



THIRD ITEM ON THE AGENDA

**Follow-up to the ILO Declaration on
Fundamental Principles and Rights at
Work: Priorities and action plans for
technical cooperation****Contents**

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1. Introduction

1. The ILO Declaration on Fundamental Principles and Rights at Work of 1998, while recognizing that membership of the International Labour Organization creates an obligation for States to respect, promote and realize the principles concerning the fundamental rights that are the subject of certain Conventions, requires the ILO to assist its Members in response to their established and expressed needs –
 - (a) by offering technical cooperation and advisory services to promote the ratification and implementation of the fundamental Conventions;
 - (b) by assisting those Members not yet in a position to ratify some or all of these Conventions in their efforts to respect, to promote and to realize the principles concerning fundamental rights which are the subject of those Conventions;
 - (c) by helping Members in their efforts to create a climate for economic and social development (Declaration, paragraph 3).
2. This paper is concerned with the technical cooperation component of the follow-up to the Declaration that includes the annual reports¹ and their review² as well as the Global Reports.³ One central aim of the Global Reports is to serve as a basis for technical cooperation action plans (see Declaration, Annex, section III, A and B).⁴ At its present session, the Governing Body is called upon to draw conclusions concerning priorities with respect to freedom of association and the effective recognition of the right to collective bargaining. Four years from now, when the second Global Report on freedom of association is published and discussed by the Conference it will have an opportunity for a comprehensive assessment of the effectiveness of the assistance provided by the Organization in this field.
3. The paper first identifies the nature and scope of the *principal policy hurdles* that, for certain member States, stand in the way of respecting, promoting and realizing the principles concerning fundamental rights or of ratifying the relevant Conventions.⁵ It then explores *specific implementation questions* encountered in many countries.

¹ ILO: *Review of annual reports under the follow-up to the Declaration on Fundamental Principles and Rights at Work*, Part II, Compilation of annual reports by the International Labour Office, Geneva, March 2000 (first issued as GB.277/3/2).

² ILO: *Review of annual reports under the follow-up to the Declaration on Fundamental Principles and Rights at Work*, Part I, Introduction by the ILO Expert-Advisers to the compilation of annual reports, Geneva, March 2000 (first issued as GB.277/3/1).

³ The first was presented at the 88th Session of the International Labour Conference: *Your voice at work*, Report I(B), ILO, Geneva, 2000.

⁴ The three foundations of the Declaration – annual reporting, Global Reports and technical cooperation – are underpinned by a number of advocacy and awareness-raising activities. These are set out in Appendix II.

⁵ These are the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98). One of the sets of baseline data against which the awareness-raising activities and the current action plan

4. Since a considerable number of member States are faced with *policy* or *implementation* problems and because of the limited resources available to the ILO, the move forward is through focus and selection, and this is outlined in section II. Following a brief indication of ongoing work in the Office (section III), a selection of subregions and countries is proposed in section IV for which technical assistance could be envisaged during the first four-year cycle, provided regular budget or extra-budgetary resources are available.

II. Key areas of concern

5. *Your voice at work*, the first Global Report to be released under the Declaration, highlighted the importance of freedom of association and collective bargaining rights to the ILO's overall goal of decent work. The dynamic global picture confirmed that respect for these fundamental principles and rights at work is far from being attained everywhere or for all categories of workers.

(a) Principal policy hurdles

6. The Global Report, in the face of continuing outright prohibitions of workers' organizations and wholesale limitations on their freedom of action, urgently called for the *strengthening of the right to organize*, as it represented the key enabling right and the gateway to the exercise of a range of other rights at work. In particular, situations where trade union monopolies are state-sponsored or under state control, lacking sufficient guarantees for the independence of the trade union movement, should retain a very high priority for ILO future action. An important element of the ILO's efforts must be to strengthen the political will to recognize freedom of association, highlighting its important role in overall social and economic development. Advocacy is a key element of such efforts. Furthermore, governments may be assisted in legislative reform to strengthen these rights and eliminate impediments to the ratification and implementation of Convention No. 87. Finally, relevant assistance may also be given directly to the social partners.
7. As regards rights, the Global Report underlined the *raison d'être* for fundamental rights at work that it had addressed: the right to organize is essential to the collective representation of interests, and realization of the right to collective bargaining is the key to making this representation effective. The report noted that, notwithstanding the voluntary nature of collective bargaining, governments can be highly influential – both through legislation and through the provision of supportive institutions – in promoting collective bargaining. ILO action to *strengthen collective bargaining rights for workers and employers* will continue through assistance to governments in legislative reform where desired and by means of further support in institution and capacity building in dispute prevention and resolution.
8. The Global Report also raised particular concern over the often extra-legal hurdles affecting the rights to organize and bargain collectively, such as *anti-union discrimination* and *interference in workers' organizations*. The meaningful exercise of the right to organize must therefore also be ensured by necessary and sufficient measures for effective protection against discrimination and interference. The advocacy role of the ILO is of course
could be judged – four years from now – is ratification. When the Declaration was adopted in June 1998, 122 of the Organization's member States had ratified Convention No. 87, and 138 Convention No. 98. Two years later an additional eight ratifications had been registered for each Convention. Twenty-three member States had not ratified either of the two Conventions; 45 had not ratified Convention No. 87; and 29 had not ratified Convention No. 98. The decrease in the number of non-ratifications would indicate one form of success for the Office's activities relating to the Declaration.

particular importance here in order to raise the awareness of employers and managers regarding freedom of association and the overall gains to be had from harmonious industrial relations. The challenge is to create a climate that enables free organization, where those engaged in it can act without fear of negative consequences and where all concerned can see the benefits of this course of action and interaction. Further ILO action could therefore initially take the form of assistance in the legislative reinforcement of protection against discrimination and interference, as well as any necessary technical cooperation in building and strengthening relevant institutions, such as labour inspectorates and other machinery designed to guarantee effective protection.

9. Questions of *representativeness* have troubled governments, employers and workers where countries have moved away from de jure or de facto trade union monopolies or which are contemplating ending them, notably where they are undergoing political or economic transitions. The Global Report recognized government concerns for orderly industrial relations and the often-stated difficulty of dealing with a multitude of organizations at the national, industrial and enterprise level. To reconcile pluralism with an orderly industrial relations system, focus may need to be placed on measures for the acknowledgement of different levels of representativeness, conceding certain prerogatives to most representative organizations while providing adequate safeguards to other occupational organizations. In the global economy, this approach is becoming more and more important for workers and their organizations, as well as employers and governments, in order to ensure an efficient and effective system of industrial relations and to reinforce the strength of the representational voice and its impact at all levels. Methods for determining representativeness are an important factor in eliminating obstacles to freedom of association, as well as promoting the effective recognition of the right to collective bargaining.

(b) Specific implementation questions

10. Quite a large number of governments, when formulating their annual report and during presentations at the International Labour Conference in June 2000, indicated interest in receiving ILO technical assistance on questions of *labour law reform* linked to freedom of association or collective bargaining, covering organization, capacity building, statistical measurement and labour inspection questions. The Office feels that it should accord high priority to these requests and respond to them as soon as possible.
11. It has been further noted in the Global Report that certain sectors or categories of workers are commonly excluded from the coverage of legislation relevant to the rights to organize and bargain collectively, thus placing the realization of these rights beyond the reach of a significant proportion of the workforce at the national level and worldwide. A particular effort needs to be aimed both at providing these workers with full knowledge and understanding of their rights and at possible avenues for their exercise, as well as providing technical assistance to governments in terms of adaptation of legislation, where needed, and the provision and strengthening of supportive institutions, including those of employers in such sectors. The following stand out as most in need of attention:
 - *Export processing zones (EPZs)* are sometimes exempted from freedom of association or collective bargaining rights; sometimes the rights recognized for other workers are prevented from having practical effects due to obstacles being put in the way of the exercise of rights; and sometimes the local workers are simply not aware of or trained in organization or collective bargaining techniques. The Office proposes to continue activities that have already been started to focus on freedom of association and collective bargaining in EPZs in a number of countries, particularly in the light of the important gender element resulting from the large number of women workers in them. A targeted approach towards awareness-raising and training would

be envisaged, including training for employers in human resources development and industrial relations reflecting ILO values.

- *The public service.* This has been noted as one of the sectors most widely subjected to restrictions on the right to organize, which range from outright prohibitions to serious limitations on freedom of action, including in respect of international affiliation. The reasons for such restrictions vary from State to State and will need to be dealt with on a country-by-country basis.
- *Migrant workers, including domestic workers.* Migrant workers – a considerable portion of whom are domestics and women – face a twofold problem. Many of them work in countries or sectors in which general prohibitions are common. In countries where the right to organize does exist in general terms, non-nationals are often banned from forming or joining trade unions or are severely restricted in their basic right to a representational voice. The reasons for such restrictions are multiple and complex and, therefore, action in this respect should be specially targeted, giving due consideration to the concerns raised.
- *Agricultural workers.* About one-half of the global workforce is found in the rural sector, often living and working in arduous conditions, yet the representational gap is particularly marked for this sector. Agricultural workers are in many countries excluded from the legislation relevant both to the right to organize and collective bargaining. In particular, the large proportion of women workers in this sector face multiple obstacles to their organization and the exercise of a representational voice. Concerted action could aim at removing formal obstacles to the right to organize and the exercise of the representational voice; at promoting the creation and growth of strong rural workers' organizations; and at facilitating the creation of systems for dialogue and negotiation between employers and workers.
- *Workers in the informal economy.* The informal economy was noted as one of the areas with a significant representation gap. The Office proposes to give attention to freedom of association and collective bargaining in the informal economy during the second four-year cycle. To date, it has only limited direct experience in relation to these questions and the knowledge base should be significantly strengthened. There is only one technical cooperation project under execution, financed by DANIDA, covering *Indonesia, the Philippines and Viet Nam*, which is about half way through its activities. Its results should be drawn upon for the design of future work. Moreover, the Office is preparing a broader action plan on activities in the informal sector. Its design and implementation will provide input for the development of future work, which could examine the different forms of representation that are emerging in the informal sector and which could be developed to guarantee better exercise of the rights of both employers and workers in this sector.

III. ILO activities related to the Declaration

12. ILO field offices have been engaged in a number of activities during recent months that are referred to elsewhere in this paper. Awareness-raising exercises were organized by Area Offices and carried out with the assistance of specialists from the multidisciplinary teams (MDTs), for example on the occasion of the southern African tripartite subregional workshop in South Africa in July 2000. MDTs made their specialists available to governments when annual reports were due. Furthermore, almost all projects designed so far resulted from the field personnel's dedication and expertise.
13. At headquarters, the *InFocus Programme on Promoting the Declaration* has collaborated with other Office units on the above activities and carried out others. These have

comprised outreach activities aimed at the International Industrial Relations Association, the meeting of the Inter-Parliamentary Union in connection with UNCTAD X, and preliminary contacts with the African Development Bank. Most recently, the InFocus programme has undertaken or designed a number of technical cooperation activities for which extra-budgetary resources were made available or promised by several donors. For example, the United Kingdom Department for International Development (DfID) has detached a technical cooperation officer to the InFocus programme since January 2000. DfID also made available funds to cope with the preparation of various reports; and negotiations have started regarding financial support for future activities. Similarly, the Government of the Netherlands, in addition to the support for outreach activities indicated in Annex II, has enabled the InFocus programme to prepare a computerized database to facilitate communications with constituents and the processing and analysis of the annual reports (handled manually in the first two rounds); the background research and drafting of the second Global Report; and missions to help governments with annual reporting, seminars for sensitizing employers (*southern Africa*) and for workers (*Pakistan*), as well as for all tripartite partners (*southern Africa*). The Government of France funds a number of activities that are summarized below and include the services of one official in the InFocus programme. In the United States, Congress appropriated \$20 million to the US Department of Labor under the Rights at Work Initiative with the aim of enabling the ILO to assist developing member States, and employers' and workers' organizations in the promotion and implementation of fundamental labour standards; and a further allocation is under consideration. Funds will primarily be devoted to subregional or national technical cooperation projects such as those indicated in paragraph 15 below, strengthening technical cooperation activities and launching the global communications strategy mentioned in Appendix II.

14. France has signed an initial cooperation agreement with the ILO with a value of FF5,545,000. The agreement concerns the implementation of the Declaration in relation to freedom of association and collective bargaining in a number of French-speaking African countries and *Indonesia*, as well as other fundamental principles. In *Benin* and *Burkina Faso* this involves the development of a programme of action to implement the fundamental Conventions that they have ratified.⁶ In *Mauritania* the project, which should commence before the end of the year, will help provide the Ministry of Labour and Commissariat for Human Rights and the social partners with a joint programme of action aimed at ensuring that the fundamental principles and rights at work effectively underpin democracy, economic efficiency and sustainable development for the country. In *Indonesia* the financial support will enable the Jakarta Office and experts from the multidisciplinary team in Manila to advise the Government, social partners and Parliament throughout the process leading to the adoption of the laws necessary to reflect in Indonesian legislation the content of the fundamental Conventions that the country has ratified. The programme in *Indonesia* also includes provision for the financing of training for the military and the police force concerning respect for fundamental principles and rights at work. The agreement signed at the meeting between the Government of France and the ILO in Paris on 7 July this year foresees an additional amount of FF4,445,000 and continuation of the work begun in *Benin* and *Burkina Faso*. France is also favourable to the continuation of the work in *Indonesia*.
15. The funds from the United States are being used to design and execute projects in Asia, Africa and Latin America at national, subregional and regional levels. Several sectors of the ILO will bring their particular expertise to bear in resolving problems of freedom of association and collective bargaining from a legal, normative, practical and institutional

⁶ The United Nations Development Programme (UNDP) has decided to fund the same kind of activities in *Niger* and *Togo*.

point of view. This multi-sectoral approach is particularly evident in the case of *Indonesia, East Africa (Kenya, United Republic of Tanzania and Uganda)* and *Nigeria*. These projects will encompass labour law reform, labour administration and inspection, and dispute settlement procedures (including labour courts and mediation and conciliation bodies); they will also strengthen workers' and employers' organizations in terms of membership services and collective bargaining techniques. In *Central America*, a regional project will focus its efforts on modernizing the capacity of ministries of labour to respond to the needs of the social partners and to promote social dialogue, while in *Cambodia* efforts are under way to create or strengthen labour courts and alternative dispute settlement institutions. Finally, the ILO will provide support for the Conference of Ministers of Labour of the Organization of American States (OAS), and will produce policy papers as well as identify needs for future technical cooperation in the *Latin American* region.

16. The ongoing activities of the Freedom of Association Branch (LIBSYND) of the International Labour Standards Department are essential to the Declaration's aim of promoting the principles of freedom of association and the effective recognition of the right to collective bargaining. One recent activity has covered *Indonesia*. Several seminars on Conventions Nos. 87 and 98 were held for East-African countries (*Kenya, United Republic of Tanzania and Uganda*). At the request of the Government and social partners of *Benin*, a seminar and technical assistance mission was undertaken to address the issue of representativeness. A mission to *Morocco* reviewed problems relating to anti-union discrimination and obstacles to the ratification of Convention No. 87. A mission to *Sri Lanka* to address the problems in export processing zones and a seminar in *Nepal* to review the obstacles to the ratification of Convention No. 87 are in the pipeline for the coming months.
17. Four major units carry out relevant activities in the Social Dialogue Sector. The *InFocus Programme on Strengthening Social Dialogue* actively cooperates with other units at headquarters and MDTs in the execution of a number of multi-bilateral technical cooperation projects – such as a Belgian-funded project to promote social dialogue in French-speaking Africa (*Benin, Burkina Faso, Côte d'Ivoire, Niger and Togo*) – in which a prominent role is given to the promotion of collective bargaining. With financial support from Italy, the InFocus programme will assist constituents in *Bosnia and Herzegovina* to promote sound labour relations, based on full recognition of the principle of freedom of association and the right to collective bargaining. All technical cooperation activities carried out by the InFocus programme are principally aimed at full recognition of the principle of freedom of association, the promotion of collective bargaining at different levels of the economy and the establishment of sound mechanisms and procedures for the prevention and settlement of labour disputes. The Bureau for Employers' Activities (ACT/EMP) has initiated several promotional activities and meetings, notably the seminars involving employers in *southern Africa* and on the Global Compact mentioned in Appendix II. ACT/EMP's broader activities concerned with good human resources development and industrial relations practices also contribute to the goals of the Declaration even where they do not specifically target that outcome. The *Bureau for Workers' Activities* invokes the Declaration in much of its work and has organized specific events in *Benin* and *Brazil*. A publication, *The ILO Declaration of Principles: A new instrument to promote fundamental rights*, has been issued in English, French and Spanish, and will also shortly be available in Arabic, Portuguese and Russian. Two other publications have been issued in Spanish: *Manual para la defensa de la libertad sindical* and *Cartilla didáctica sobre la Declaración de la OIT relativa a los principios y derechos fundamentales del trabajo*. The ILO Department on Government, Labour Law and Administration (GLLAD) advises member States, when providing assistance on labour law reform, of their commitment to respect and realize the principles and rights enshrined in the Declaration, in particular as regards freedom of association. Since January 2000, this has been the case on more than a dozen occasions. GLLAD is in the process of finalizing

two publications on best practices of social dialogue in the public service and comparative trends in recently reformed statutes and regulations governing the public service.

18. The International Training Centre of the ILO, Turin, contributes to the promotion of the Declaration through both field and campus-based activities in collaboration with the International Labour Standards Department. The three most directly involved technical programmes are those on international labour standards and human rights, workers' activities and social dialogue. The Centre also recently set up a new technical programme for employers' activities that will become operational in 2001 and which will be associated with the ILO's action plan that is the object of this paper. The Centre's main initiatives include the training of experts in freedom of association and collective bargaining to increase the delivery capacity of the Office and of the Centre; sensitization activities which aim to ensure that, progressively, most of the 8,000 participants attending the Centre's activities each year become familiar with the Declaration; training activities to support the ratification of Conventions Nos. 87 and 98; the development of a substantial programme covering the provision of training to governments, workers' and employers' organizations on industrial relations, collective bargaining, alternative dispute resolution and the strengthening of mediation or arbitration services. Also foreseen is the training of ILO staff on the Declaration and its follow-up.

IV. Countries or subregions to be prioritized for action with respect to freedom of association and collective bargaining

19. This section, taking into account the identification of the nature of the *policy* or *implementation* problems identified in section II and the actual or planned activities indicated in section III, makes proposals regarding the countries or subregions for which various kinds of technical assistance could be foreseen in the years ahead. These proposals are not meant to exclude other countries or other issues that may call for priority attention in the course of the first four-year cycle on freedom of association and collective bargaining. They are in the nature of an indicative plan to enable the Office to order its interventions by degrees of priority and, in a timely manner, to allocate or seek the necessary resources, mainly financial but also human. Carrying out the many tasks foreseen implies a great effort on the part of the Office. What can be achieved obviously depends largely on the availability of both regular and extra-budgetary funds. The order in which countries will be served in the months and years ahead will result from the interplay of constituents' interest and the actual availability of funds.
20. The Office's proposals reflect several sources of information and the criterion suggested by the ILO Expert-Advisers, that is, to give priority in assistance to member States that have indicated their "willingness to move forward in concrete ways to realize the fundamental principles and rights at work".⁷ One source – the most important – have been the requests formulated in the annual reports on freedom of association and collective bargaining in countries not having ratified the two Conventions concerned or when member States' representatives spoke at the 88th Session of the International Labour Conference in June 2000. Another source were the consultations undertaken by the field

⁷ See ILO: *Review...*, Introduction by the ILO Expert-Advisers to the compilation of annual reports, op. cit., para. 18.

structure in mid-2000, which were intended to verify or specify requests, many of which had been of a very general nature.⁸

21. The table in Appendix I provides a complete summary. It distinguishes, as this paper does, *principal policy hurdles* from *specific implementation questions* and, under each of these categories, sets out the key areas of concern identified in section II above. It then separates regular budget or regular budget technical cooperation funds (RB/RBTC) from extra-budgetary sources of support. The middle column is headed “not yet covered”: this means that RB/RBTC funds have not yet been committed and no extra-budgetary funds have been sought or offered. In that respect the Director-General hereby launches a call for fresh extra-budgetary support in favour of the Declaration’s action plan. The details of this support should, of course, be negotiated between donors and the Office.

(a) Principal policy hurdles

22. *Strengthening the right to organize* along the lines of action suggested in paragraph 6 should evidently receive very high priority. Eleven countries are listed as “not yet covered” for work that would in the main be undertaken by the Freedom of Association Branch, with the support of MDTs and the InFocus Programme on Promoting the Declaration. This is likely to call for a sustained effort over a period of time. Two countries in western Africa already enjoy ILO assistance in this field with the financial support of France, and preparations for assistance to others have started.
23. ILO action to *strengthen collective bargaining rights* will be aimed at assisting governments in legislative reform where requested. Further support for institution and capacity building in dispute prevention and resolution will also be provided. Where a government’s position regarding full freedom of association remains restrictive, activities may be developed to strengthen existing collective bargaining rights and reinforcing the free and voluntary nature of collective bargaining, while raising awareness of the basic principles of democracy at the workplace.
24. Problems involving *anti-union discrimination and interference in workers’ organizations* are expected to be handled by the Freedom of Association Branch in *Latin American* countries and *Morocco* with RB/RBTC resources.

⁸ The ILO field structure – Area Offices and MDTs – contacted constituents and conveyed to headquarters a number of proposals concerning the promotion of the Declaration with respect to freedom of association and collective bargaining. Many constituents (at least 30) emphasized the need for awareness-raising activities, particularly in Africa and, in this region, on the part of both governments and employers, and in the Arab region, where the AOs and MDTs underlined the need for them. Almost as many constituents (27) called for assistance in labour law reform with a view to increasing compliance with Conventions Nos. 87 and 98. These requests originated mainly in Europe (10), the Americas (7), Africa (6), Asia (3) and one from among the Arab States (*Qatar*). Institutional capacity building was the third most frequent request, partly raised on a tripartite basis, in Africa (11), Europe (10), Asia (7), the Americas (6) with one request from an Arab State (*Kuwait*). Requests for capacity building for dispute settlement were aired in Asia (4). Fifteen governments indicated interest in improving their labour administration and inspection systems. A few countries, mainly in Africa, requested assistance on labour statistics, such as the *Democratic Republic of Congo*, *Mozambique* and *Zimbabwe*, as well as *Papua New Guinea* in Asia. Similarly, a small number of constituents mentioned EPZs (a tripartite request was expressed in the case of *Sri Lanka*) or problems with regard to the public service (*Guinea-Bissau* and *Brazil*). In addition, in its own annual report the United States expressed interest in any proposal on relevant forms of tripartite technical cooperation that the ILO might recommend.

25. *Representativeness* is a problem worrying governments not only in several *African countries* but also, for example, in *Indonesia* (where this question, among several others, will be addressed through the projects funded by France and the United States). A first step has already been taken in *Benin*, where a seminar will receive follow-up, and others could be modelled on its lines.

(b) Specific implementation questions

26. The *reform of labour law and institutions*, including dispute settlement and labour inspection, has been mentioned so frequently by governments that the Office must come forward on a priority basis with assistance in this field. Some of the countries desiring help are actually or potentially covered by several technical cooperation projects, notably *Cambodia, Indonesia, Kenya, Nigeria, Tanzania, Uganda* and *Ukraine*. Extra-budgetary support would seem indispensable for most of the other 15 countries.

27. As regards *EPZs*, nine countries are high on the list of potential Office assistance; in four of them it is actually planned to take place in the coming months and years, but the others are not yet covered by any allocations. Fourteen countries and territories in the *Caribbean* are the subject of a project that also covers labour law reform and dispute settlement, for which the US Department of Labor has provided financial support. Several other countries, however, are not yet covered by regular budget or external funds.

28. *The public service* has been mentioned by four member States. The Office envisages entering into consultations first with *Brazil*, then with the *Democratic Republic of the Congo, Guinea-Bissau* and *Slovakia* to determine the exact nature and timing of the assistance needed.

29. *Migrant workers' rights*, including those of domestic workers who migrate between countries, ought to be covered initially in *countries of the Gulf Cooperation Council*, after preparatory activities on freedom of association and collective bargaining have been carried out there.

30. *Agricultural workers* constitute the bulk of the world's workers currently unable to enjoy freedom of association and effective collective bargaining rights. When sufficient funds become available, legislative reform and awareness-raising activities for the social partners will be undertaken. In *Nepal*, a US-funded project on bonded labour includes an important component to strengthen rural workers' organizations, which is listed in Appendix I.

31. In each of the projects or activities, and not only in projects aimed at women, special attention will be given to the gender dimension. This will not only be the case where women workers constitute the majority of workers in a particular category or sector, but also in respect of activities aimed at increasing women's capacity to participate in employers' and workers' organizations and in efforts to ensure the effective realization of their rights.

32. ***The Governing Body may wish to endorse the approach outlined in this paper, and request that it be kept informed, through the Committee on Technical Cooperation, of the implementation of the activities described.***

Geneva, 4 October 2000.

Point for decision: Paragraph 32.

B. Specific implementation problems

Labour law reform			Export-processing zones		
RB/RBTC funds	Not yet covered	Extra-budgetary	RB/RBTC funds	Not yet covered	Extra-budgetary
Czech Republic	AZERBAIJAN	Cambodia (US)	Bangladesh	CHINA	Caribbean region - fourteen countries and territories (US)
Eritrea	BULGARIA	Indonesia (France)	Dominican Republic	EL SALVADOR	
Gambia	CAMEROON	Nigeria (US)	Honduras	MADAGASCAR	
Haiti	CHINA	Ukraine (US)	Sri Lanka	NAMIBIA	
	CHILE	East Africa - three countries (US)		VIET NAM	
	CUBA				
	GEORGIA	Support to OAS Ministers and regional integration (US)			
	INDIA				
	KYRGYZSTAN				
	MALAWI				
	NIGER				
	PAKISTAN				
	PANAMA				
	ROMANIA				
	URUGUAY				
Public service					
RB/RBTC funds	Not yet covered	Extra-budgetary	RB/RBTC funds	Not yet covered	Extra-budgetary
			Brazil	DEMOCRATIC REPUBLIC OF CONGO	
				GUINEA-BISSAU	
				SLOVAKIA	
Migrant workers, including domestics			Agricultural workers		
RB/RBTC funds	Not yet covered	Extra-budgetary	RB/RBTC funds	Not yet covered	Extra-budgetary
	COUNTRIES OF THE GULF COOPERATION COUNCIL			SUBREGIONS OF AFRICA, LATIN AMERICA AND SOUTH ASIA	Nepal

Appendix II

Brief summary of advocacy and awareness-raising activities

Advocacy or awareness-raising has tended to cover all four sets of fundamental principles and rights rather than only those concerned with freedom of association or the right to collective bargaining. Activities of this kind are indispensable to anchor the Declaration visibly in the context of globalization¹ and, indeed, to bring member States not yet having ratified Conventions No. 87 or No. 98 closer to realizing their principles and rights or to taking steps towards ratifying them. Advocacy or awareness-raising are also helpful in preparing or embedding technical cooperation activities. They will therefore form a continuing component of the Office's follow-up work. Some of this work will cover all four sets of principles and rights, some of it will focus on one particular set depending on the focus of interest expressed or on the technical cooperation project in question. Mention may be made here of the following.

- (a) Several activities have been aimed specifically at ILO constituents during the last 12 months or so that included regional tripartite workshops in Africa (*Senegal*, October 1999 and *Zimbabwe*, August 2000), Asia and the Pacific (*Cambodia*, December 1999), Central America (*Mexico*, April 2000) and the Commonwealth of Independent States (St. Petersburg, November 1999). National tripartite workshops were held in *Brazil* and *Uganda* in October 1999 to improve understanding of the links between development issues and fundamental rights and principles. For employers, a meeting was held in Zimbabwe in April 2000 for southern African employers. In May 2000 another was held for employers from developing countries from all regions, organized jointly by the ILO and the International Organization of Employers (with participation by representatives of the Office of the UN Secretary-General, UNICEF and the UN Commission for Human Rights), on the Global Compact. For trade unions, a national workshop was held in Pakistan in July 2000.
- (b) Broader outreach activities were carried out with the financial support of the Government of the Netherlands and included the establishment of a general Declaration website and a special site for the Global Report on freedom of association and collective bargaining, as well as the production of public service announcements on the four fundamental rights and principles scheduled for TV broadcasting in the fourth quarter of 2000 and the preparation of a major poster campaign to disseminate the message of the Declaration in workplaces throughout the world. While financial support by the Netherlands Government permitted initiation of this work, expressions of interest by a major donor has led to the design of a technical cooperation project on a global communications strategy for implementation in the coming year.

¹ They are described in greater detail in *Your voice at work*, paras. 155-165.