

THE PRICE OF DIGNITY - LABOR RIGHTS IN PERU



THE PRICE OF DIGNITY
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INTERNATIONAL RIGHTS AND RESPONSIBILITIES
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PERU'S LABOR MARKET
The labor market in Peru is characterized by a high level of informality, with a significant portion of the workforce employed in the informal sector. This sector often lacks the legal protections and benefits provided to formal employees.

INTERNATIONAL STANDARDS AND OBLIGATIONS
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Peru is a signatory to several international labor standards, including the International Labor Organization (ILO) Conventions. These standards provide a framework for protecting workers' rights and promoting fair labor practices.

LETTER TO THE WORKERS OF THE SHARPS
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Thecasesolutions.com is committed to supporting workers' rights and promoting fair labor practices. We believe that every worker deserves the right to a safe and dignified workplace.

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RIGHTS AND DUTIES
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Workers have the right to a safe and healthy working environment, and employers have the duty to provide such an environment. Both parties have responsibilities to ensure the well-being of the workforce.

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LEADS TO GET OUT OF THE SHIP
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HEARINGS WHAT SHIPPERS
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INTERVIEWS INTO THE FLOW OF WORK
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PERIODICITY
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LEAD BY EXAMPLE
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INDIVIDUAL BENEFIT AND CORPORATE BENEFIT

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Individual benefit is just as important as the overall corporate benefit (if not more so)

Instead of focusing on the overall corporate value and benefit when communicating collaboration; focus on the impact directly to employees. Employees care about how this will impact them on an individual basis. How will this make their jobs and lives easier?

STRATEGY BEFORE TECHNOLOGY

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LISTEN TO THE VOICE OF THE EMPLOYEE

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Companies are always so adamant about listening to the voice of the customer, but what about the voice of the employee? When going down the collaboration road within your organization it's important to make employees a part of the decision making process from step one. Listen to their ideas, their needs, and their suggestions and integrate their feedback in your technology and strategy.

LEARN TO GET OUT OF THE WAY

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By trying to enforce and police everything, you stifle collaboration within your organization. Some best practices and guidelines are fine to have but let your employees do what they need to do.

Policing them is completely counter-intuitive to the whole goal and concept of collaboration and it will make you fail.

LEAD BY EXAMPLE

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If leaders at your organization don't use and support collaborative tools and strategies then why should the employees? Leaders are very powerful instruments to facilitate change and encourage desired behaviors. If you want adoption to increase, get your management on board from the start.

INTEGRATE INTO THE FLOW OF WORK

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Collaboration should never be seen as an additional task or requirement for employees. Instead collaboration should fit naturally into their flow of work.

CREATE A SUPPORTIVE ENVIRONMENT

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There's nothing more confusing than having a digital environment that doesn't emulate the physical one. For example if you want your employees to share and collaborate using technology yet you encourage individual competition then what's the point? In this type of an environment why would employees want to share anything? A supportive environment also means having training and education resources available for employees as well as evangelists within the organization.