



Peru TPA Facts

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Real Results on Labor Rights Facts About Peru's Labor Law Protection and Enforcement

Peru has undergone a fundamental labor reform in recent years. The International Labor Organization (ILO) cites Peru under its “Cases of Progress” and praised numerous recent labor law improvements.

Peru has taken the following steps to improve its protection of workers' rights and enforcement of labor laws:

- Ratified 71 ILO conventions—including all eight of the core conventions.
- Passed major labor law reform in 2003 to address restrictions that were remnants of the Fujimori presidency. The reform reduced the number of workers needed to establish a union, eliminated prohibitions that kept workers from joining unions during their probationary period, and limited the power of the labor authority to cancel a union's registration.
- Removed prohibitions on the political activities of unions and restrictions that had limited workers who could hold union office to those employed for one year.
- Repealed compulsory arbitration requirements that limited the right to strike in essential services and issued a regulation ensuring that public servant's union dues are collected according to the intent of union members.
- Published regulations in July 2004 to strengthen labor inspections and broaden labor inspectors' powers allowing easier access to firms, improving inspectors' ability to impose sanctions, and increasing the level of fines.
- Modernized electronic system for tracking wage and hour data to ensure that workers are paid all wages due.
- Introduced additional labor law reform legislation in 2005 addressing anti-union discrimination and the right for unions to determine the criteria for striking.