

Invited by **CEDAL-CENTRO DE ASESORIA LABORAL DE PERU**

(Labour Consulting Centre of Peru)

Political, social orientation to the country with program director, Javier Mujica Petit and Dr. Francisco Ercilio Moura, executive director.

Objective of CEDAL: To create and promote the development of social alternatives. Raise awareness of issues through media campaigns. Build civic society through facilitation of meetings between various groups and political candidates. For candidates to commit, enforce and build involvement.

Peru is not set up to meet demand for production of technological products. Stated that three groups who have power will probably still run things-include Central Bank, Multinationals and WTO. Neo-liberals will lobby for investment policies not to be altered in the new government.

Stats: A Peruvian's annual income is \$2200/year. 54 percent of Peruvians are poor and a further twenty percent live in extreme poverty, which equals to 74% of Peruvians living in poverty.

Five million out of 25 million are very poor -- 47 percent of workers are underground (informal workers) of which 54 percent do not have documents in order.

Before Fujimori, in the 1960's and 1980's value added businesses employed workers in manufacturing of autos, metal refinery and chemical (pharmaceutical) production. During the decade of Fujimori rule, 500.000 workers lost their jobs. Today only 60.000 out of 11 million workers are in a union.

Civic Movement: A civic movement (note, that unions supported this movement) established to prevent Fujimori's third term. Toledo lost as a result of electoral fraud and vote-buying. A delegation of the Organisation of American States headed by Canadian Lloyd Axworthy was successful in establishing this electoral fraud. Toledo's platform (note, presidential election was taking place and finalised upon our return to Canada) is pro-labour with "more jobs, better jobs". His campaign was called "Peru Possible".

Toledo's political stand is centre left. Toledo's wife is a social democrat. He is committed to different labour structure. A structure that will fight against the trend of Peru exporting its valuable resources of raw materials and providing the cheapest labour in mining, fishing, petroleum and agriculture industries. "We export grain, and we import chicken". Toledo is committed to get internal market moving again.

Remaining large sectors are textiles, mining, financial and non-financial services.

New economies: Small business, i.e., micro business (1-3 employees) and small business(4-9 employees). Small business cannot negotiate utility rates.

Law in Peru: In order to organise a business to form a union you need 20 employees.

Ultra competitive environment which have workers become more competitive is an economic model for all of South America which puts all power in the hands of management. "It's no longer about jobs. 80 percent of the population will perish under the U.S. system, unless government demands political integration by demanding political organisation".- reduce tariff and non tariff barriers-getting rid of health and education programs have resulted in poverty.

"Peru has to start a new civilisation".

Problems of racism and gender inequality. Indigenous people and Black Peruvians are discriminated against. The status of a person is determined by how much money they have. "The whiter the skin, the more money".

MAP OF GENDER ISSUES: Document, important to integrate with social issues-the establishment of a Social Charter is key. Consultation becomes "regulation" not law.

UNIONS and ILO: Trade union rights, including freedom of association and a ban on child and forced labour- are on the books, but have not been enforced. There is nothing to protect workers from being fired.

Need 100 workers to join a union sector-20 workers to join a company.

De-certification is done by government, so if the number of workers in a company drops below 100, the government may proceed to ban the union. Professional groups cannot join a union. Companies put forward a package instead.