



18th American Regional Meeting

Lima, Peru, 13–16 October 2014

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Lima Declaration

Adopted at the 18th American Regional Meeting in Lima, Peru, on 16 October 2014

I. Context

The representatives of governments, employers and workers of the Americas, brought together at the 18th American Regional Meeting of the ILO, welcomed the subject under consideration by the Meeting: sustainable development with decent work; productivity and social inclusion in the region; and the formalization of the informal economy.

In the last decade, there are countries in the Americas that have made significant progress in terms of economic growth, reduction of unemployment, reduction of poverty and improvement in other labour indicators. However, the region continues to be marked by major inequalities. The combat of inequality requires integrated economic and social public policies that promote social inclusion, decent work, and productive employment, as well as an enabling environment for sustainable enterprises. This includes public policies against discrimination and violations of freedom of association.

To overcome these obstacles and move forward in creating quality jobs, respect for fundamental rights at work, the enabling environment for sustainable enterprises, effective social dialogue based on mutual confidence between governments and representative and independent employers' and workers' organizations are essential.

The discussion of the Report of the Director-General entitled *Twenty-first century challenges for the Americas: Full and productive employment and decent work* informed these conclusions. The Report sets out some of the principal challenges to be confronted by the region in promoting development with social inclusion.¹

¹ Account was also taken of the 1998 ILO Declaration on Fundamental Principles and Rights at Work; the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (2006); the resolution concerning the promotion of sustainable enterprises (2007); the ILO Declaration on Social Justice for a Fair Globalization (2008); the Global Jobs Pact (2009); the resolution on the youth employment crisis: A call for action (2012); the conclusions concerning the second recurrent discussion on employment (2014); and the report of the Committee on Facilitating Transitions from the Informal to the Formal Economy (2014), among others. Account has also been taken of the Declaration and Action Plan of the Labour Ministers of the Americas, "50 Years of Inter-American Dialogue for the Promotion of Social Justice and Decent Work: Progress and Challenges towards Sustainable Development", adopted in Medellín in 2013.

II. Policy expectations

Governments, employers and workers of the region agree that these concrete and pragmatic conclusions can inspire policy development and guide ILO action over the next four years.

The ILO should provide assistance to its constituents in their efforts to implement concrete commitments through measures such as:

1. A comprehensive employment policy framework to promote full, decent, productive and freely chosen employment, as set out in the conclusions of the second recurrent discussion on employment (103rd Session of the International Labour Conference (2014)).
2. Policies to promote respect for freedom of association and collective bargaining, set out in the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), the Labour Relations (Public Service) Convention, 1978 (No. 151), and the Collective Bargaining Convention, 1981 (No. 154), including the identification and elimination of legal restrictions on the exercise of these rights, guaranteeing due protection and respect for the exercise of union rights.
3. Policies that promote an enabling environment for the creation and development of enterprises, in accordance with the resolution concerning the promotion of sustainable enterprises adopted by the International Labour Conference in 2007, including the principles of sustainable enterprises, free enterprise and respect for the right to private property.
4. Coherent and integrated strategies to facilitate the transition from the informal to the formal economy, consistent with the outcome of the debate that will take place in the 104th Session of the International Labour Conference (2015).
5. Policies to diversify production based on industrial transformation towards products with a higher value added.
6. Regional integration policies to promote wider trade markets and investment, with emphasis on infrastructure, trying to increase the competitiveness of the economies.
7. Minimum wage policies.
8. Immediate, renewed and specific action to address the youth unemployment crisis, in line with the resolution adopted at the 101st Session of the International Labour Conference (2012), in the following five areas: employment and economic policies for youth employment; employability, education, training and skills, and the school-to-work transition; labour market policies; youth entrepreneurship and self-employment; and rights for young people.
9. Policies aimed at eradicating forced and compulsory labour, which may include the ratification and implementation of the Forced Labour Convention, 1930 (No. 29), and its Protocol (103rd Session of the International Labour Conference (2014)).
10. Policies aimed at eliminating child labour, highlighting the Latin America and the Caribbean Free of Child Labour Regional Initiative.
11. Policies to promote non-discrimination in employment and occupation.

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12. Policies to promote a just transition in the framework of the conclusions concerning achieving decent work, green jobs and sustainable development (102nd Session of the International Labour Conference (2013)).
 13. Migration policies taking into account the ILO *Multilateral Framework on Labour Migration* (2005).
 14. Policies aimed at upgrading workers' and employers' skills in order to eliminate the gap between their skills and the needs of the labour market, with emphasis on micro-, small and medium-sized enterprises.
 15. Policies aimed at establishing social protection floors and social security measures, in line with the provisions of the Social Security (Minimum Standards) Convention, 1952 (No. 102), and/or the Social Protection Floors Recommendation, 2012 (No. 202).
 16. Policies to improve occupational safety and health conditions, which may include the ratification and implementation of the Occupational Safety and Health Convention, 1981 (No. 155), and its Protocol of 2002, as well as the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187).
 17. Improving the performance of and strengthening labour inspection services, including through assistance in identifying the necessary resources.
 18. The promotion of the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (2006).
 19. Promoting issues of tripartite interest that make up the post-2015 development agenda.

III. ILO means of action

We request the ILO to:

- (a) Promote the rights of freedom of association and collective bargaining, as well as other fundamental rights, through action programmes, technical assistance and campaigns.
- (b) Promote an enabling environment for the development and creation of enterprises, in line with the resolution concerning the promotion of sustainable enterprises adopted by the International Labour Conference in 2007, through action programmes, technical assistance and campaigns.
- (c) Support an integrated framework of policies for formalization and boost and strengthen the Programme to Promote Formalization in Latin America and the Caribbean (FORLAC) intended for the constituents to guide and support countries' efforts in the transition from the informal to the formal economy.
- (d) Promote policy coherence at global, regional and national levels to achieve sustainable development based on decent work and productive employment, through evidence-based research, multidimensional analysis; and enhance collaboration with international and regional organizations to promote synergies and advance the ILO's Decent Work Agenda.

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- (e) Promote effective social dialogue through the strengthening of governments' and social partners' capacities, with technical assistance from the Bureau for Employers' Activities (ACT/EMP) and the Bureau for Workers' Activities (ACTRAV) for the latter.
 - (f) Promote the Decent Work Agenda in subregional and regional integration processes and the implementation of Decent Work Country Programmes with the participation of the social partners, with emphasis on respect for freedom of association, collective bargaining and the promotion of an enabling environment for sustainable enterprises.
 - (g) Promote the exchange of information on good practices, policies, strategies and programmes that have had positive impacts in generating and promoting youth employment, placing emphasis on the link between education, enterprise and the world of work, with a view to ensuring that education and vocational training respond to the needs of each country.
 - (h) Develop focused programmes building on existing successful models to strengthen labour administration and build the capacity of labour inspectorates, as well as to assess the effectiveness of these programmes through regular evaluations.
 - (i) Provide technical assistance to member States to enhance workplace safety and health.
 - (j) Continue to organize training workshops for constituents on the ILO supervisory system.