

EVALUATION REPORT OF LO-NORWAY COOPERATION PROJECT
WITH THE CONFEDERACIÓN GENERAL DE TRABAJADORES DE PERÚ - CGTP

IMPROVEMENT IN FREEDOM OF UNION ASSOCIATION, COLLECTIVE BARGAINING
AGREEMENTS, AND HEALTH AND SAFETY FOR THE WORKERS IN PERU.

2015-2018 (99278)”

(FINAL REPORT)

PATRICIO SAMBONINO- CONSULTANT

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SUMMARY OF THE EVALUATION REPORT

The purpose of the evaluation is to provide LO-Norway with the necessary information in order to assess the progress and results, and the efficiency of the implementation of the project. The purpose is also to examine sustainability issues of the current arrangements, as well as the programme's continued relevance and the added value of LO's continued support. The final purpose is to identify and suggest potential new areas for cooperation.

LO Norway has supported projects run by IESI on behalf of the CGTP since 2006. The Institute of Trade Union Studies - IESI, was founded in 1993 with the purpose of developing the educational policy of the CGTP. Due to this purpose, it developed an important formation and training plan for union members, in a context of strong anti-union policies and of labour flexibilization by the Government of Fujimori. This allowed these union members to better incorporate themselves into the national structure of the CGTP. It is a research and training centre at the service of the workers and of their organizations, which shares the principles of democratic representation. IESI is an independent institute but its priorities are coordinated with CGTP.

The Confederación General de Trabajadores del Perú (CGTP) is a National Confederation that was formed in 1929 by José Carlos Mariátegui. The CGTP is the largest trade union confederation in Peru, and it is affiliated with the World Federation of Trade Unions. An important fact in the history of the CGTP took place in August 2013 when the CGTP launched a major online campaign (hosted on LabourStart) together with other unions in Peru protesting the new civil service act. The CGTP calculates that it has approximately 500,000 members in important sectors of the national economy such as construction, mining, public, domestic workers, mainly.

The methodology applied for this evaluation is a combination of interviews and workshops that were carried out. 22 people were interviewed and two workshop-meetings with key actors that were held at different levels as follows: IESI - 4, CGTP - 5, workers of FENTAGRO - 8, Government Officials - 3, Congress - 1, ILO - 1. Additionally, the consultant participated in a training workshop organized by IESI and CGTP on the subject of OSH, with 31 (6 women) participants. Finally, a videoconference with leaders of CGTP / IESI, was held in order to socialize and analyse the first results, conclusions and recommendations of the evaluation.

MAIN CONCLUSIONS AND RECOMMENDATIONS

- The current Peruvian government is managed by a "technocracy", which seeks to generate greater income and wealth with the idea of distributing later through a "trickle-down effect", which has never worked in a country like Peru, where the sectors that handle power decide the distribution at the end. The current government is considered weak as the members have little or no political experience. In addition, 70% of the Congress is part of Fujimorismo and 6 members belong to APRA. Finally, the Government continues with the privatization trend such as, for example, the case of Petroperú.

- The economic growth during last five years (5,0% GDP average) was mainly due to the increase in export of raw materials or commodities such as: mine, petroleum, fruits, coffee, fish flour, with little added value to the country, and as a consequence the high risk of replacing the small industry.

- Peru is part of the wave of reforms that is taking place in the region driven by conservative governments seeking to modify the social security and pension system, implement greater labour flexibility to eliminate the collective and privilege the individual. All this, as a stimulus to receive more foreign investment, and, more worrying, the return to sectarianism, seeking to make political reforms in order to close the way to different democratic expressions such as homosexuality, gender, migration, etc.

- In Peru, the informal sector (workers who do not have a work contract or any membership to the social security) is growing. In the year 2016, it reached a 72%¹. The unemployment rate, at the regional level, reached 8,2% in 2016. In the case of Peru, it was 4.2%.

According to a study by PLADES (local NGO), the current rate of the union membership in Peru is approximately 8%, compared to the period of 48% of affiliation of the EAP (Economically Active Population) in 2001. The point of view of the Trade Union leaders is that economic growth hid the urgency to modify the Development Model. The growth was mainly due to the exportation of the raw material, without creating any added value and without creating decent work. The Peruvian trade union movement in this scenario, is in a stage of resistance and not growth, and is currently in a recovery phase of political space due to the very strong blows that it received.

- In this political environment, it is evident that issues such as Occupational Health and Safety are not a priority for the current government. The initiative promoted by the project implemented by the IESI-CGTP is in an initial phase. The dialogue with the government and the employers does not advance. The employers' view on the subject of OSH continues to be seen as an expense for their companies; therefore, they look for ways to reduce interference, control and intervention of the State. They actually promote weakening and a low institutional capacity and control, in order to implement laws that benefit their interests.

- Despite the adverse environment, the objectives of the project show advances in all its indicators. In the objectives: "increase in new affiliates" and "improvement in the contents of collective agreements with a gender focus in 9 unions", the improvements constitute 67% and 78% respectively. Regarding the qualitative indicators, "proposals of the CGTP to sectorial regulations (mining, construction, agroindustry, industry) and complementary standards of OSH, proposed in the National Council for Safety and Health in the Workplace", its progress is satisfactory, but, focused mainly on the agro-industry sector. The indicator, "The CGTP has strengthened the proactive capacity of union leaders in the regional health and safety councils" is

¹ Decent [W](#)ork in Latin America Report. October, 2017. REDLAT (Latin America Network Research of Multinationals Companies)

currently in an initial phase of progress, and has limited support from other organizations and political actors interested in supporting changes in the OSH theme.

- The balance of the results of the project demonstrates a positive level of progress of all the indicators in the ER² 1. The “Increased the membership of FENTAGRO” indicator shows a 100% achievement, as well as an important advance in the indicator on gender participation at the leadership level. These are all positive achievements, considering the complexity of the issues.

- In ER 2. “Improved and expanded labour advisory services for agribusiness unions (FENTAGRO)”, the indicators show a high level of compliance in the advice and assistance offered to workers. However, it is not known how many of these cases came to some final solution. With regard to the inclusion of clauses in favour of women, progress has also been made, including gender clauses on maternity, pregnant women, cribs, and time for breastfeeding. In addition, the strike of the Camposol union was successfully organized and its causes were addressed using the social dialogue agreement between CGTP and the company Camposol.

- In the ER 3: “Improved CGTP union participation in dialogue spaces for the promotion of health and safety at work, primarily in the mining, construction, agribusiness, industry, and public cleaning sectors.” For Indicator 3.1, training achieved 100% of what was planned, an advancement with a total of 86 leaders trained, out of which 24% were women. In indicator 3.2., significant impact was achieved by approving a local ordinance at the municipal level. In indicator 3.3., the response and proposal capacity of CGTP-IESI is highlighted when presenting alternatives in the OSH theme. However, the challenge in these last two indicators will be the implementation of these proposals. The institutional culture in Peru precisely has its weaknesses not only in the lack of proposal and laws, but mainly in the implementation and enforcement of the laws.

- Regarding the management and administration of the project, the management of the budget has been highly efficient in the execution of the project in 2015 and 2016. In the current year, the situation will be similar. The balance of the remaining 30% will be used in the activities foreseen in the plan until December, which in the opinion of those responsible for the coordination of the project state that it will be possible to use the entire budget.

- Regarding the main recommendations and in relation to prioritizing the actions as stated in the application for 2018, it is appropriate to focus actions on the agribusiness sector through FENTAGRO. This is because the agricultural sector is one of the sectors in which workers’ rights are highly unprotected, and because it is a sector that is growing economically. However, it is recommended to focus on the unions in the banana sector in Sullana-Piura and the Lambayeque region where there is production of avocado, asparagus and banana.

- In relation to the political influence on OSH at work, there are relationships with key actors generated by the actions of the project. It is recommended to focus the efforts and resources of the 2018 plan organizing political lobbying events with the support of the ILO, Ministry of Labour,

² ER: Expected result.

SUNAFIL and Congressmen of the Republic, as is the case of Congresswoman Marisa Glave, who is sympathizer to the CGTP and the trade union movement.

- The agro-industry sector has grown in Peru. It is expected that the sector will continue to grow. The sector is one of the locomotives of growth driven by the government, particularly through large local and multinational companies. According to government data, the agro-industry sector is one of the successful areas in generating employment and better conditions for workers, compared with other sectors in which informality is high.

- It is recommended to focus efforts and concentrate on the agricultural sector as a single sector. To promote issues such as Collective Bargaining by branch, increase the membership, gender participation and, above all, promote union unity and common agenda to build strength and power. This will allow unions to effectively improve conditions for the benefit of workers and the sector. As an important input, it is recommended to initiate continuous exchanges with the Colombian trade union movement, which is suffering the same threats as the workers of Peru and has managed to develop some important strategies on the topics OECD and FTA (Free Trade Agreement). Similarly, it is suggested to support exchange experiences among workers in the sectors of the agroindustry in the regional level, between FENTAGRO of Peru and SINTRAINAGRO of Colombia.

- A wave of reforms is occurring in the region, driven by conservative governments seeking to modify the social security and pension system and to generate greater labour flexibility to eliminate the collective and privilege the individual. Their goal is to create an incentive to receive more foreign investment, which generates employment, but not decent job.

- The OSH (Occupational Safety and Health) issue will continue to be a challenge that summons people to the cause, but against the threats that are currently taking place, it will not be enough. Issues such as pension reforms and privatization of social security will affect the workers who contributing to social security and for the trade union movement as a whole. For this reason, it is recommended to use the OSH as a mobilizing tool in the trade union agenda for a more comprehensive campaign that includes other topics such as pension reform and social security protection. This could mobilize different key actors from several related sectors to the trade union movement of Peru.

- It will be important the optimization of the Social Dialogue in spaces such as the NLC, National Labour Council and its various committees. One of the main topics of the Minimum Wages Commission is to negotiate the Minimum wage every year on the basis of a consensus with the Employers and the Government. It is an important space to improve the concept of Minimum Wage to a concept of a "Living Wage" and "Decent Wage."

- Gender participation: The project has focussed and improved the gender equality. The project has information on attendance at the different workshops that were held. These constitute 25% participation, as well as the incidence of gender at the level of leadership positions, which has

been 30%. Finally, there are clauses in the collective agreement that, directly benefit women, which have been incorporated.

1. SUMMARY OF THE ECONOMIC, POLITICAL AND SOCIAL SITUATION OF THE REPUBLIC OF PERU

The Republic of Peru, great pride of the powerful Inca Empire, has experienced diverse situations in the economic, political and social sphere during the last 30 years. In the 1980s with the governments of Alan García and Alberto Fujimori, the Peruvian economy had a severe crisis of hyperinflation, devaluation of the currency, decline in exports, and increase in the price of imported products. This caused a serious social crisis translated into increased unemployment, increased underemployment up to 73%, strikes, increased poverty and loss of purchasing power of a large part of the Peruvian families. Also, added to this, the serious crisis unleashed by the guerrilla attacks of Sendero Luminoso, which left more than 70,000 people dead. And the natural phenomena such as El Niño and earthquakes hurt the population. During the government of Fujimori, the currency of the Inti, which no longer had any value, was exchanged for the Peruvian Nuevo Sol.

However, over the last decade, the Peruvian economy has been one of the fastest growing economies in the region, with an average rate of 5.9% in a context of low inflation of, on average, of 2.9%. According the opinion of the Government, the presence of a favourable external environment, an increase in the price of copper and other minerals in international markets, the main source of income for the Peruvian economy, macroeconomic policies privileging foreign investment and structural reforms in different areas created an adequate scenario of development and low inflation. Institutional reforms generated strong foreign direct investment, especially in the mining area and commodities with the development of projects such as hydroelectric plants. Employment grew in some sectors and improved the purchasing power of families. GDP growth continued to accelerate in 2016, supported by higher volumes of mining exports thanks to a series of large-scale mining projects entering their production phase and/or reaching full capacity. It is estimated that the economy grew 3.9% in 2016, due to the temporary peak of mining production. Average overall inflation reached 3.6% in 2016, almost unchanged from the previous year. Peru's net public debt remains one of the lowest in the region, accounting for approximately 15% of GDP. For 2017, GDP is expected to grow at a slightly lower rate due to the stabilization in the mining sector and still weak private investment; the latter was affected by the adverse global conditions and the uncertainty related to the corruption scandals of projects signed in previous years, such as the Odebrecht case, which has generated political instability. The levels of unemployment and underemployment have had a slight decrease in the last year. The unemployment rate in 2016 was 8.2% regionally, and in the case of Peru it was 4.2%. However, the informal sector in 2016 was 72%, of workers who have no contract and without affiliation to the social security system.

The participation of the agricultural sector, within the total of the PEA (Economically Active Population), since 2010 has not changed. It has remained at an average of 25%. The same trend can be seen with the other sectors where there was no variation. In this same agricultural sector, the average salary is USD 201 per month, which is the lowest salary level among all sectors of the economy. It is also the sector with the highest percentage of the population working in informal or non-decent employment, with an average level of informality and poor work in the last 6 years of 94.8%. In this sector, there are the highest percentages of salaried workers without a fixed contract. To conclude, the Decent Work Index allows measuring the evolution of the quality of employment generated in the country, for which 5 indicators are used: contract/registration, minimum wage, working hours, affiliation to a health and pension system. According to studies of PLADES, as we have seen above, the agricultural sector is where the index number 1 (contracts) is mostly breached, which alters the others 4 indicators.

In the social field, the Peruvian government maintains investment in health 5.5% and education 4% in 2016. The goal for 2018 is to lower the housing deficit and increase the coverage of basic services in the poorest levels of the population. This is a campaign promise of the current government. Peru has signed free trade agreements with 10 countries around the world, which have generated long-term economic stability. Such stability was guaranteed due to the export of their commodities. Peru also received some benefits in the development of agreements in social, education, health and technology. According the Government, the Pacific Alliance is one of the most important treaties (also made up of Chile, Colombia and Mexico), designed to achieve the economic and social development of these four nations, and to become an important axis of business and opportunities in the world, articulated for the free transit of goods, capital, services and people, which aims to generate investment and increase employment.

On the political issue, the Republic of Peru, like other Latin American countries, has had corruption problems in its governments, two former presidents are in prison, one being fugitive and others are being investigated for corruption. In opinion of the union leaders, this entire environment has allowed the media to hide issues such as the economic situation and place much of the current political agenda, human rights as the case of the Ex-President Fujimori, on the lack of political leadership, corruption of several presidents, Alan García, Ollanta Humala, Alejandro Toledo.

A wave of reforms is taking place in the region driven by conservative governments seeking to modify the social security and pension system, greater labour flexibility to eliminate the collective and privilege the individual, as a stimulus to receive more foreign investment, and seeking to make political reforms that search to close the way to different democratic expressions such as homosexuality, gender, migration, etc.

The litigation culture over labour disputes is increasing, applying civil or commercial and not criminal trials. The employers receive less pressure from receiving sanctions when they do not comply with the law and dismiss workers. This reflects what is happening at the international level, which is NOT to strengthen the ILO Conventions, but to strengthen the World Trade Organization and the OECD relations. All this despite the fact that countries in the region such as

Peru, its main structural problem, is not the lack and lack of laws and regulations, which exist, but, on the contrary, the problem lies in the weak or almost no institutionalism that exists so that the laws can be implemented. One concrete example is the new initiative SUNAFIL, the institution for labour inspections, which does not have sufficient resources and capacities to function effectively and efficiently. The Tripartite Social Dialogue through the National Council for the Labour-CNT is not working, despite the efforts of the unions.

The Peruvian trade union movement is in a stage of resistance against the deterioration of their working conditions and not growing. This has been a recovery phase of the political and union space after the very strong blows it received, and this also made it possible to lose militancy and affiliation. The current rate of the union membership in Peru is 8% (approximately), comparing with the period such as 48% of affiliation of the EAP in 2001, of a higher EAP according to the PLADES study. CGTP's own calculations indicate that there are currently 500,000 members, compared to 1.2 million, including retirees, in 2001.

Add to this situation is the fact that there is NO culture of paying union dues by workers. An example, in CGTP, only the construction and telecommunication sector workers are mainly paying union dues. In general terms, the CGTP receives around 20,000 soles each month (6,000 USD). There has been growth of trade unionism, although this has been slight, mainly in sectors such as the agro-exporter.

Up next, it will be possible to find some of the official indicators that show the situation of the country, which demonstrates that the economic growth of the country was based mainly on the export of raw materials, such as mining, as well as the agro-industry sector without giving an added value and almost annihilating the small industry.

SOCIAL AND ECONOMICAL INDICATORS OF PERU			
INDICATORS	DATA	YEAR	SOURCE
POPULATION	31.488.156 inhabitants	2016	INEI
AREA	1.285.216 KM2	2017	INEI
CURRENCY	SOL: 1USD X 3,23; 1 EUR X 3,81	2017	INEI
PUBLIC EXTERNAL DEBT	29.623 USD MILLIONS	2016	CEPAL
GDP NOMINAL	206.741 USD MILLIONS	2016	INEI
GDP PER CAPITA	6378,328	2016	INEI
MINIMUM WAGE	252 USD	2017	INEI
INFLATION	3,90%	2017	CENTRAL BANK OF PERU
VAT	18,00%	2017	CENTRAL BANK OF PERU
FDI – FOREIGN DIRECT INVESTMENT	7 BILLIONS USD	2016	CENTRAL BANK OF PERU
PUBLIC HEALTH INVESTMENT	5,5% GDP	2015	CEPAL
PUBLIC EDUCATION	4% GDP	2015	CEPAL

INVESTMENT			
FREE TRADE AGREEMENTS	USA, CHINA, CANADA, CHILE, SINGAPUR, SOUTH KOREA, MEXICO, JAPAN, PACIFIC ALLIANCE (COLOMBIA, MEXICO, CHILE)	2015	IMF - CENTRAL BANK OF PERU
MAIN INCOME SOURCES (EXPORTATION)	COAL, GOLD, FISHING, MINE, PETROLEUM, AGROINDUSTRY, TOURISM,	2016	CENTRAL BANK OF PERU
UNEMPLOYMENT	6,50%	2015	CEPAL
UNDEREMPLOYMENT	50%	2016	CENTRAL BANK OF PERU
FAMILY BASKET	470 USD	2017	INEI
ILLITERACY	6,30%	2014	INEI
MIGRATION	2.700.000 MILLIONES OF PERUVIANS, LAST 25 YEARS	2016	INEI
REMITTANCE FROM MIGRANTS	2.668 MILLIONS USD	2015	INEI
POVERTY	22,70%	2014	CEPAL
INDIGENCE	4,30%	2014	CEPAL
LIFE EXPECTANCY	75 YEARS (AVERAGE)	2015	CEPAL
HOUSING	DEFICIT 1.800.000 HOUSES	2016	MINISTRY FOR HOUSING
PUBLIC SERVICES	COVER 72%	2015	INEI
ABBREVIATIONS: IMF: INTERNATIONAL MONETARY FUND WB: WORLD BANK CENTRAL BANK OF PERU CEPAL: ECONOMIC COMMISSION FOR LATIN AMERICA AND THE CARIBBEAN			

2. THE ASSESMENT OF THE PROGRESS AND RESULTS

The following analysis is based in the latest document of the agreement cooperation signed on February 2016. This document was used for the assessment and it is important to consider that the project will still continue until 2018.

2.1. Project Output (Programme 6. LATIN AMERICA of LO): “The health and safety situation for workers in the agroindustry, mining, and construction sector in Peru has improved” . The assessment is the following:

Indicators	Achievements in 2015	Achievements in 2016	Improvements in sept. 2017
a. Increased by 1,288 new members (30% women) to FENTRAGO. (Data base: May 2014: 6,438 affiliated workers, 15% women)	418 new affiliations (19% women) to FENTRAGO. On the other hand, there was disaffiliation in some unions. The presence of women at the level of the board of	340 new affiliations (9% women) to FENTAGRO. Presence of women:	As of September 2017, 110 new affiliates (52 women) have been achieved. By December 2017, it is planned to reach the goal of 300 new members. Presence of women in 25%

	directors of the new unions has been achieved by 9% (4 of 47 members), this due to the limited presence of women as affiliates that there is.	renewals have been made with Camposol and Chapi and it reached 28% (22 of 76).	of the members of the board of directors
b. Improved the contents of collective agreements with a gender approach in 9 agrobusiness unions affiliated to the CGTP-FENTAGRO. Data base: 2014: 9 CA's in agricultural sector).	In 4 agreements, gender clauses have been achieved, such as refreshments for pregnant women and cribs for children (Camposol) and to assign pregnant workers to work according to their pregnancy status before and after delivery (Agrokasa)	In 7 agreements, five clauses of claims of the banana unions of Sullana (Piura) have incorporated gender clauses to protect pregnant women to work according to their pregnancy.	In 10 agreements that were advised, five were incorporated with gender clauses.
c. Discussed and presented the proposals of the CGTP to sectorial regulations (mining, construction, agroindustry, industry) and complete occupational safety and health standards in the National Council for Safety and Health at Work. (Data base in 2014: No proposals made yet)	Two proposals were presented (regulation of health and safety at work for the agricultural sector, and another on the norms that regulate compensation), but they are not yet discussed in the National Council for Safety and Health at Work (tripartite body).	Elaboration of the regulation of SST for mining workers through the federation of workers (FNTMMS), that after several working meetings was approved by supreme decree 024-2016 of July 26, 2016	On August 4, 2017, the Ministry of Labour approved the Occupational Health and Safety Regulation of Municipal Workers of Peru by supreme decree No. 017-2017-TR. It is expected that the Ministry approves the regulation for the construction sector, which will benefit around 80,000 workers.

The indicators of the Objective and Output, present in general important achievements. In the case of the indicator a), 1.168 new affiliates, this is a 90% the improvement. Regarding women affiliation, it is difficult to measure an exact figure in total, but at least 161 women were affiliated which means 14% of the total affiliation. It is evident that women participation is increasing, but it will be difficult to reach the goal of the 30%. On the other hand, an important qualitative indicator shows that the participation of women at board level increased from 9% in 2015 to 25% in 2017.

Indicator b), exceeded the target in a high number, from 9 to 21 Collective Agreements were advised and incorporated with clauses in favour of women. It represents a significant advance, especially in the agricultural sector where women's participation is limited in the unions, as well as in the direct benefits.

Indicator c) an evaluation measurement is difficult, because IESI-CGTP intends to continue this process that will take longer, due to the difficulties of the local environment. However, in relation

to the qualitative aspect, the progress is satisfactory, but focused mainly on the agribusiness sector, where a prioritization of this sector started already. Indicator d), it is in an initial phase of progress, which means that it requires a clearer strategy, prioritization of actions and, above all, seeking greater support from organizations and political and social actors that are key and interested in supporting changes in the OSH topic.

Summing up the balance is, the project took a turn to prioritize its work in the agro-industry sector. The work is being done with FENTAGRO and its affiliated Unions, to propose improvements in the health and safety situation for workers, collective agreements, and possibilities of promotion to higher positions for women. This shift is consistent and coherence due to the high vulnerability of workers in the sector, as well as their weak organizational capacity and low membership.

In the case of the Expected Results of the Project and using the matrix of the indicators that are used by IESI, these are the advances during the period execution of the project:

2.2. Expected Result 1: Increased Membership in FENTAGRO:

In indicator 1.1, 100% progress has been achieved, in indicator 1.2, the quantitative advance is approximately 50%, but, under a qualitative analysis, the progress is positive, due to the complexity of the issue.

ER 1: Increased Membership in FENTAGRO			
Indicators	Achievements 2015	Achievements 2016	Achievements 2017
1.1 Organized 08 new unions in the agro-industry sector in the regions of Arequipa, San Martín (Tocache) and Lambayeque, with 1,288 new members of which 30% are women.	It was possible to organize 4 new unions with 328 members (10% are women) who have been part of FENTAGRO: Workers' Union QUICORNAC S.A .; Trade Union of Cooperativa Agraria de Banana Orgánicos Huangala Workers; Trade Union of Workers of the Communal Association of Producers of Organic Banana of Querecotillo and Annexes; Union of workers Fundo Santa Patricia S.A.	Organized 3 new banana unions in Sullana (Piura), this is Union of Workers Association BOS, Trade Union of Cooperatives of Organic Banana UBOIC and Union Hayquiquira) with a total of 186 members (8% women). The unions of Quicornac and Santa Patricia constituted in 2015 have been deactivated by anti-union practices.	Organized the Union of the Cooperativa Agraria de Bananeros Orgánicos Señor de Chocan of San Vicente de Piedra Rodada – SITCABOSCH. The union of Virú has also been reactivated. In addition, growth continues in existing unions. So far this year there is a total of 110 new members (54% women). Before the end of the year, two more unions will be organized in the banana sector.

1.2 50% of board members of the new organized unions of the agro-industry are women.	The presence of women in the board of directors of the new unions has been achieved by 9% (4 out of 47) due to the limited presence of women as affiliates. However, in three of these new unions there is a gender secretary to promote the participation of women.	The presence of women in the boards of directors of the unions constituted in 2016 and in those that have carried out renovations such as Camposol and Chapi has been 28% (22 of 76).	Presence of 20% in the board of directors 2017-2019 Union of Agricultural Cooperatives of Organic Banana Workers Huangala. 25% of the members of the board of directors of the SITCABOSCH Trade Union of the Cooperativa Agraria de Banana Organicas Señor de Chocan de San Vicente.
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2.3. Expected Result 2: Improved and expanded labour advisory services for agribusiness unions (FENTAGRO);

Indicators 2.1 and 2.2 have achieved more than 100% progress. In indicator 2.3, the quantitative progress is approximately 50%, but, qualitatively, the advisory process and shows positive progress, due to the increase of the demand in the applications. In indicator 2.4., the results were achieved in an effective way in a conflict through dialogue. In 2017, some kind of support has been achieved with other institutions, seeking better agreements in favour of the workers.

ER 2: Improved and expanded labour advisory services for agrobusiness unions (FENTAGRO)

Indicators	Achievements 2015	Achievements 2016	Achievements 2017
2.1 Advised 12 unions of the agroindustry, affiliated to FENTAGRO, in collective bargaining processes in Piura, Ica, La Libertad, San Martín and Arequipa.	<p>Advice on collective bargaining to 5 unions in Ica, La Libertad and San Martín.</p> <ul style="list-style-type: none"> - Union Camposol, - Union of workers of Palma del Espino - Union of Industry of the Hawthorn-Group Palm. - Union Agrokasa - Union Chapi. <p>Important, In the negotiation with the company, in addition to the leaders, workers elected in assembly participated.</p>	<p>Advice to eight unions:</p> <ul style="list-style-type: none"> - Workers Union Cooperativa Agraria de Banana Organicos Huangala. - Labour Union. Of the Communal Association of Producers of Organic Banana of Querecotillo (ACPROQUEA). - Union of Workers Association BOS. - Trade Union of Workers of Organic Banana Cooperative UBOIC. - Hayquiquira Trade Union ☒Sindicato Chapilca ☒Sindicato de Trabajadores de Palmas del Espino S.A. (STPESA) and Trade Union of Workers of Industrias del Espino S.A. (STIESA). 	<p>Advice to ten unions:</p> <ul style="list-style-type: none"> - Six banana unions in Piura -Two unions in Ica (AGROKASAY CHAPI) -Two palm unions in the San Martín region. <p>Important: In this period, it has been possible to extend the holidays from 15 days a year to 21 days, for the sector. A fact that generates precedent for the rest of the sector.</p>
2.2 Promoted gender clauses in the	In the 4 advisory agreements, gender clauses were included	In the 7 agreements and the list of claims, they contain	Of the 10 collective agreements established,

specifications and collective agreements of the 12 agribusiness unions.	on maternity, pregnant women's diet, cribs, breastfeeding.	breastfeeding and maternity clauses.	5 contain gender issues.
2.3 A minimum of 100 annual consultations attended by the decentralized advisory offices of Ica and Trujillo to workers, leaders and unions of the agroindustry.	Attention and support in about 35 consultations on dismissals, freedom of association to unions in Piura, Lambayeque, La Libertad, in coordination with the CGTP.	Attention and support about 29 consultations on dismissals, freedom of association to unions in Piura, Lambayeque, La Libertad, in coordination with the CGTP.	Attention and support around 52 consultations on intoxication, accidents at work, dismissals, freedom of association to unions in Piura, San Martin and Ica in coordination with the CGTP.
2.4 Fixed a minimum of 04 labour disputes between companies and unions of the agroindustry of Peru with the support of trade unions and purchasing companies of Norway.	The statement of the Camposol union within the framework of the social dialogue agreement between CGTP and the company Camposol was successfully promoted and solved.	In 2016, the union of the company Viru (La Libertad) was reactivated after persistent action against anti-union practices.	In Sullana, with the support of international certifiers (FLOW), it was possible to establish the promotion of unions and agreements with banana producers in order to prevent conflicts.

2.4. Expected Result 3: Improved CGTP union participation in dialogue spaces for the promotion of health and safety at work, mainly in the mining, construction, agroindustry, industry, public cleaning sectors:

The search for a greater political incidence, to achieve changes at the level of the laws, in general terms, is advancing, but, mainly, it could be verified that it is an institutional strategy and objective of the CGTP. Surely, achieving a result that changes the "rules of the game", in an adverse environment for the workers, will take more time than the present project. In indicator 3.1. training, it was possible surpass the planned number of trained leaders by 100%, an improvement with a total of 86 trained leaders, of whom 24% are women. In indicator 3.2, significant impact was achieved by approving a local ordinance at the municipal level. In indicator 3.3, the response and proposal capacity of CGTP-IECI is highlighted. When presenting alternatives in the OSH theme, however, the great challenge in these last two indicators will be the implementation of these proposals. The institutional culture in Peru, precisely has its weaknesses, not only in the lack of proposal and laws, but mainly, in the implementation and control of them.

ER 3: Improved CGTP union participation in dialogue spaces for the promotion of health and safety at work, mainly in the mining, construction, agroindustry, industry, public cleaning sectors

Indicators	Achievements 2015	Achievements 2016	Achievements 2017
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<p>3.1. 25 trade union leaders (10 women) of the CGTP (National Commission of OSH) and the regions of Lima, Ica, Arequipa, La Libertad and Cajamarca are trained in monitoring plans and OSH inspections.</p>	<p>Twenty-two union leaders were trained (6 women workers' representatives in the regional OSH councils of Lima, Ica, Arequipa, La Libertad, Huancayo, Lima Provinces and Cajamarca).</p>	<p>30 union leaders (9 women) representing the workers were trained in the regional OSH councils of Lambayeque, Arequipa, Ica, Junín, Moquegua, La Libertad,</p>	<p>36 trade unionists (6 women) representatives of regional councils and trade union leaders from Ica, Piura, Apurímac, Junín, Loreto, Arequipa, Piura, La Libertad were trained in inspections.</p>
<p>3.2. On-going coordination mechanisms between the union representatives of the Regional Occupational Health and Safety Councils (CRSST) and the National Council for Safety and Health at Work CNSST for the follow-up of public OSH policies and the development of the culture of prevention labour</p>	<p>Coordination mechanisms and agreements have been established between workers' representatives in the regional OSH councils of Lima, Ica, Arequipa, La Libertad, Huancayo, Lima Provincias and Cajamarca.</p>	<p>Coordination mechanisms and agreements have been established between workers' representatives in the regional OSH councils of Lima, Ica, Arequipa, La Libertad, Huancayo, Lima Provincias and Cajamarca.</p>	<p>A regional OSH ordinance was achieved in the Lambayeque region for the mandatory compliance of the registry of OSH for committees and supervisors. The purpose is to encourage the establishment and functioning of the OSH committees</p>
<p>3.3. Elaborated six opinion documents and / or proposals related to sectorial regulations (mining, construction, agro-industry, industry, public cleaning) and complete occupational safety and health standards in the National Council for Safety and Health at Work</p>	<p>A proposal for regulation of health and safety at work for the agricultural sector has been prepared, this proposal in coordination with other institutions.</p> <p>Working document on the rules that regulate compensation for the occurrence of occupational accidents or diseases and the problems presented by its application.</p> <p>These documents have been presented in the spaces of social dialogue (businessmen – Workers and Government), but the discussion processes are slow and with little will of the Government.</p>	<p>Support in the elaboration of the regulation of OSH for mining workers through the federation of workers (FNTMMS), that after several work meetings was approved by supreme decree 024-2016 of July 26, 2016.</p> <p>In addition, it is supporting the discussion of the draft regulation for the public cleaning sector.</p>	<p>Support in the preparation of the OSH regulation for the public cleaning sector and for the construction sector. The first has already been approved and the second is pending.</p> <p>A proposal was elaborated for each one of the elements of the reforms that the Ministry of work wants to implement at the level of the OHS law and its regulation, in aspects related to health, inspections, and responsibility in occupational diseases, investigation and accident registry.</p>

The following additional indicator defined by IESI-CTP, related to the strengthened the capacity of union leaders at a regional and national level, and in terms the sustainability of the process.

Indicators	Achievements in 2015	Achievements in 2016	Improvements Sept. 2017
Indicator: The CGTP has strengthened the proactive capacity of union leaders in the regional occupational health and safety councils in Lima, Ica, Arequipa, La Libertad and Cajamarca.	The training process began.	The trade union councillors in 2016 have participated actively in the 5 tripartite meetings of the National Council of OSH on issues of mining regulations, health and construction.	The National Council of OSH, tripartite body of the Ministry of Labour, have held 3 meetings, discussed the issues: municipal workers regulation and construction, internal regulations, work plan, and a set of reforms to the OSH law. The CGTP has also presented a set of proposals for reforms.

3. THE EFFICIENCY OF THE PROJECT IMPLEMENTATION:

The spendig of resources was made in accordance to the plan. The resources received was 54,828.50 USD with a balance according to the report of the State of Income and Expenditures of 111.26 USD. Which indicates that it has been spent according to plan. In the current year 2017, the level of expenditure is close to 70%, and it is expected to reach 100% in December. The values distributed by the expected results show that a greater amount was assigned to result 3, as shown below in the following table:

Item	Amount
Expected Result 1	6,343.53
Expected Result 2	5,034.23
Expected Result 3	23,464.28
General Expenses	19.875,21
TOTAL:	54,717.25

The expenses classified as the “general expenses” item represents 26% of the total expenses, which is an adequate percentage comparing the total budget.

The final reports sent to LO have not generated comments on the management of the budget, which allows us to assume that there is an acceptance. The use of project resources is managed from a specific account specific to the LO project.

However, after the audit carried out by E & Y, the recommendations of the audit report have been incorporated, for example, i) an email was established for complaints and so far there have been no complaints to date; ii) Policies and Procedures for Acquisition of Goods and Procurement of

Services were developed, as well as the Code of Conduct and the Transparency Policy; iii) The policies were all approved by the Board of Directors and the Assembly of Associates of IESI in March 2017, and, since April 2017, are being implemented.

Politically, the IESI depends on CGTP, although it has autonomy in the execution of the projects. These institutional policies, that were generated following the recommendations by LO Norway and the regulations of NORAD, help to avoid any interference from outside the administration. The IESI is in charge of managing all the expenses. When the event is organized in Lima, the IESI pays directly with a counter-invoice.

The evaluation demonstrates that the project is managed efficiently. At least 810 leaders were trained, 8 new trade unions organized, and 23 unions were advised on the collective bargaining. For the next year, the only situation that requires attention is related to the decision to work with the agro-industry sector. Due to the precarious and low-income conditions of the leaders, it will be necessary to finance their transportation and accommodation with resources of the project.

On the other hand, it is recognized by the Administration and Coordination of the IESI that the resources are received in a timely manner. Finally, the visits by the LO have helped a lot in bringing proximity and mutual learning, and also to improve the control and strengthen the transparency of the IESI institution as well as the project.

4. THE SUSTAINABILITY OF THE RESULTS AND IMPACT

IESI's sustainability depends of the international cooperation. This is a fact, and at the moment, it runs its project through the SSO (Solidarity Support Organizations) of the trade Union of Europe, such as, FNV Holland and CCSA Spain. The financing situation is being reduced due to the changes in the policies of the cooperation. For example, SASK from Finland, ended its cooperation in Peru in 2015. This dependence generates a high vulnerability with regards to the continuity of the IESI.

The efforts developed by the project are evident. Nevertheless, the results achieved by the project, for the moment, are not entirely sustainable. Some reasons are the following:

- With regards to OSH at work, the hostile attitude of both the Government and employers is part of an anti-union culture, which considers that it is not necessary to invest in improving OSH.
- With regards to the political influence of the trade union movement it is weak when trying to achieve important changes at the level of the laws or the application of these.
- With regards to the institutionalism of the government it is weak when executing the laws, as well as when carrying out permanent and effective controls.
- With regards to the sector of agro-industry, which has been prioritized, it is unprotected in its rights. FENTAGRO is in a first stage of strengthening, and they have a limited capacity to give assessment and to visit the sites where the activities are carried out.

Although the power of mobilization as a tool of struggle, which in some cases has worked, however, the weak political influence of the trade union movement as a whole is evident when is required to achieve important changes at the level of the Laws and the weak institutionalism of

the State to execute the Laws as well as to carry out a permanent and effective control and surveillance.

On the other hand, the sector of agro-industry, which has been prioritized, is quite unprotected in its rights. FENTAGRO is in a first stage of strengthening, there is little frequency of visits to the sites where the activities are carried out, there are costs to cover more continuous monitoring, and the lack of installed capacity for now in each workplace and the lack of institutional support in some municipalities and local governments is still present.

The project so far has achieved important results in raising awareness of the issues it has promoted. However, it has not achieved the total appropriation of results. This is due to the lack of empowerment of the actors involved. In the case of FENTAGRO, the process is in its initial stage and in the case of the political incidence on the OSH in the working area, there are advances, but it requires a whole cultural change of all sectors, government, employers, and workers.

The IESI-CGTP considers that it has the organizational and political capacity for the development of the project and that it requires greater growth of its bases, political support and cooperation, as well as resources.

On the impacts achieved, for now, the project has managed to position the issue of OSH on the union and government agenda, as well as motivation of some sectors of employers. However, conditions in the OSH of workers are highly precarious. Their needs range from training, prevention and attention to issues that are not specific to this project. A mechanism to continue advancing is to strengthen the training and strengthening of FENTAP, and once their organizations are strengthened, define their own Action Plan at a more local level and per company.

The results achieved through the project are in a first phase of sustainability, which means that the project financed by LO is fundamental for the continuation of actions and the creation of local capacity in local stakeholders such as IESI and CGTP and FENTAGRO, which allows the continuation of growth, strengthening, advocacy capacity and social dialogue among equals with the employers.

5. CONCLUSIONS AND RECOMMENDATIONS:

5.1. Conclusions:

- For the present evaluation, a total of 22 workers were interviewed during this evaluation and two workshop-meetings were carried out with key actors at different levels. IESI-4, CGTP-5, Grassroots workers of FENTAGRO - 8, Government Officials - 3, Congress - 1, ILO-1. Additionally, they participated in a training workshop organized by IESI and CGTP, on the subject of OSH, with 31 (6 women) participants.
- Working conditions and Social Dialogue with the Government in Peru have deteriorated specifically on the issue of OSH. The current Government is managed by a "technocracy", which seeks to generate greater income and wealth with the idea of distributing later.... the "trickle-down effect", which has never worked in a country like Peru, where the power finally decides the distribution. The current Minister of Labour, comes from the business sector, and has presented bills to Congress such as the Youth Employment Law, which was very controversial and the workers reacted with marches and stoppages, so that it is not approved. The Minister does not have the confidence of the trade union movement.
- The employers see OSH as an expense for their companies, therefore they look for ways to reduce intervention of the State and instead, they promote a low institutional capacity for control, in order to implement laws related to their interests and in favour of foreign investment.
- The Project Objective has demonstrated an improvement on its quantitative indicators a) and b) the progress is satisfactory, but focused mainly on the agribusiness sector through FENTAGRO, which started a prioritization of this sector in the mining and construction sector. The indicator c). is in an initial phase of progress.
- The balance of the results of the project in the year 2017 present a level of progress in all the results. The ER 1. In indicator 1, 100% progress was achieved, in indicator 2, the quantitative improvement is approximately 50%, but, under a qualitative analysis, the progress is positive, due to the complexity of the gender issue. The ER 2, the indicators 2.1 and 2.2 both achieved more than 100% progress. In indicator 2.3, the quantitative progress is approximately 50%, but, qualitatively, the advisory process shows positive progress due to the increase of the demand in the applications. The indicator 2.4, results were achieved in an effective way in a resolved conflict through dialogue. In 2017, some kind of support was achieved with other institutions, seeking better agreements in favour of the workers.
- In ER. 3, the search for a greater political incidence and to achieve changes at the level of the laws, in general terms, is advancing. It could be said that it is achieving a result that changes the "rules of the game", but in an adverse environment for the workers it will take more time than the present project. In indicator 3.1. training, it was possible to achieve 100% of what was planned, an improvement with a total of 86 trained leaders, of whom 24% are women. In indicator 3.2, significant impact was achieved by approving a local ordinance at the municipal level. In indicator 3.3, the response and proposal capacity of CGTP-IECI is highlighted, when presenting alternatives in the OSH theme.
- Related to budget management, in November, there is an expenditure of 70% (approximately). The remaining balance of 30%, will be used in the activities foreseen in the plan until December, which in opinion of those responsible of the coordination of the project,

will allow the use of the entire budget, a situation similar to the previous years, 2015, 2016, where the remaining balance was minimal.

- The IESI management accepted positively the recommendations made by the audit that was carried out in November 2016 by the E &. Guidelines were developed for the implementation, which were approved in the month of March 2017 by the IESI board. Subsequently, the training in the contents and application began. The guidelines developed were: I) Code of Conduct; II) Transparency Policy; and III) Contracting Policy. The IESI management considers that this supports strengthening the transparency and institutionalism of IESI and CGTP.
- The previous analysis, serves as evidence that the project has been developed effectively according to plan, and, mainly, shows that it is in correspondence with the real and urgent need of the workers in the OSH issue. Specifically, in this issue of promoting legislation in favour of workers' OSH, it was found that it has an improvement. But, at the same time, it was evident that these advances are in the first steps and will require continuing with the effort of sensitizing and influencing, for the approval of the proposal.
- In the visit to the field (Sullana in Piura) and during the exchange of opinions with the workers of the banana sector that is part of FENTAGRO, the difficult situation of their working conditions was found, but above all, the unsafe conditions in OSH, due to the hard work that takes place in the plantation. It is a work of high effort and risk of diseases. As mentioned by the workers, there are risks of lumbar, renal, muscular and decalcification conditions among others. Therefore, the decision to prioritize this sector of the agroindustry for the 2018 Plan, by the IESI-CGTP with the approval of LO-Norway, is justified by two criteria: The precariousness of labour and union conditions, as well as the potential to recruit workers, create unions and strengthen FENTAGRO.
- The meeting with the Deputy Regional Director of the ILO provided more information about the Political, Labour perspectives in Peru and in the region. In the case of Peru, economic growth is due to a Development Model, based on the exploitation and export of raw materials (commodities), damaging the productive diversification in Peru, in addition to the high level of informality (65%). Obviously, this affects the workers and their organizations, and the economic model also weakens the trade union movement. They changed "culture" to "fashion", and trade unionism is seen as an obstacle against foreign investment.
- On the other hand, the arrival of "a tsunami" is expected, with the wave of pension reforms throughout the continent that will arrive soon to Peru. This wave will include the privatization of social security funds, labour reforms, and also political reforms, where the democracy is going to be threatened by conservatism and protectionist nationalism.
- Another important fact refers to the aspiration of the Government of Peru to become a member of the OECD. The entering of Peru still needs to improve the standards and it requires a process, this fact can be seen as a threat or opportunity for workers, as has been the case in Colombia, where the Government was forced to improve labour standards to access that privileged club of "rich and developed" countries.

5.2. RECOMMENDATIONS:

These recommendations are grouped into three themes:

- a) Project improvements to be implemented:
- b) Recommendations for IESI/CGTP
- c) Future topics for cooperation between CGTP-IESI and LO Norway.

A. Project improvements to be implemented:

1. Continue to prioritize the agribusiness sector in the action plan 2018, through FENTAGRO. Main focus should be on the unions of the banana region in Sullana-Piura and in the Lambayeque region where there is production of avocado, asparagus and banana. Include in the plan specific events of union strengthening and actions in order to define the way for the sustainability of FENTAGRO. Focusing on training the leaders and the gender participation, because it is a relatively new Federation.
2. It is important to include in the action plan 2018 the development of an investigation study of the zones and the agro-industrial sector where the project will be developed. This should be used as input for a new plan, project or strategy in the future. The research should focus heavily on: gender participation, youth, the conditions of OSH, Decent Wages, (an approach that goes beyond the minimum wage concept), working conditions and union mapping in the sector, among other topics. This could be an excellent opportunity to use the research as a training moment for union leaders, so that they can participate not only as "patients", but also as "subjects". These types of methodologies exist already around the region.
3. Take advantage of the experiences that already exist in the region, for example, the experience by the RedLat (Latin American Research Network) in the studies prepared on Decent Work. Another interesting experience in the region, which could be emulated and information shared, is the study prepared by the National Trade Union School of Colombia - ENS, on the OSH conditions of workers in the palm sector in Colombia and the approach based in supply chain.
4. Political advocacy about the Safety and Health and Work-OSH should be based on strategic relationships and key actors generated by the actions of the project. It is recommended to focus the efforts and resources of the 2018 plan to organize political lobbying events with the support and active participation of the ILO, Ministry of Labour, SUNAFIL (AND ITS SINDICATO) and Congressmen of the Republic such as Congresswoman Marisa Glave, who are all sympathizers of the proposals coming from the workers of CGTP.
5. Leading the promotion of a platform with several partners, a common agenda could start with a joint campaign designed on the topic of OSH and placing the issue at a national level. The ILO is open to be part of it and share their relatively successful experiences of the region on the subject, including key issues such as Collective Bargaining by sector.
6. In order to strengthen the capacities and functionality Health and OSH Committees in 2019, it will be necessary to investigate experiences of the trade unions in the region. For example, the experience of trade unionism in Brazil, on the CIPA (Internal Commission of Prevenção de Accidents), is a good example whose instrument works well as a Social

Dialogue with the participation of workers and employers. Unlike the Committee that exists in Peru, whose operation is limited or almost null.

b) Recommendations for IESI/CGTP

1. Initiate / promote the debate about the advantages and disadvantages of Peru's being part of the OECD, focusing in the Labour Rights. We recommend greater contact and communication with the trade union confederations of Colombia, which have experience in proposing and fighting on this issue. At least one event per year should be organized jointly between these two countries, and progressively include in the discussion the Centrals of Mexico and Chile, countries that are part of the Pacific Alliance.
2. Optimize the Social Dialogue in spaces such as the CNT-Tripartite, the National Labour Council and several Commissions, such as the Minimum Wages Commission. The main intention is that these Dialogue spaces, such as the Tripartite Salaries Committee function effectively so that the CGTP does not suspend its participation as already happened before.
3. LO-Norway could support through exchanges of experiences with employers and employees of Norway, and this could contribute to strengthening processes of social dialogue, collective bargaining, and union rights. It could be an input for the new labour reforms that the Government of Peru is promoting. The final purpose will be that trade unionism supports the improvement of low democratic institutionalism.
4. In Peru, due to the complex and adverse environment for the trade union movement, the CGTP and the IESI could promote a common cooperation agenda with all the co-operators (SSO's) that act in the country, seeking to concentrate the cooperation efforts. A space of coordination can contribute to creating an agenda and a block of political-union support for the CGTP-IESI. Apparently, some attempts were made, but with limited results so far. One of the issues that should be included in the agenda with the SSOs refers to the Sustainability of IESI, in the political, technical, but mainly in the economic sphere.

c). Future topics for cooperation between CGTP-IESI and LO Norway:

1. The LO Norway cooperation program aims at "Decent Work for all". In order to achieve this, it is necessary to contribute to creating a culture of Social Dialogue, which does not exist in labour relations in Peru. For this reason, LO could support with experiences in this subject, as well as with concrete actions through future cooperation projects.
2. To focus in the agro-industry sector, and use the inputs and results of research on the OSH topic that will be carried out in 2018. This will allow designing a strategy and a continuous campaign of mobilization, awareness and training to position this issue and others to be part of the trade union agenda of the CGTP and the country. It is fundamental that both the research and the proposals to be formulated address the issue of Living Wage and Decent Work, instead of just the Minimum Wage or Basic salary. In addition, it is urgent to include in the research of the OSH, the emotional or psychosocial issue because the health complications in the workers are not all are of organic and / or functional origin. Finally, an approach based in the decent work in the supply chain will be necessary. This means that it is important to develop a specific strategy and it could start with the banana sector whose product is consumed and appreciated in European countries.

3. The issue of OSH at work will continue to be an issue that is convened, but against the threats that are being presented, it will not be enough. Issues such as pension reforms, privatization trend of social security, are all things that affect workers. It is recommended to use the OSH theme as a convener agenda item and to include it in a comprehensive campaign on topics such as: OSH, Pension Reform and Social Security. The idea with the agenda is to mobilize different local and international actors that supported the trade union movement in Peru.

4. It is recommended to focus and concentrate on the agro-livestock sector, and issues such as collective bargaining by sector, increase membership, gender participation. Above all, it is important to promote union unity with a common agenda in order to strength and build power, and this in turn will allow influencing in an effective way for the benefit of workers and the sector. It is important and recommended to initiate continuous exchanges with the Colombian trade unionism, which are suffering the same threats as the workers of Peru and have managed to develop some important strategies on the topics OECD and FTA. Similarly, it is suggested to support exchange initiatives among the workers of the agribusiness sectors, FENTAGRO of Peru and SINTRAINAGRO of Colombia.

6. ABBREVIATIONS:

CGTP	General Confederation of Workers of Peru
IESI	Institute of the Trade Union Studies
FENTAGRO	Federation of Workers of the agroindustry
OECD	Organization for Economic Cooperation and Develop
FNV	Trade Union Federation of workers of Netherlands
SASK	Solidarity Centre for Trade Union Cooperation of Finland
OSH	Occupational Safety and Health
CA	Collective Agreement
EAP	Economically Active Population
PLADES	Labour Program of Develop
GDP	Gross Domestic Product
ILO	International Labour Organization
SUNAFIL	National Superintendence of Labour Inspection
FTA	Free Trade Agreement with UE
IMF	International Monetary Fund
CEPAL	Economic Commission for Latin America and the Caribbean
SSO	Solidarity Support Organizations
INEI	National Institute of Statistics and Informatics