



Trade Facts

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Labor Laws in Peru and Chile Similar Laws, In Line With ILO Core Labor Standards

Labor Protections in Constitution and Laws in Chile	Key Labor Protections	Labor Protections in Constitutions and Laws in Peru
All eight	ILO Core Conventions <i>How many of the eight ILO core conventions have been ratified?</i>	All eight
<p>Yes</p> <p>Yes, a minimum of 25 workers and 10% of the workforce is required to form a union in firms of more than 50 workers; a minimum of 8 workers is required in firms of 50 workers or less.</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	Freedom of Association <i>Guaranteed by constitution?</i> <i>Are there legal procedures for registration of labor unions?</i> <i>Is the organizational autonomy of unions over administrative and financial matters guaranteed by law?</i> <i>Do trade unions have the right to form federations?</i> <i>May foreign nationals lead or administer local labor unions?</i> <i>Does the law prohibit discrimination on the basis of trade union activity?</i>	<p>Yes</p> <p>Yes, a minimum of 20 workers is required to form a union.</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>
<p>Yes, but only guaranteed at the company level; not recognized for the public sector.</p> <p>The minimum requirement to bargain collectively is the same</p>	Right to Collective Bargaining <i>Is the right to collective bargaining recognized in the constitution?</i> <i>What percentage or number of workers must a union represent</i>	<p>Yes</p> <p>The minimum requirement to bargain collectively is the same</p>

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as the minimum to form a union.	<i>to engage in collective bargaining?</i>	as the minimum to form a union. If there is more than one union in a firm, they can negotiate together.
<p>Yes, except for public sector employees and agriculture workers during the harvest season.</p> <p>Yes, an absolute majority of workers in a firm must approve.</p> <p>No</p>	<p>Right to Strike</p> <p><i>Guaranteed by constitution?</i></p> <p><i>Are there legal procedural requirements that must be met in order to strike?</i></p> <p><i>Does the law allow public sector employees to strike?</i></p>	<p>Yes</p> <p>Yes, an absolute majority of workers in a firm must approve.</p> <p>Yes, except in essential services.</p>
<p>Yes</p> <p>Yes</p>	<p>Discrimination</p> <p><i>Do laws provide for equality of remuneration between men and women?</i></p> <p><i>Do laws provide for equality of opportunity in employment on the basis of factors such as gender (including pregnancy), race, and national extraction?</i></p>	<p>Yes</p> <p>Yes</p>
<p>15</p> <p>18</p> <p>No</p>	<p>Child Labor</p> <p><i>What is the minimum age for employment?</i></p> <p><i>What is the minimum age for hazardous or potentially unhealthy work?</i></p> <p><i>Special enforcement programs focused on child labor?</i></p>	<p>15</p> <p>16</p> <p>Yes, there are designated child labor inspectors.</p>
<p>Yes</p>	<p>Forced Labor</p> <p><i>Does the constitution prohibit forced or compulsory labor?</i></p>	<p>Yes</p>
<p>48 hrs</p> <p>Yes, minimum wage law with</p>	<p>Working Conditions</p> <p>What is the standard legal workweek?</p> <p>Is there a minimum wage</p>	<p>48 hrs</p> <p>Yes, minimum wage statute with</p>

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<p>adjustments determined by a tripartite committee of government, labor, and business.</p> <p style="text-align: center;">Yes</p>	<p style="text-align: center;">established?</p> <p style="text-align: center;">May workers remove themselves from dangerous working conditions without risking their jobs?</p>	<p>adjustments determined by government in consultation with labor and business.</p> <p style="text-align: center;">Yes</p>

Note: The U. S.-Chile Free Trade Agreement was approved by the House of Representatives on July 24, 2003 by a vote of 270-to-156 and by the Senate on July 31 2003 by a vote of 66-to-31.