and Barbados, new services on entrepreneurial skills are provided.

Workers' organizations from Bolivia, Colombia, Honduras, Nicaragua, Paraguay, Peru and Dominican Republic have included in their action plans various elements of the Decent Work Agenda. These organizations have also strengthened their knowledge of the ILO instruments, which has increased



its capacity to influence debates in relation to the occupational health and safety policy (Antigua and Barbuda), the reform of the Labour Act (Peru, Ecuador), the social security reform (Mexico) and the construction of a Decent Work Country Programme (Honduras). Capacity building has also facilitated their participation in the National Conference on Employment (Brazil), in the discussion of wages (Uruguay) and regulatory issues (Bolivia). The General Confederation of Labour of Argentina has developed, with the assistance of the ILO, a labour education package on Decent Work.

Freedom of association and the right to collective bargaining have been central themes in capacity building efforts with trade unions, as demonstrate the activities undertaken in the areas of electricity, mining and transport in Chile, the activities on union leadership in Barbados (2013) and the formulation of union plans to disseminate information on labour rights in El Salvador, Honduras, Guatemala, Nicaragua and Dominican Republic (2012). The ILO supports these efforts by developing national and regional reports, preparing training materials, conducting events and campaigns and implementing specific projects. In 2013 a project with the objective of increasing union membership and collective bargaining coverage in Colombia was launched.

Efforts carried out to strengthen social dialogue, at the national and at the local levels, have been numerous. In 2013, a network of economic and social councils was created in Argentina. In Brazil, the ILO provided support to the national dialogue process that culminated in the First National Conference on Employment and Decent Work in August 2012. In Colombia, the ILO has cooperated with the Commission on Wage and Labour Policies and It has accompanied decentralized dialogue institutions (see box). In Trinidad and Tobago, a Task Force on Social Dialogue was established in 2013. In Argentina, Brazil and Central American countries, the ILO has assisted tripartite dialogue forums on minimum wages. In Costa Rica, for example, this has led to a tripartite agreement for the application, for the first time, of an adjustment formula based on productivity and the consumer price index.

**Box.** Institutional capacity for social dialogue in Colombia

The importance of social dialogue for decent work remains central to the ILO strategies. The independent final evaluation of the project to promote local level dialogue in Colombia, funded by the country's own government, found out that this initiative has contributed to the consolidation of the Departmental Subcommittees as tripartite dialogue spaces, providing these groups with tools to coordinate joint activities. This has resulted in "dialogue plans", a product of consensus-building processes highly valued by the participating organizations. The evaluation notes that the ILO has facilitated the creation of trust between the parties and that, after the project, the tripartite actors are in significantly better conditions for addressing different aspects of the labour relations. Pending challenges are to further strengthen the support structures of the Subcommittees (secretariats, technical assistance and training, mainly), pointing to their financial and technical sustainability, and to generate greater impact on local governments to ensure active and continuous participation in the Subcommittees.

The region has also witnessed progress in collective bargaining in the public sector, promoted by the Office through studies, manuals, discussion events and training. This effort has produced significant results in Saint Lucia (where, in 2013, the national roundtable discussion of public wages reached a collective agreement for three years), Trinidad and Tobago (reactivation in 2012 of the national dialogue mechanism to address the situation of public enterprises) and Colombia (negotiation of a national agreement in 2014 and adoption of a new regulation on collective bargaining for the public sector, Decree 160, in addition to the adoption of 89 specific agreements at regional and local levels in 2013).

Also in the framework of social dialogue and to promote the prevention and resolution of conflicts at the national level, the ILO trained labour officials and union and business leaders of Antigua and Barbuda, Bahamas, Saint Lucia, Saint Kitts and Nevis and Trinidad and Tobago in dispute resolution techniques, thus reducing response time and lightening the burden of labour courts. In Colombia, it has supported the consolidation of the Special Committee for the Handling of Conflicts referred to the ILO (CETCOIT) that



addresses specifically complaints of violations of freedom of association and the right to collective bargaining.

1.1.5 Data collection and analysis

Strengthening national capacities for data collection and analysis in the region has covered various aspects of the Decent Work Agenda, especially employment statistics, including informal employment, social protection, labour inspection and child labour. This is, in fact, a central element of ILO's strategy to knowledge generation and management, which also includes the production of analytical documents, such as the "ILO Notes", a series of 56 short papers that assess national policies, situation reports with ECLAC, national studies (as the one carried out in Brazil with decent work data disaggregated by state) and several reports made with other UN agencies (see Annex with the main ILO publications in the region of 2013 and 2014). The statistical work of the ILO is reflected in its annual flagship report for the region, Labour Overview. In 2013, the ILO also launched a system with specific information on youth employment, accessible by Internet.

Technical support for statistical work at the country level has yielded concrete results. With ILO support, Saint Lucia, Trinidad and Tobago, Honduras and Paraguay have generated internationally comparable statistics on social security. Colombia developed a statistical information system to improve labour inspection. Bolivia, El Salvador, Mexico, Paraguay and the Dominican Republic adopted information systems that facilitate inspection and monitoring of child labour. Chile, El Salvador, Guyana, Jamaica and Panama developed specific national surveys or modules included in household surveys on this topic. More generally, the ILO has strengthened "observatories" of the labour market, especially in Central America and the Dominican Republic (see box).

**Box.** Observatories of the labour market

The internal final evaluation of the project to strengthen the labour observatory of Central America and the Dominican Republic, funded by Spain, indicated that this institution has become the main source of reliable information for decision making in labour issues in the sub-region. Research and products by the observatory have been used as inputs to adjust the design of policies and laws on immigration (Costa Rica, Honduras); for the development of plans, policies or guidelines of employment (Dominican Republic, Guatemala and Nicaragua); and to design programmes or projects. In order to improve the regional information system, the evaluation recommended that the ILO should promote effective mechanisms to harmonize indicators, so that all countries collect comparable data.

1.2 The Regional Programme to Promote Formalization in Latin America and the Caribbean

Due to the size of the informal economy in the region and the relevance that formalization processes are taking as a development strategy, the ILO Regional Office for Latin America and the Caribbean designed, early in 2013, a comprehensive strategy to tackle this issue. The strategy was formulated, by mid-2013, as a regional programme called FORLAC. FORLAC's objective is to support governments and social partners in their efforts, policies and strategies to facilitate the transition from the informal economy to formality.

During its first phase, until May 2014, FORLAC has had three main components: 1) knowledge generation and management, analyses of specific country experiences and statistical development; 2) technical assistance and applied interventions in countries (Argentina, Colombia, Dominican Republic, Mexico and Peru); and 3) promotion and capacity development for workers' and employers' organizations. The following tables summarize FORLAC's main activities and outputs, as well as comments on its contents, use and effects.



Component 1: Knowledge generation and management

Outputs	Comments
Analysis of formalization experiences (FORLAC Notes).	The analyses of experiences in ten countries (Argentina, Brazil, Colombia, Dominican Republic, Ecuador, Jamaica, Mexico, Paraguay, Peru and Uruguay) show that different public policy mixes have been applied, not necessarily integrated. The comparative analysis has served to identify four main strategies to facilitate transitioning towards formality which could help developing an integrated approach to be applied systematically. These strategies are: 1. Improving the productivity of the economic units, both through macroeconomic policies, such as exchange-rate policies, and through the formalization of value chains in specific sectors, and even improving practices at the business level. 2. Awareness raising and dissemination of information on applicable rules and simplification of procedures for registration or affiliation to social security; in some cases, the revision of regulation is based on social dialogue. 3. Specific incentive programmes, linked to labour issues, taxation or social protection. 4. Supervision and control, increasing the State's capacity to enforce regulations, either through sensitization, strengthening of labour inspection or by introducing innovative mechanism to facilitate compliance (for example, exchange of fines or penalties with mandatory training).
Generation and standardization of information on informal employment.	As part of the statistical component of FORLAC, the ILO proceeded to review household and employment survey questionnaires in relation to the recommendations of the 15th and 17th International Conference of Labour Statisticians. Direct technical assistance was provided in Chile, Dominican Republic, Ecuador, Guatemala, Jamaica and Uruguay. Training was provided to statistics' institutions in El Salvador and Honduras



Outputs	Comments
Research on formalization of SMEs.	Five studies on policies and schemes for the formalization of micro and small enterprises were produced in Brazil, Chile, Colombia, Costa Rica and Trinidad and Tobago. These reports show how regulations and administrative procedures were developed or revised in the fields of business creation, taxation and social security. There is also an analysis of new incentives and support systems for formalization. The studies include recommendations for the design of policies to promote the formalization of micro and small enterprises, with emphasis on productivity gains.
Comparative thematic studies at the regional level	The following comparative analyses have been carried out: 1) study on simplified tax regimes and their role in formalization (experiences of Argentina, Brazil and Uruguay); study on trends in labour inspection and the informal economy (Brazil, Chile, Peru and Uruguay); study on trends in labour legislation in Latin America and the Caribbean.



Component 2: Technical assistance

Country	Activities, outputs and comments
Argentina	Technical assistance in Argentina was mainly directed at supporting the Ministry of Labour, Employment and Social Security, as well as the social partners, for the development of formalization strategies, especially in response to the problem of unregistered work (seminar on labour formalization and decent work, Mendoza, September 2013; tripartite workshop on progress and challenges for labour formalization, Buenos Aires, November 2013; publication of the second edition of the report "Labour informality in Argentina: critical segments and formalization policies"). In addition, the Office provided support to the National Register of Agricultural Workers and Employers - RENATEA, through two training workshops on labour inspection in agriculture (Buenos Aires and Tucuman), where all the officers received training. In the area of SMEs productivity, FORLAC provided technical assistance to the 2nd phase of the Strategic Production Plan of the Province of Buenos Aires, to increase productivity of MSMEs in five value chains.
Colombia	In Colombia, with support from FORLAC and from technical cooperation projects, a "formalization kit" to raise awareness was designed and included in the campaign "Colombia Trabaja Formal". At the same time, formalization pacts were promoted in specific sectors through dialogue and discussion workshops and specific studies. Training activities for constituents have also been carried out.
Dominican Republic	Dominican Republic promoted the formalization of SMEs through the development of business services, transferring the ILO methodology to start and improve businesses, called SIYB, to the National Institute of Technical-Vocational Training (including training of trainers), and through support for the design of the strategy to formalize micro, small and medium enterprises of the Ministry of Industry and Trade. A second line of work was the technical support to assess implementation scenarios related to the subsidized social protection scheme for the self-employed, based on a study on the extension of social protection made for the Social Security Council. Finally, FORLAC made a significant contribution to strengthen union representation of informal workers and the design of an organizational strategy. It also carried out a mapping of informal organizations and a survey of barriers to formalization with the Employers' Confederation of the Dominican Republic.



Country	Activities, outputs and comments
Mexico	In Mexico, the ILO has begun to support the formalization strategy of the government, part of a broader initiative linked to the development of employment and social protection policies. With this purpose, the ILO actively participated in the organization of an international forum on the issue in November 2013, together with the Secretary of Labour and Social Welfare and the Organization for Economic Cooperation and Development. At the same time, the ILO has implemented the SIMAPRO methodology in the tourism value chain as an incentive to formalization, as it helps to improve productivity of SMEs in the sector while bettering the decent work conditions. The tool was implemented as a pilot in the Riviera Nayarit (Banderas Bay), based on a tripartite network that promotes a strategy to make this area a sustainable tourist destination.
Peru	In Peru, the ILO has helped through the organization of workshops to discuss the development of a proposed national strategy for formalization. In parallel, FORLAC provided support to the government to launch the newly created Labour Enforcement Superintendence (SUNAFIL), especially through training of 300 inspectors to facilitate their work in the informal economy.



Component 3. Strengthening of the promotion and development of capacities of social partners

Country	Activities, outputs and comments
Strengthening of workers' organizations	Knowledge and technical assistance: A database of organizations of workers in the informal economy (map of the informal economy) was prepared and 18 statutes were revised to facilitate the inclusion of domestic and indigenous workers in unions. Specific case studies on organizations of domestic workers in the region were also conducted. Training: A distance training manual was developed to strengthen trade unions in the informal economy, as well as trade union guidelines to formalize informal employment (on precarious work, fraudulent contractual forms and social protection floor). A regional workshop was held to develop a plan of union work on formalization, as well as specific workshops on social protection, the political economy of informality, skills development and the extension of the social protection floor to rural workers.
Strengthening of employers' organizations	A survey of informal enterprises in Peru (Lima and Callao) and Chile, with emphasis on barriers and incentives for formalization was carried out. In addition, the programme advanced sub-regional studies (Southern Cone, Andean countries and Central America) on the role of the private sector and of business organizations in the transition from the informal to the formal economy. A computing platform that allows comparative analysis of secondary sources on indicators of an enabling environment for sustainable enterprises, allowing for the preparation of periodic reports on the subject, was developed.

The ILO will continue implementing FORLAC in 2014-2015, both at the regional level –with emphasis on knowledge generation and management and statistical homologation– and at the national level, promoting integrated formalization strategies in accordance with national plans or programmes. Section 2.2 of this document provides more information on the scope of FORLAC during this biennium.



2. Perspectives

The report “The ILO in Latin America and the Caribbean”⁷ already indicated that the work of the ILO in the region would be progressively aligned with the eight Areas of Critical Importance (ACI) defined in the Programme and Budget for 2014-2015. The ACIs reflect key dimensions of the ILO’s mandate to promote social justice and decent work which are a priority for the constituents of the Organization. All of the ACIs encompass cooperation with employers’ and workers’ organizations, international labour standards and a gender perspective. The Office has created ACI task teams, involving senior officials from headquarters and the field. Members of Decent Work Teams of the region act as focal points representing Latin America and the Caribbean in the eight ACIs.

The ACI

1. Promoting more and better jobs for inclusive growth.
2. Jobs and skills for youth.
3. Creating and extending social protection floors.
4. Productivity and working conditions in SMEs.
5. Decent work in the rural economy.
6. Formalization of the informal economy.
7. Strengthening workplace compliance through labour inspection.
8. Protection of workers from unacceptable forms of work.

This new working modality is well suited to the region. In fact, since 2012, the Regional Office for Latin America and the Caribbean has put in place a similar scheme to develop and implement action plans around regional priorities, for which interdisciplinary thematic groups were formed with participation of members of the Decent Work Teams of the region, technical cooperation staff and colleagues from headquarters. The main activities undertaken and

⁷ Available at: http://www.ilo.org/americas/publicaciones/WCMS_214985/lang--es/index.htm.



results achieved by these groups have been summarized in the report mentioned in the preceding paragraph.

An internal regional meeting was organized in August 2013 to discuss this experience, as well as to revise and align the regional priorities with the ACIs. As an input for this meeting, the eight regional focal points prepared a preliminary document with ideas on specific priorities for Latin America and the Caribbean. During the workshop, participants discussed expected outcomes and planned activities emerging from the demands of constituents, which were collected in the regional programming for 2014-2015.

With these inputs, the Regional Office prepared a document summarizing the “regional vision” of the ACIs in Latin America and the Caribbean, which was transmitted to the teams responsible for developing the eight global work plans. Between March and April 2014, the ILO completed the preparation of these plans, which include statements on the general strategy, major outputs and priority countries for action. In Latin America and the Caribbean, strategies identified in the global work plans will be supplemented and adapted to the needs of each country. For each of the ACIs, the region has also defined other countries that will be prioritized for resource mobilization and action in 2014-2015.

2.1 The vision of the ACIs in Latin America and the Caribbean

The definition of priority areas of action for the ILO in Latin America and the Caribbean considered the most relevant aspects of the economic, social and labour situation in the region, composed mostly by middle-income countries, briefly explained in the preceding section. Broadly and generally speaking, the region has experienced more than a decade of growth and poverty reduction, with a slowdown in 2012 and 2013. Labour market indicators mirror the economic boom and the loss of current dynamism, showing that there are persisting structural problems in the region, especially inequality, informality and low productivity, three issues intimately linked.

The eight ACIs, in its various dimensions, are relevant to the reality of Latin America and the Caribbean, so the ILO will work in all of them. However, there



are central areas for action considering the importance of addressing decent work deficits that occur in the region, generated by informality, which have a direct impact on the quality of employment. Therefore, the formalization of the informal economy will be a priority area in the region. The ILO will consolidate its FORLAC programme to address this issue. At the same time, the extension of social protection (especially to groups not covered, as domestic and independent workers, who largely have informal jobs), the increase of productivity and the improvement of working conditions in micro and small enterprises generated by enabling policy environments and by strengthening compliance -especially through labour inspection- are elements of the strategy that can contribute to the formalization efforts of countries and to increased respect towards workers' rights. The vision for the rest of the ACIs as described in the following sections include items related to the formalization strategy, especially considering the situation of youth and rural workers, as well as protection for migrants and indigenous populations against unacceptable forms of work. In the ACI on more and better jobs for social inclusion, the Office will promote enabling environments for an inclusive economic growth and sustainable enterprises, as well as the role of labour market institutions to promote better working conditions in the formal economy.

All ACIs have included a component, strategy or activities involving directly workers' and employers' organizations, also promoting bipartite or tripartite social dialogue, as this enhances the impact of the action and ensures the sustainability of benefits. The gender approach adopted throughout the strategy has led to the development of specific lines of action to meet the needs of men and women.

Additionally, the ACIs address in different ways and according to their specificity the three main priorities of the region according to the ILO constituents, as defined in the American Regional Meeting held in Santiago de Chile in December 2010, namely:

- Freedom of association and the right to collective bargaining
- Enabling environments for sustainable enterprises
- Strengthening of labour administration.

For example, in the ACI 2 (employment and skills for youth) the Office will undertake an analysis of the patterns of trade union membership among young



people, as one element of the process of union self-reform. The Office will also work with employers to promote strategies for encouraging formal and sustainable entrepreneurship schemes for youth. Finally, support will be provided to the labour administration to monitor and evaluation youth employment plans. Similar initiatives can be found in the vision for all the ACIs.

Strengthening the capacities of ILO constituents is a central component in the strategy. The region works closely with the International Training Centre (ITC) of the ILO in Turin around a work plan that responds to the identified needs and includes the prioritized issues in the ACIs, thus taking advantage of its technical and pedagogical capacities, which are complementary of those existing in the region, such as the ones that can be found in ILO/Cinterfor.

The region is developing a collaborative strategy with other institutions to enhance the impact of ILO actions, to create synergies and to integrate the ACI concerns in the agendas of other agencies. In this regard, a network of think tanks and academic centres of the region, the U.S. and Spain has been created, in order to generate applied, quality and independent research that could guide ILO actions in Latin America and the Caribbean. The ILO continues to take a leading role in the UN system (particularly in the context of inter-agency thematic groups of youth employment, social protection floor, indigenous populations and child labour) and promotes technical partnerships with multilateral agencies, financial and technical institutions, to develop joint action programmes in the countries of the region.

The following sections describe the prospects for progress in the region in the Areas of Critical Importance, starting with the central priority: the formalization of the informal economy.

2.2 The central priority: Formalization of the informal economy (ACI 6)

The ILO's work on the informal sector dates back to the early 1970s. Since then a wealth of experience and knowledge has been accumulating. In 2002, the International Labour Conference (ILC) discussion on decent work and the informal economy highlighted the need to give priority to enabling the transition to formality. A standard-setting item entitled *"Facilitating transitions*



from the informal economy to the formal economy” will be discussed by the ILC in 2014 and 2015, and a tripartite expert meeting will take place in Geneva in September 2014 to “provide guidance on the proposed instrument concerning innovative solutions and up-to-date experience which have proved successful in supporting the transition from informality to formality”.

This ACI establishes a common vision with regard to the type of transformations the ILO would like to see happen through an increase in the volume of resources devoted to them, a more strategic allocation of those resources and greater coordination and synergy among departments and between Headquarters and the field. The ambition of this ACI is also to obtain sound empirical evidence of the role of labour market institutions relative to the extent, patterns and dynamics of informality.

ACI 6 will strengthen the capacity of constituents to design and implement policies and strategies that contribute to incorporating economic units and workers from the informal economy into the formal economy. It will therefore address specific thematic areas and promote “transversal drivers” for formalization, as shown in the box.

An expanded FORLAC programme will be the means to implement this global strategy in Latin America and the Caribbean. Three lines of work will be included in the programme.

- Knowledge generation and dissemination, including the publication of the regional analysis on trends of labour inspection and labour legislation regarding formalization; studies on the impact of policies, programmes and

Thematic areas

- Formalization of micro and small enterprises
- Sector-based approach to formalization: domestic work
- Non-standard forms of employment and informalization
- Integrated approaches to formalization

Transversal drivers

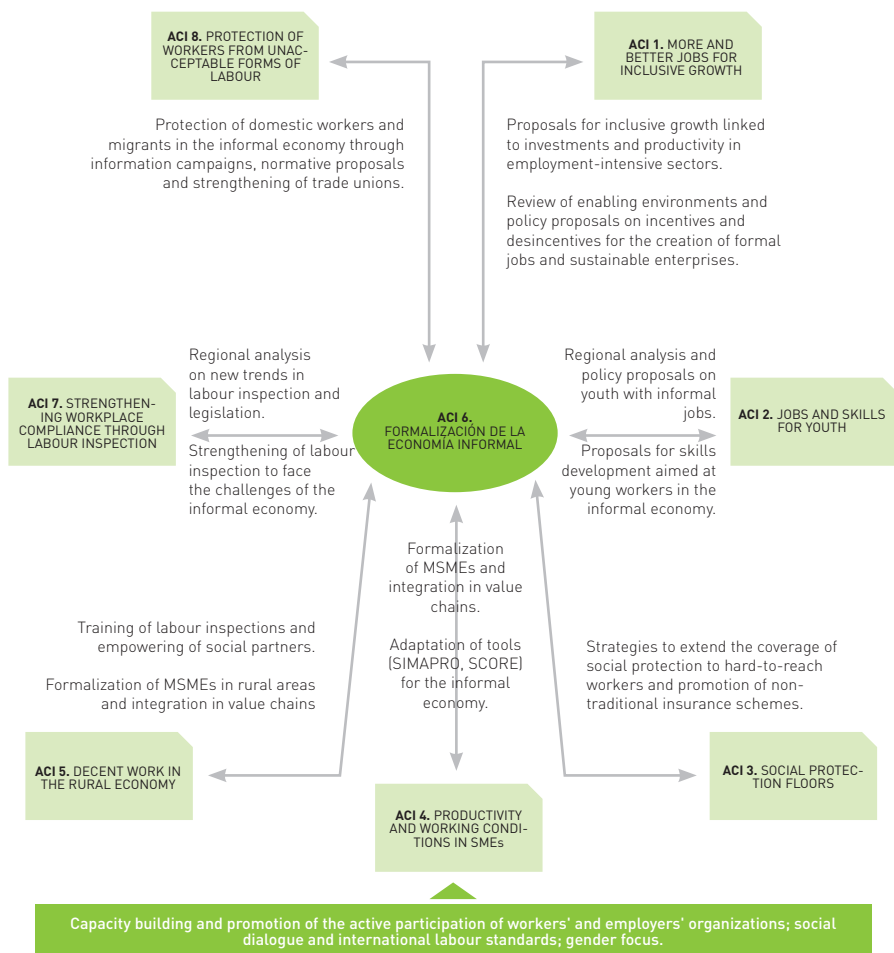
- Extension of social security coverage
- Strengthening compliance
- Labour market institutions and formalization
- Organization of workers and employers



regulations; standardization of statistics on informal employment; and development of guides and materials to facilitate technical assistance and training.

- ▶ Technical assistance in priority countries to support ongoing or new strategies, including on the formalization of SMEs and their integration into value chains, on self-employed workers and on rural employment. Emphasis will be placed on strategies to protect domestic workers, in line with Convention No. 189. The programme will also work towards strengthening labour inspection for compliance and it will revise elements of the political, economic and institutional environment that encourage or discourage formal employment and sustainable enterprises. It will promote sector-specific agreements for formalization based on social dialogue and it will develop training / certification programmes for workers, especially young workers - as a means to promote formalization. Modalities and possibilities of extending social protection to hard-to- reach workers and non-traditional insurance schemes will be discussed, including micro-insurance or experiences as union co-responsibility agreements for the rural sector. The results of the knowledge component –comparable statistics and qualitative information- will inform the development of these actions.
- ▶ Strengthening of workers' and employers' organizations, so that they can address this issue, by enhancing its organizational capacity, performance and service delivery, and encouraging their active participation in the design of policies through social dialogue.

The description of these areas of work shows that there are multiple links between this central ACI and the rest of the areas of critical importance, as illustrated in the graph.



This ACI will adopt a regional approach to promote exchanges of experiences. It will also include national components to ensure impact. The global programme of this ACI includes four countries in the region where the first phase of FORLAC has provided technical assistance and which are developing integrated strategies on formalization and registered employment: Argenti-



na, Mexico, Peru and Dominican Republic. In addition, the ACI will be implemented as a priority in Brazil (development of strategies for formalization and productive inclusion and domestic work), Colombia (support to the strategy “Colombia Trabaja Formal”) and Jamaica (with a focus on formalizing small businesses through local economic development).

Lastly, FORLAC will be developed also in other countries of the region, especially in Saint Lucia and Suriname in the Caribbean (with focus on statistics and promoting enabling environments for the formalization of small businesses) and Paraguay, pointing to the formalization of micro, small and medium enterprises by facilitating access to public contracts linked to investments in employment-intensive infrastructure.

2.3 Complementary priorities

The ILO’s strategic approach in the region also includes specific interventions of high impact in the rest of the ACIs, partly complementing the main priority –formalization– and in all cases in response to the specific needs of the constituents in terms of employment policies, youth employment, social protection, promotion of small and medium enterprises, rural economy, compliance and protection of workers from unacceptable forms of work. The regional vision of the seven additional ACIs is summarized in the following sections.

2.3.1 Promoting more and better jobs for inclusive growth (ACI 1)

Promoting more and better jobs for inclusive growth lies at the heart of ILO’s mandate and is a high priority for ILO constituents in all regions. The world economy is still recovering from the impacts of the global financial crisis, which has left a legacy of employment and social gaps, exacerbating pre-crisis imbalances. Almost 202 million people are unemployed around the world and the quality of jobs available is not sufficient to make a significant dent on working poverty and help workers through a sustainable and inclusive path.⁸ Many small enterprises face a difficult environment to create decent jobs.

⁸ See ILO (2014): Global Employment Trends, Risk of jobless recovery?. Geneva: International Labour Office.



In this context, the main goal of ACI 1 is to support ILO constituents in their efforts to design and implement strategies to promote more and better jobs for inclusive growth. To achieve this goal, the ACI work plan includes three pillars of policy intervention: macroeconomic, sectoral and labour market institutions, as well as a fourth pillar of country focus on a coherent policy mix.

- ▶ First, more and better jobs for inclusive growth cannot be achieved unless macroeconomic policies are supportive of this goal, while preserving macroeconomic balances. Recent experience in Latin America and the Caribbean provides an opportunity to analyse the limitations of the current productive matrix, highly dependent on commodities for export, in terms of growth, productivity, decent work and social inclusion. A specific study on macroeconomic policies and social inclusion will be carried out in Colombia.
- ▶ Second, the sectoral patterns of economic growth are important for job-rich inclusive growth. There is a need to focus on the employment and productivity links underlying growth patterns at the macro and the sectoral levels. Investment in infrastructure, and strengthening the linkages between the most dynamic export sectors and job creation in domestic activities, including among small and medium sized enterprises, is important for development and is a pre-condition for the labour market itself to function effectively. Research on this will be carried out in Brazil.
- ▶ Third, labour market institutions, collective bargaining and enterprise conditions are at the core of the goal of more and better jobs for inclusive growth. Countries in Latin America and the Caribbean need to develop coherent systems for designing and implementing employment policies considering economic cycles. In this pillar, the ambition is to provide an ILO vision as regards what works and what does not in terms of labour market reforms. Recent experiences in Argentina will be researched and analysed.
- ▶ Finally, “what works” at the country level is the outcome of policy mixes including macroeconomic, sectoral and labour market policy interventions combined into coherent and coordinated action. Under this pillar, the knowledge developed under the three thematic policy interventions will be systematically applied drawing on a number of well-established as



well as new diagnostic methodologies and policy packages. The ambition is to provide a more integrated vision and application including several areas of ILO action. The country included under this axis of the ACI in the region is Paraguay.

The work of this ACI in Latin America and the Caribbean will also include the development and use of statistics and information for the design of employment policies, with disaggregated data by sex and geographical area, through specialized technical assistance. A special focus will be placed on models to project employment / unemployment and on strengthening labour market observatories.

In addition to the activities mentioned in the preceding paragraphs, this ACI will support the strategy of growth with formal jobs of the Central American Integration System. It will also promote local employment by supporting the “Network of Sub-national Decent Work Agendas”, which includes several state, province and city governments in Brazil, Argentina, Chile, Uruguay and Paraguay . In Colombia technical assistance will be provided to the job placement policy and for the development of public employment services. In Ecuador, the ACI will also work on strengthening employment services (decentralization of the “Red SocioEmpleo” and improvement of vocational guidance) and training systems. Mechanisms for coordinating employment services for information and advice on vacancies and working conditions will be established in Central America, and online tools will be developed for the continuous training of its officers. In several Caribbean countries labour market information systems will be strengthened through the development of capacities to collect, analyse and disseminate data.

2.3.2 Jobs and skills for youth (ACI 2)

The broad vision and background for this ACI is embedded in the 2012 ILC Resolution “The youth employment crisis: A call for action”.⁹ The Call for action underlines the urgency of immediate and targeted action to tackle the unprecedented youth employment crisis that is affecting all regions and mak-

⁹ The text of the resolution and conclusions can be found on the ILO website at: http://www.ilo.org/ilc/ILCSessions/101stSession/texts-adopted/WCMS_185950/lang--en/index.htm.



ing a growing number of young people abandon their job search. The 2012 “Call for action” provides a global framework for countries to shape national strategies and take context-specific and targeted action on youth employment. It identifies ways to respond to the priority of generating decent jobs for young women and men through a multi-pronged and balanced approach that fosters pro-employment growth and decent job creation through 1) macroeconomic policies, 2) employability and skills, 3) labour market policies, 4) entrepreneurship and 5) rights for young people.

This ACI focuses on building knowledge of “what works for youth employment” and building the capacity or “know-how” of constituents to be able to implement effective strategies in their specific context. Therefore, it places a high premium on evidence-based assessment of policies and approaches through a variety of methods including rapid assessment of new trends in policies and particular anti-crisis measures such as the youth guarantees; deep and rigorous impact evaluation of policy and entrepreneurship packages; and field testing of innovative approaches in selected countries, for example with respect to effective measures for youth in the informal economy that bridge the gaps between informal and formal apprenticeships and jobs.

The main areas of work In Latin America and the Caribbean will be:

- ▶ The development of national youth employment plans, with the participation of workers’ and employers’ organizations, which are financially sustainable and can be evaluated. At the regional level, statistics and studies will be produced and disseminated for the design, implementation, monitoring and evaluation of national plans, with a gender perspective, and will continue to promote cooperation on this issue among United Nations agencies.
- ▶ The improvement in employability and the school-to-work transition based on education and training. This includes programmes for job placement and development of professional skills, the expansion of technical and skills training opportunities and the strengthening of employment services to improve the linkage of labour supply with demand. Efforts will focus on the employability of young people who neither study nor work, with an emphasis on young women.



- ▶ Promotion of labour market policies with subsidies over the wage for youth employment, job rotation and work-sharing that favour access to a first job where labour rights are respected, considering the circumstances of youth in informal employment;
- ▶ Promotion of business initiatives and own-account employment for youth, with a focus on needs in rural areas and formalization. This includes programmes that strengthen skills for the development of productive micro-enterprises and improved working conditions and productivity of employed youth through the promotion of sustainable enterprises and sector-specific policies.
- ▶ Advancement of youth rights through expanded social protection coverage of youth, the creation of tripartite social dialogue mechanisms with youth participation and special attention to protecting the labour rights of youth, especially freedom of association and collective bargaining, with an emphasis on young migrants.

In the ACI first phase, work in the region will focus on three of these five areas: youth entrepreneurship, in collaboration with employers' organizations of the region; protection of rights, with workers' organizations; and youth in informal employment, with a tripartite approach.

The ACI global work plan has given priority to work in Brazil, where the ILO will contribute to the elaboration of the National Plan on Employment and Decent Work for Youth with the establishment of indicators and targets for 2016 and for 2020. Additionally, the ILO will continue working to strengthen the policy on vocational training and youth employment of the Central American Integration System and it will carry out specific activities to support youth entrepreneurship in Bolivia, Jamaica and Saint Lucia. In Mexico, it will develop models to articulate education offered to young people with the demands of the productive sector. In Uruguay, technical assistance for the implementation of the new Youth Employment Law will be provided.



2.3.3 Creating and extending social protection floors (ACI 3)

This ACI gives the highest priority to the follow-up to the adoption of the Resolution concerning efforts to make social protection floors a national reality worldwide in the context of the Recommendation concerning national floors of social protection, 2012 (No. 202). At the sub-regional and country levels, this ACI will focus on ensuring integrated and coherent policy advice to countries to support them in implementing R.202 in an effectively integrated framework with formalization and employment policies, employment protection and wage policies, and taking advantage of developments to strengthen social dialogue and labour market institutions. It will promote opportunities for South-South exchanges and cooperation. It will also strengthen the ILO's capacities to deliver timely and high-quality technical support to country's requests for comprehensive reviews of their social security systems and technical advice regarding specific reforms to strengthen existing schemes or programmes.

The strategy for this ACI is organized around three main themes:

- ▶ Promotion of strategies for extending social protection, taking into account financing and sustainability. This area includes strengthening mechanisms for tripartite dialogue as well as employers' and workers' organizations; implementation of studies on coverage gaps, costs and constraints for universalizing the guarantees of the social protection floor, with a gender perspective; dissemination of relevant reports and statistics disaggregated by sex and geographic location, including analyses of good practices (taking as a benchmark the experience of some "leader" countries in the region); technical assistance to programmes to close gaps and improve coordination among existing systems; development of systematic planning, monitoring and evaluation of the systems; promotion of care services, with impact not only on the development of children, but also on the effective entry of women in the labour market and on the well-being of the elderly; building of capacity for analysis and development of support instruments for constituents and involving the Office in discussions on pension reforms and their relationship with fiscal and labour market performance; design of integrated social protection systems that enable the ratification of Convention 102 and/or other conventions that establish higher standards.



- ▶ Coordination among social protection programmes, strategies for employment formalization and labour market policies, with an emphasis on groups that are hard to reach, such as domestic workers, non-registered dependent workers and self-employed workers, as well as unemployed and underemployed workers in the informal economy. In some countries, special attention will be dedicated to workers in rural areas. The ACI will also carry out analysis of good practices with emphasis on non-traditional mechanisms for affiliation (fiscal, among others); prepare technical documents at the national level and sector-specific; and provide technical assistance to responsible ministries and capacity building of ILO's constituents.
- ▶ Advocacy and collaboration to disseminate ILO's position regarding social protection. This includes the consolidation of the UN regional inter-agency group and the launching of campaigns or programmes to inform the population on existing social protection programmes, forms of participation, access, contribution, eligibility, monitoring, social participation, claims mechanisms, etc. The Office will also work with constituents to advance in the promotion of the ILO strategy, based on Convention 102 and Recommendation 202.

The ACI will be developed in several countries in the region, particularly Argentina, Ecuador, Honduras, Paraguay and Peru, where the ILO will provide support in the three areas of work in an integrated and coordinated manner. Additionally, in Chile and Colombia, possible reforms to the pension system and for the protection of the elderly will be reviewed. The ACI will promote the design of a strategy for the protection of unpaid domestic workers in Bolivia and a proposal for unemployment insurance in Mexico. In Brazil, the ILO will support the expansion of the environmental conservation programme "Bolsa Verde". In El Salvador, it will continue providing assistance to modify the special regime for the health and maternity of domestic workers, currently voluntary, to make it mandatory and to improve its services. In Dominican Republic, in a joint initiative with UN Women and UNDP, the ILO will continue analysing welfare programs coordinated by the Social Cabinet with a gender perspective. Based on the results of this analysis, performed following the methodology designed by ILO and WHO as part of the Social Protection Floor, technical assistance will be provided to these programs so they can better incorporate the specific needs of women.



2.3.4 Productivity and working conditions in SMEs (ACI 4)

Small and medium-sized enterprises (SMEs) provide between 60-80 per cent of formal employment in developing countries and emerging economies. If informal employment is included this share is much higher. SMEs, particularly young and small firms, also create nearly all new employment. Of the 11 million enterprises with workers in Latin America and the Caribbean, 77% (8.5 million) have five employees or less and 23% (2.5 million), more than six. Most of the employment in the region (86.5%) corresponds to own account workers and micro, small and medium enterprises.¹⁰

In developing countries, SMEs face the greatest challenges in attaining high levels of productivity and in adopting sustainable and responsible workplace practices. The quality of jobs is often poor, in terms of physical working conditions, such as workplace facilities, safety and health, and in terms of compensation, social protection, education levels and opportunities for skills development and social dialogue. SMEs typically also have significantly lower levels of productivity. This means that SME workers are disadvantaged, SMEs are missing opportunities to compete, and a potentially substantive contribution to sustainable growth and development is being lost. For these reasons, the issues addressed under this ACI are high on the agendas of ILO constituents and an important focus of development policy both at national and international levels

The main purpose of this ACI is the promotion of responsible and sustainable workplace practices -economic (productivity), social (working conditions, dialogue, gain sharing) and environmental (greening enterprises)- in SMEs in key sectors on a significant scale, as a driver for sustainable development. Planned interventions build on and leverage relevant work already on-going, particularly through ILO tools such as SCORE, SIMAPRO¹¹ and the Employment Intensive Investment Programme.

10 ILO (2011) Labour Overview of Latin America and the Caribbean. Lima: ILO – Regional Office for Latin America and the Caribbean

11 SCORE is the acronym of the ILO methodology for promoting “Sustaining Competitive and Responsible Enterprises”. SIMAPRO stands for “Sistema Integral de Medición y Avance de la Productividad” (Integrated System to Measure and Foster Productivity).



In Latin America and the Caribbean, this ACI will be organized around three core strategic lines during 2014–2015: 1) Promotion of enabling environments for sustainable enterprises that generate decent work; 2) Improvement of the productivity and competitiveness of micro, small and medium enterprises through the promotion of their formalization and integration in stable value chains, and promoting cleaner production methods, as well as providing skills training of its workers; 3) Improvement of working conditions and extending social protection, including health and safety of workers, labour rights and collective bargaining.

This ACI will be developed as a priority in three countries of the region. In Bolivia, the strategy will focus on the implementation of the SCORE methodology in manufacturing companies and in promoting tripartite social dialogue on sustainable enterprises and labour rights in SMEs. In Honduras, the ILO will implement a pilot project in the tourism sector to improve productivity, working conditions and the adoption of eco-efficient practices. In Mexico, it will continue to support formalization processes in the automotive sector, tourism and sugar, including training of workers and employers in state committees for productivity and decent work.

Activities will also be carried out in Chile (implementation of SIMAPRO and SCORE), Colombia (SCORE in sectors such as floriculture, textile, construction and mining), Dominica (formalization of MSMEs in the tourism sector and implementation of SIMAPRO), Jamaica (integration of MSMEs in value chains in the tourism sector), Peru (productivity in textile and manufacturing sectors with an adaptation of SCORE), Suriname (analysis of the business environment for SMEs and formalization) and Uruguay (comprehensive policies to support MSMEs).

2.3.5 Decent work in the rural economy (ACI 5)

Rural economies contribute significantly to total employment and the gross domestic product in many regions and countries and are characterised by significant decent work challenges. The ILO estimates that nearly eight out of ten working poor (defined at the US\$1.25 level) live in rural areas, where many are engaged in vulnerable employment, especially in agriculture. Most child labourers (aged 5 to 17) are found in agriculture, accounting for 59 per



cent or over 98 million;¹² forced labour, too, is prevalent in agriculture and remote rural areas. The impact of the gender gap on agricultural productivity is revealing as well: studies suggest that if women had the same access to productive resources as men, women could raise the overall agricultural output in developing countries by 2.5 to 4 per cent.¹³ In Latin America and the Caribbean, the rural poverty rate (about 50%) more than doubles the urban rate (just over 23%). This situation of exclusion is explained by the low diversification of production, the lack of public and private services and a weak peasant organization. In rural areas there are modern farms with good levels of productivity and competitiveness and above-average conditions of work, together with traditional and family agriculture with low productivity and limited access to business services, financial and not financial.

This ACI aims at developing the capacity of constituents and other stakeholders to promote full and productive employment and decent work that fosters sustainability and inclusiveness in rural economies and empower rural communities to realize their aspirations. At the global level, the priority areas for this ACI are: disadvantaged, marginalized and vulnerable rural populations; rural workers in supply chains and rural workers in plantations.

The intervention strategy designed for this ACI in Latin America and the Caribbean includes four main components to be developed in three priority countries:

- ▶ Generation and dissemination of knowledge on policies and programmes to improve productivity and working conditions in rural economies, based on studies on minimum wages and on the strengthening of the presence of public authorities in rural areas, including labour inspectors.
- ▶ Promotion of flagship value chains to increase productivity in specific sectors, as well as to facilitate access to business development services, especially for small production units: grow of quinoa in Peru, modern cultivation of sugarcane in El Salvador and the exploitation of natural resources derived from tropical wood in Brazil.

12 ILO (2013): Making progress against child labour: Global estimates and trends, 2010-2012. Geneva: International Labour Office

13 ADB and FAO (2013): Gender equality and food security—women's empowerment as a tool against hunger, Manila: Asian Development Bank and Food and Agriculture Organization.



- ▶ Development of targeted interventions to improve the level of productive and labour formalization, increase access to social protection and improve employability and industrial relations, with an emphasis on women and indigenous populations (in El Salvador and Peru).
- ▶ Strengthening of employers' and workers' organizations in the sector, with an emphasis on the promotion of freedom of association and collective bargaining (El Salvador) and the provision of business services in rural areas (Peru), as well as on the design of strategies for local development with decent work (Brazil).

At the same time, continuing its collaboration with other agencies of the United Nations System, especially the FAO, the region aims to make significant progress in the production and dissemination of practical, applicable, current and relevant knowledge on key issues linked to the development of labour markets in rural areas, including studies on wages, labour administration and collective bargaining. It will also foster horizontal cooperation between vocational training institutions of the rural economy through ILO/Cinterfor and strengthen workers' and employers' organizations in rural areas.

2.3.6 Strengthening workplace compliance through labour inspection (ACI 7)

This ACI will focus on developing the capacity of constituents to improve compliance in workplaces with national labour laws and regulation, ratified international labour standards, fundamental principles and rights at work and applicable collective agreements. This will be done by enhancing employer and worker collaboration in compliance; strengthening the enforcement and preventive functions of labour inspection and labour administration; providing technical assistance and capacity building to government inspection and enforcement institutions and to social partners; assisting in the design of labour legislation and effective dispute resolution mechanisms; and public-private partnerships. The ILO will work with constituents to design innovative and complementary approaches to workplace compliance, including in the informal economy.

The global work plan for this ACI will be developed in three consecutive phases. Phase 1 will be dedicated to testing the existing ILO innovative services and products on workplace compliance in 3 selected countries: Viet Nam, Colombia and Burkina Faso. In concrete terms, The ILO will implement, together with tripartite constituents, a national comprehensive strategy for workplace compliance including awareness-raising campaigns, training, social dialogue and preventive strategies through bipartite workplace committees. Phase 2 will consolidate the knowledge generated by the national experiences into an improved intervention strategy, which will be rolled out in other countries, to be identified, during Phase 3.

These will be the general objectives of this ACI in Latin America and the Caribbean:

- ▶ Improvement of the capacity for labour inspection: relevant knowledge on standards compliance in the workplace will be generated to develop or adapt sector-specific intervention guidelines. Training on these guidelines will be provided to labour inspectors, including in the informal sector. The capacity of labour inspectorates will be strengthened through the use of information systems for planning and measuring results. Mechanisms to improve coordination of the labour inspection and other public services, as well as for better collaborating with employers' and workers' organizations, will be established.
- ▶ The creation of mechanisms for conflict prevention and resolution: relevant experiences in the region will be documented, with particular attention of the experience of the Special Commission that deals with conflicts presented to the ILO (CETCOIT) currently operational in Colombia. The aim is to adapt and replicate this experience in other countries of the region that may request it. Experience sharing among countries will be promoted to gain knowledge on practices. The ILO will support the creation of dispute prevention and resolution systems, with a local and sector-specific approach. Strategies to improve industrial relations at the enterprise level will also be applied, promoting collective bargaining both in the public and in the private sectors. This goal is also included in ACI 8.

Besides Colombia, priority countries in the region for 2014-2015 will be Guatemala (in the two objectives, inspection and conflict resolution), Mexico (in-



spection), Paraguay (inspection), Peru (inspection) and Saint Lucia (conflict resolution).

2.3.7 Protection of workers from unacceptable forms of work (ACI 8)

The identification of the concept of “unacceptable forms of work” is an important, although not necessarily a new, step for the ILO.¹⁴ In effect, it is a strategy that is aimed at setting a very clear line that is the antithesis of “decent work” regarding conditions that are generally considered as “unacceptable”. While the concept needs to be elaborated upon, it is to be understood as referring to work comprising “conditions that deny fundamental principles and rights at work, put at risk the lives, health, freedom, human dignity and security of workers or keep households in conditions of extreme poverty.”¹⁵

The strategy under this ACI includes work to strengthen the knowledge base, comprising a Delphi survey with 300 experts in each region to better identify dimensions and descriptors of unacceptable forms of work, a global and comparative research on the legal understanding of unacceptable forms of work and a study on the role of international labour standards and the work of the ILO supervisory bodies. Rapid assessments will be carried out in specific countries and sectors, to be selected considering a number of factors, including: contributions to GDP and employment; evolving dynamics and their impact on job growth; workers’ exposures to health and safety risks; poor working conditions; the nature of the employment relationships; and the type of contractual arrangements.

A second component of this ACI will be the assessment of ILO interventions on unacceptable working conditions in global supply chains and in minimum wage fixing, providing also further guidance in these areas. This ACI will also promote innovative approaches to tripartite dispute settlement mechanisms, drawing lessons from the experience in Colombia, in consultation with the tripartite constituents in order to: (a) consolidate its use in Latin America and the Caribbean; (b) enlarge the use of this kind of mediation in relation to other

¹⁴ For example the ILO adopted the Worst Forms of Child Labour Convention, 1999, No.182 and the Social Protection Floors Recommendation, 2012 [No. 202].

¹⁵ ILO’s Programme and Budget for 2014-2015.



International Labour Standards; and (c) propose the mechanism to interested countries of other regions.

While the ACI will contribute to reaching a common understanding of the concept of unacceptable forms of work by strengthening the global and country-based knowledge base, pilot interventions will be implemented in parallel in selected countries and will look at policies, measures and practices to reduce decent work deficits, while looking beyond the Fundamental Principles and Rights at Work. The country-level interventions will allow the ILO to pilot-test measures to address unacceptable forms of work in countries that are at different stages of socio-economic development. In Latin America, pilot interventions will be developed in Brazil, addressing unacceptable forms of work within the context of upcoming sporting events (2014 World Cup and 2016 Olympic Games) in the construction, hotel and tourism sectors, and in Costa Rica, focusing on the situation of Nicaraguan migrant workers in the agriculture, construction, domestic and tourism sectors, particularly looking at the situation of migrant workers that are often in an irregular and informal situation.

In regard to labour migration, the regional priorities also extend to the Caribbean, focusing on Trinidad and Tobago and on the situation of Haitian workers in the Dominican Republic. Other relevant topics for the region associated with unacceptable forms of work include action against forced labour and human trafficking (especially in Brazil, Guatemala and Peru) and on discrimination (also in Brazil, Costa Rica and Suriname), with an emphasis on indigenous populations (in Bolivia, Honduras, Nicaragua and Peru). Finally, on the issue of child labour, the ILO will provide technical assistance to the “Regional Initiative Latin America and the Caribbean Free of Child Labour”, which is already supported by 18 countries in the region, and will continue accompanying the efforts of the constituents in this area.

2.4 The ILO’s American Regional Meeting in 2014

The 18th American Regional Meeting (ARM) of the ILO which is held every four years will take place from 13 to 16 October 2014, in Lima, Peru. This meeting will bring together ministries of labour, employers’ organizations, workers’ organizations, international institutions and observers from aca-



demia and civil society, in order to discuss and agree on the main priorities for ILO action in the following four years.

This ARM is organized one year before the completion of the “decent work decade” proposed on the Hemispheric Agenda 2006-2015, presented at the 16th ARM held in Brasilia in 2006. It is, therefore, a welcome opportunity to take stock of progress and remaining challenges in the context of the defined strategic objectives and the general and specific policy interventions to promote decent work in the region.

The report to be submitted by the Director General to the ARM of Lima in 2014 includes thoughts about the path that the countries of Latin America and the Caribbean are following to move towards more equitable societies, especially considering the transit from the informal economy. It aims to stimulate a debate on the potential and limitations of development styles and recent economic policies in the region, most especially considering its capacity to generate formal, quality jobs as a vehicle for social inclusion, and to enhance decent work and social dialogue, as keys to democratic governance.

The conclusions of the ARM will be essential for the Office to once more update its strategies and objectives for the region, considering also the results of the field operations review process to be completed in 2014-2015.



Annex

Main ILO publications in Latin America and the Caribbean (2013- April 2014)

The following tables include the main publications prepared in the region during 2013 and the first part of 2014. The electronic versions of many of them are accessible through the web site www.ilo.org/americas/publicaciones. Further information can be obtained through the ILO Regional Library via e-mail: biblioteca_regional@ilo.org.

Periodic publications

TITLE	YEAR	OFFICE / PROGRAMMA
Labour Overview 2013	2013	Regional Office
Labour Overview 2013. Pocket edition	2013	Regional Office
The ILO in Latin America and the Caribbean, 2013. Advances and perspectives	2013	Regional Office
Situación del trabajo decente en México [año 1, núm. 1, septiembre 1013]	2013	ILO Country Office for Mexico and Cuba
Caribbean Newslink. Newsletter of the ILO Decente Work Team and Office for the Caribbean [double issue, April-Sept. 2013]	2013	Decent Work Team and ILO Office for the Caribbean
Perspectiva Laboral [Año 3, Nro. 1, junio 2013]	2013	Decent Work Team and ILO Office for Central America, Haiti, Panama and Dominican Republic
The employment situation in Latin America and the Caribbean: Advances and challenges in measuring decent work	2013	ECLAC / ILO



Employment, social inclusion and decent work

TITLE	YEAR	OFFICE / PROGRAMMA
Hacia un desarrollo inclusivo. El caso de la Argentina	2013	ECLAC / ILO
Informe Nacional sobre Desarrollo Humano 2013. Paraguay	2013	UNDP / ILO
Reporte Bienio 2012-2013 Un trabajo para todos en el Estado Plurinacional de Bolivia	2014	Decent Work Team and ILO Office for the Andean Countries
Modelo de Proyección de Empleo para Colombia	2013	Decent Work Team and ILO Office for the Andean Countries
Modelo de Proyección de Empleo para Perú	2013	Decent Work Team and ILO Office for the Andean Countries
Manual de uso e interpretación de las estadísticas laborales	2013	Decent Work Team and ILO Office for the Andean Countries
Perfil do Trabalho Decente no Brasil. Um olhar sobre as Unidades da Federação durante a segunda metade da década de 2000	2013	ILO Country Office for Brazil
O Ambiente Construído e o Mundo do Trabalho. Formulação de projetos e estudos sobre questões relativas ao mundo do trabalho envolvidas no esverdeamento do ambiente construído.	2013	ILO Country Office for Brazil
Mecanismos de formulación e implementación de la política de empleo en Argentina	2013	ILO Country Office for Argentina
3rd Decent Work Country Programme for Argentina, 2012-2015	2013	ILO Country Office for Argentina
El trabajo decente, la concepción de la OIT y su adopción en Argentina (Notas OIT)	2013	ILO Country Office for Argentina



TITLE	YEAR	OFFICE / PROGRAMMA
Serie Explora: construir Futuro con Trabajo Decente	2013	ILO Country Office for Argentina
México: buenas prácticas para impulsar el trabajo decente. Un acercamiento a través de casos.	2013	ILO Country Office for Mexico and Cuba
Guía para la gestión laboral en centros penitenciarios	2013	ILO-CINTERFOR

Formalization of the informal economy

TITLE	YEAR	OFFICE / PROGRAMMA
Cartilla pedagógica para la organización y formación de trabajadores de la economía informal. Honduras	2014	Decent Work Team and ILO Office for Central America, Haiti, Panama and Dominican Republic
Cartilla pedagógica para la organización y formación de trabajadores de la economía informal. El Salvador	2014	Decent Work Team and ILO Office for Central America, Haiti, Panama and Dominican Republic
Cartilla pedagógica para la organización y formación de trabajadores de la economía informal. Costa Rica	2014	Decent Work Team and ILO Office for Central America, Haiti, Panama and Dominican Republic
La economía informal en Centroamérica y República Dominicana. Desarrollo subregional y estudios de caso	2013	Decent Work Team and ILO Office for Central America, Haiti, Panama and Dominican Republic
Perfil del emprendedor informal limeño. Demografía, percepciones y actitudes	2014	Decent Work Team and ILO Office for the Andean Countries
La formalización laboral en Argentina: Avances recientes y el camino por recorrer	2013	ILO Country Office for Argentina



TITLE	YEAR	OFFICE / PROGRAMMA
Dónde, cómo y por qué se redujo la informalidad laboral en Argentina durante el período 2003-2012	2013	ILO Country Office for Argentina
Informalidad, calidad del empleo y segmentación laboral en Argentina	2013	ILO Country Office for Argentina
Informalidad laboral en Argentina: segmentos críticos y políticas para la formalización	2013	ILO Country Office for Argentina
Desempeño del Monotributo en la formalización del empleo y la ampliación de la protección social	2013	ILO Country Office for Argentina

Freedom of association and collective bargaining

TITLE	YEAR	OFFICE / PROGRAMMA
Libertad sindical y negociación colectiva: fuentes de información de la OIT. 3a. ed.	2013	Regional Office – Regional Library
Manual para la defensa de Libertad Sindical [4a. Ed. Revisada]	2013	Decent Work Team and ILO Office for the Andean Countries
La igualdad de género en la negociación colectiva. Análisis desde la perspectiva de género de los convenios colectivos vigentes en Centroamérica y República Dominicana	2013	Decent Work Team and ILO Office for Central America, Haiti, Panama and Dominican Republic
Negociación colectiva en el sector público	2013	ILO Country Office for Argentina
La revitalización de la negociación colectiva en Argentina 2003-2011	2013	ILO Country Office for Argentina



Strengthening of workers' organizations

TITLE	YEAR	OFFICE / PROGRAMMA
Avances del Grupo de Trabajo sobre Autorreforma Sindical (GTAS) en 2012 - 2013	2013	ACTRAV
Educación Obrera para el Trabajo Decente (6 módulos)	2014	ILO Country Office for Argentina
La formación sindical de la CTM – México. Evolución y perspectivas	2013	ILO Country Office for Mexico and Cuba

Sustainable enterprises

TITLE	YEAR	OFFICE / PROGRAMMA
The challenge of promoting sustainable enterprises in Latin America and the Caribbean: a regional comparative analysis	2013	Regional Office / ACTEMP
Marco integrado de evaluación de un entorno favorable para el desarrollo de empresas de mujeres	2013	Decent Work Team and ILO Office for Central America, Haiti, Panama and Dominican Republic
Perú. Consolidación de un entorno propicio para la actividad empresarial sostenible	2014	Decent Work Team and ILO Office for the Andean Countries
Hacia una estrategia integral de apoyo a la PYME industrial para la generación de empleos decentes y productivos en Argentina	2013	Decent Work Team and ILO Office for the South Cone of Latin America
La cooperación en el lugar de trabajo: la base del éxito empresarial. Manual de formación para gerentes y trabajadores (5 módulos)	2013	Decent Work Team and ILO Office for the Andean Countries / SCORE
Evaluación del Potencial de empleos verdes en México. Resumen	2013	ILO Country Office for México and Cuba



Skills development and youth employment

TITLE	YEAR	OFFICE / PROGRAMMA
The employment situation in Latin America and the Caribbean: Challenges and innovations in labour training	2013	ECLAC / ILO
Informe Trabajo Decente y Juventud en América Latina 2013. Políticas para la acción	2013	Regional Office
Diálogo social institucionalizado en la formación profesional argentina 2003-2013	2013	ILO Country Office for Argentina
Aportes al debate sobre objetos de aprendizaje para el desarrollo de competencias laborales	2013	ILO-CINTERFOR
Cinterfor 50 years. An ILO service for the world of vocational training	2013	ILO-CINTERFOR
Anticipación de las competencias profesionales. Transferencia del Modelo SENAI de Prospectiva - 2013- Estudios prospectivos	2013	ILO-CINTERFOR

Social protection

TITLE	YEAR	OFFICE / PROGRAMMA
Protección social: fuentes de información de la OIT	2013	Regional Office – Regional Library
El sistema de salud del Perú: situación actual y estrategias para orientar la extensión de la cobertura contributiva	2013	Decent Work Team and ILO Office for the Andean Countries
Brazilian good practices in social security	2013	ILO Country Office for Brazil
La Seguridad Social desde la perspectiva de la Unión Nacional de Trabajadores (UNT).	2014	ILO Country Office for México and Cuba



Labour migration

TITLE	YEAR	OFFICE / PROGRAMMA
Nicaragüenses en el Norte: Condiciones laborales y prácticas de contratación de hombres y mujeres migrantes en la Región Huetar Norte	2013	Decent Work Team and ILO Office for Central America, Haiti, Panama and Dominican Republic
Perspectiva Laboral - Migración laboral: Logros y retos	2013	Decent Work Team and ILO Office for Central America, Haiti, Panama and Dominican Republic

Occupational safety and health

TITLE	YEAR	OFFICE / PROGRAMMA
Plan de Formación sobre Desarrollo de un Programa Nacional de Seguridad y Salud en el Trabajo	2013	Decent Work Team and ILO Office for the South Cone of Latin America
Directrices específicas sobre sistemas de gestión de seguridad y salud en el trabajo para empresas con riesgo de exposición a sílice	2013	Decent Work Team and ILO Office for the South Cone of Latin America
Seguridad y salud en el trabajo y productividad en la agro-exportación no tradicional en el Perú (díptico)	2013	Decent Work Team and ILO Office for the Andean Countries
Ley General de Prevención de Riesgos en los Lugares de Trabajo (folleto)	2013	Decent Work Team and ILO Office for Central America, Haiti, Panama and Dominican Republic



Child labour

TITLE	YEAR	OFFICE / PROGRAMMA
Plan regional de prevencao e erradicacao do trabalho infantil do Mercosul /Plan regional de prevención y erradicación del trabajo infantil del Mercosur	2013	ILO Country Office for Brazil
Magnitud y características del trabajo infantil en Chile: informe 2013	2013	Decent Work Team and ILO Office for the South Cone of Latin America
Cooperación de la OIT en Colombia para la prevención y la erradicación del trabajo infantil	2013	Decent Work Team and ILO Office for the Andean Countries / IPEC
Compendio de normas para la protección de los derechos de niños, niñas y adolescentes frente al trabajo infantil - México	2014	ILO Country Office for Mexico and Cuba
Guía para la protección de adolescentes que trabajan	2014	ILO Country Office for Mexico and Cuba
No al trabajo infantil, no al trabajo doméstico : campaña OIT 2013 (booklet)	2013	IPEC

Gender equality and working conditions

TITLE	YEAR	OFFICE / PROGRAMMA
Decent work and gender equality. Policies to improve employment access and quality for women in Latin America and the Caribbean.	2013	ECLAC / FAO / UN Women / UNDP / ILO
Empleo y condiciones de trabajo de mujeres temporeras agrícolas (tomo 2)	2013	FAO / ECLAC / ILO
Trabajo decente y cuidado compartido: hacia una propuesta de parentalidad	2013	UNDP / ILO



TITLE	YEAR	OFFICE / PROGRAMMA
Conciliación con corresponsabilidad social en El Salvador. Reflexiones y aportes para la construcción de una agenda nacional de cuidados	2014	ILO / UNDP
Guía para la intervención con hombres sobre el acoso sexual en el trabajo y la masculinidad sexista	2013	Decent Work Team and ILO Office for Central America, Haiti, Panama and Dominican Republic
Acoso sexual en el trabajo y masculinidad. Exploración con hombres de la población general: Centroamérica y República Dominicana.	2013	Decent Work Team and ILO Office for Central America, Haiti, Panama and Dominican Republic
Género, salud y seguridad en el trabajo. Hojas informativas.	2013	Decent Work Team and ILO Office for Central America, Haiti, Panama and Dominican Republic
Política de igualdad de género del INA	2013	Decent Work Team and ILO Office for Central America, Haiti, Panama and Dominican Republic
Diagnóstico sobre la igualdad de género en los Institutos de Formación Profesional de Centroamérica y República Dominicana	2014	Decent Work Team and ILO Office for Central America, Haiti, Panama and Dominican Republic
Marco Integrado de evaluación para un entorno favorable para el desarrollo de empresas de mujeres	2014	Decent Work Team and ILO Office for Central America, Haiti, Panama and Dominican Republic
Igualdad de género en la negociación colectiva	2014	Decent Work Team and ILO Office for Central America, Haiti, Panama and Dominican Republic



TITLE	YEAR	OFFICE / PROGRAMMA
Resumen del análisis desde la perspectiva de género de los convenios colectivos vigentes en Centroamérica y República Dominicana	2014	Decent Work Team and ILO Office for Central America, Haiti, Panama and Dominican Republic
Igualdad de género en los servicios públicos de empleo. Guía de trabajo.	2014	Decent Work Team and ILO Office for Central America, Haiti, Panama and Dominican Republic
Diálogos sobre políticas de cuidado en Argentina : relatoría de los encuentros realizados el 22 de octubre y el 21 de noviembre de 2012	2013	ILO Country Office for Argentina

Domestic work

TITLE	YEAR	OFFICE / PROGRAMMA
Trabajo doméstico remunerado en el Perú. Situación y perspectivas en función del Convenio 189 y la Recomendación 201 de la OIT. Documento de Trabajo	2013	Decent Work Team and ILO Office for the Andean Countries
Manual de buenas prácticas para trabajadoras y empleadoras del servicio doméstico	2013	Decent Work Team and ILO Office for the South Cone of Latin America

Employment of people with disabilities

TITLE	YEAR	OFFICE / PROGRAMMA
Estudio: Factores para la inclusión laboral de las personas con discapacidad	2013	Decent Work Team and ILO Office for the South Cone of Latin America
Prevención inclusiva: Guía con las nueve claves para una prevención inclusiva de los riesgos laborales	2013	Decent Work Team and ILO Office for the South Cone of Latin America
Incentivos legales: Guía para la contratación y capacitación de personas con discapacidad	2013	Decent Work Team and ILO Office for the South Cone of Latin America



TITLE	YEAR	OFFICE / PROGRAMMA
Ser contratado: Guía para personas con discapacidad en búsqueda de trabajo	2013	Decent Work Team and ILO Office for the South Cone of Latin America
Empresa inclusiva: Guía para la contratación de personas con discapacidad	2013	Decent Work Team and ILO Office for the South Cone of Latin America

You can find updates information, news, publications, documents and statistics on the world of work in Latin America and the Caribbean at:
www.ilo.org/americas.

ILO Regional Office for Latin America and the Caribbean
Av. Las Flores 275, San Isidro, Lima, Peru
Tel.: (51-1) 615 0300 - Fax: (51-1) 615 0400