

**Inclusion in social and
labour dialogue processes
with emphasis on youth,
gender and diversity.**



August 2023

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Our purpose

The Technical Secretariat of the CNTPE

The ST-CNTPE is a division of the Ministerial Office, comprised by a multidisciplinary team of specialists, which:

- Provides technical and administrative assistance to the National Council for Labor and Employment Promotion.
- Manages the spaces and processes of social and labour dialogue provided by the Ministerial Office.
- Provides technical assistance and accompaniment to the Regional Labor and Employment Promotion Councils.



Ordinary session N°129 of the National Labor and Employment Promotion Council (13.07.2023)



Socio-Labor Dialogue on the Future of Work for women, the youth population, people with disabilities and the LGBT community. (june 2023)



Regional Council of Labor and Employment Promotion of Arequipa (02.06.2023)



AÑOS

2023 Inclusive dialogue

2020 Virtual and hybrid dialogue

2019 Broad and thematic dialogue

2018 International dialogue

2001 Regional dialogue: CRTPE

2001 National Dialogue: CNTPE

In 2023, the CNTPE celebrated **22 years** since its reinstatement. Its Technical Secretariat has been collaborating with the development of social and labour dialogue in Peru.

3 levels of social and labor dialogue



Level of national dialogue:
National Council for Labor and Employment Promotion (CNTPE)



Meetings with the Minister of Labor and Employment Promotion



Bilateral meetings with Business associations and Trade Unions



Plenary and Technical Commissions of CNTPE



Level of regional dialogue:
Regional Labor and Employment Promotion Councils



CRTPE sessions and its committees (technical assistance)



Workshops and courses, on-site or virtual



Coordination between CRTPE and MTPE



Regional Meetings with the 25 CRTPE



Dialogue processes at regional level (topics that the MTPE seeks to socialize)



Level of broad and thematic dialogue:
Processes with national and regional scope and with the participation of Civil Society



Thematic dialogue and/or consultation processes



Forums, workshops, roundtables and meetings with social actors



Discussions with Academics, Magistrates and other specialists, to receive specialized input.



Thematic roundtables and committees



Processes for the inclusion of dialogue agendas of women, youth, people with disabilities and LGTBIQ+ groups.

Secretaría Técnica



02

Advancing in the processes of inclusion in social dialogue

Articulation of the social and labor dialogue

The ST-CNTPE promotes social and labor dialogue in the 25 regions of the country through the Regional Labor and Employment Promotion Councils (CRTPE).



Working for inclusion in the Regional Labor and Employment Promotion Councils

- The reality of **institutionalized dialogue spaces** is that they consist of **predominantly male, older and formally employed individuals**.
- However, in Peru the **rate of informal labour reaches 76.8%** and women and young people are the most affected by job insecurity.
- **Women are more affected by underemployment** and the wage gap, while **youth unemployment is almost three times higher than general unemployment**.
- In addition, the **current employment quota regulations for people with disabilities have not achieved full compliance**.
- **The LGBTQ+ population**, and more acutely the Trans population, encounter multiple situations of discrimination that **limit their access to employment**.

Thus, dialogue is shown to be a tool for improving the incorporation of these population groups into decent employment.



Why do we support inclusive dialogue and the involvement of new actors?

Social dialogue requires an approach that guarantees the recognition of the diversity of social actors and their equitable participation in decision making and implementation of public interventions and policies.

- Dialogue should be a tool for governance and citizen participation, reflecting and giving voice to the diversity of circumstances, needs, and issues that affect society.
- It empowers the organizations representing these population groups, channelling their needs through advocacy and cooperation with other social actors.
- It has an impact on the quality of public interventions (actions, programs, policies), as it makes it possible to know the opinions, perspectives, concerns and contributions from diverse backgrounds and to improve the design of these interventions.

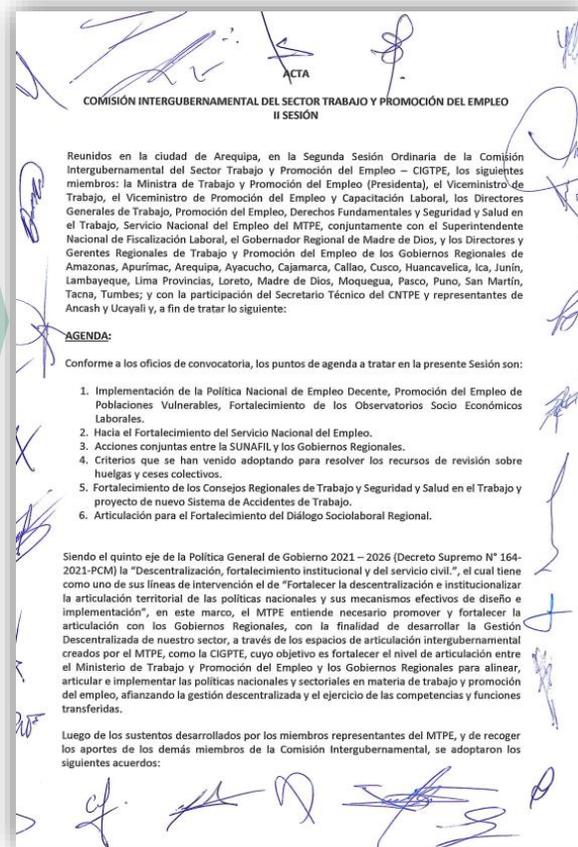


CIGTPE 2022 and CIGTPE 2023 Agreements - Focus on Social Dialogue

In February 2022, the Intergovernmental Commission of the Labor and Employment Promotion Sector (CIGTPE 2022) held a meeting at which the regional authorities committed to inclusive social dialogue. In February 2023, the CIGTPE 2023 provided an opportunity to consolidate these commitments.

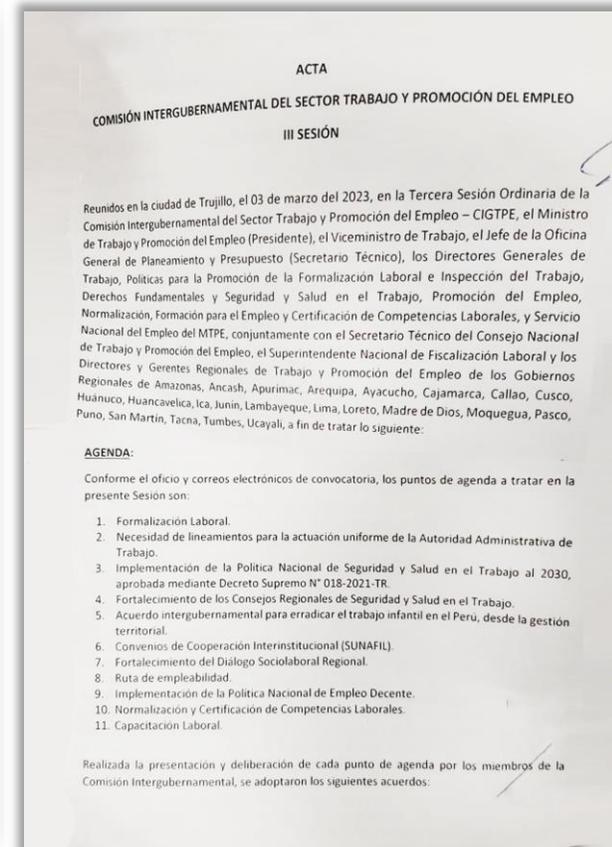
CIGTPE 2022

- Promote the integration of the CRTPEs into the Regional Youth Councils (COREJU) or other youth institutions with an impact on the region.
- Validating the participation of men and women in dialogue spaces on an equal basis



CIGTPE 2023

- The G/DRTPEs are committed to the revision of their Internal Operating Regulations, as well as the strategic plans and other management instruments of their CRTPEs.
- Organization of activities within the framework of social dialogue to strengthen the participation of youth, disabled, women's and LGBT+ organizations.



Activities carried out for the inclusion and participation of new social actors

2022



-  Events carried out by ST-CNTPE
-  Technical visits to organizations
-  Meetings with participation of special protection groups



Activities carried out for the inclusion and participation of new social actors

2023

Acceptance and reformulation of the project with TA from Socieux+. January 2023



CIGTPE Session III ("La Libertad") March 2023



Technical visit (Tacna) March 2023



Start of the project with Socieux+ April 2023



Hybrid meetings with Socieux+ groups and experts April 2023



February 2023 Technical visit (Tumbes)



March 2023 Forum: "Woman" (Callao)



April 2023 Technical visit (San Martín)



April 2023 1st National Youth Meeting (Cusco)



June 2023 Technical visit (Arequipa)

Technical visit (Junín) July 2023



Good practices for social and labor dialogue LGBT collective (Ucayali) August 2023



July 2023 Participatory preparation of the Guide for the inclusion and participation of new actors in social and labor dialogue spaces.



Events carried out by ST-CNTPE



Technical visits to organizations



Meetings with participation of special protection groups

Secretaría Técnica

"Social and labor Dialogue on the Future of Work for women, youth, people with disabilities and the LGBTQ community".



Activity 1: Situational diagnosis (April 2023)

- **8 meetings** for the incorporation of the agendas of special protection groups in the social dialogue spaces.
- **1 National Youth Meeting** for Social and Labor Dialogue and Employment, with the participation of representatives from 18 regions.

Activity 2: Participatory elaboration of a methodological guide and training of trainers for CNTPE and CRTPEs (August-September 2023)

- **7 meetings** to gather input for the guide
- **1 guide prepared by** SOCIEUX+'s experts in review

Activity 3: Training for special protection groups and regional meeting (November 2023)



From the ST-CNTPE we work for an inclusive dialogue that strengthens labor relations and contributes to the development of labor rights for all.



Thank you

*Technical Secretariat of the National Council of
Labor and Employment Promotion*