

Outcome 10: Workers have strong, independent and representative organizations.

Indicators	2014-15 targets	2014-15 results					
		Total No.	Africa	Americas	Arab States	Asia-Pacific	Europe-Central Asia
Indicator 10.1: Number of national workers' organizations that, with ILO support, include the Decent Work Agenda in their strategic planning and training programmes.	49 workers' organizations	38 workers' organizations	Benin Burkina Faso Côte d'Ivoire Ethiopia Ghana Kenya Malawi Mali Mauritius Uganda Zambia	Argentina Bahamas Bolivia Brazil Chile Colombia Costa Rica El Salvador Honduras Mexico Nicaragua Paraguay Peru Saint Lucia Uruguay	Bahrain Oman	Bangladesh China India Indonesia Philippines Sri Lanka Thailand	Armenia Republic of Moldova Uzbekistan
Indicator 10.2: Number of workers' organizations that, with ILO support, achieve greater respect for fundamental workers' rights and international labour standards through their participation in policy discussions at national, regional or international levels.	29 workers' organizations	28 workers' organizations	Comoros Egypt Lesotho Madagascar Namibia Nigeria Seychelles Swaziland United Republic of Tanzania Zimbabwe	Dominican Republic Ecuador Guatemala Panama Paraguay Suriname	Jordan Lebanon Occupied Palestinian Territory	Cambodia Fiji Mongolia Myanmar Nepal Papua New Guinea	Georgia Kazakhstan The former Yugoslav Republic of Macedonia

How the strategy delivered on the two or three areas of focus identified in the programme and budget 2014-15

The first focus area of the biennium, the protection of workers through international labour standards (ILS), built on previous results and lessons learned.

Trade unions ensured effective involvement in policy responses and regulatory frameworks, particularly through labour legislative reforms and rights campaigns.

In several countries and one territory, (Colombia, Egypt, Georgia, Iraq, Kazakhstan, Lesotho, Mongolia, Nepal, the Occupied Palestinian Territory, Thailand and Zambia), trade unions proposed amendments to draft labour codes, bringing them in line with ILS.

In India and Nepal, trade unions acted jointly through platforms to advocate for ratification of the core Conventions and influence labour law processes in India and the Constitutional Assembly and upcoming labour law reform process in Nepal. These platforms allowed the unions to send strong, consistent messages to the other social partners at a crucial point in the development of legal frameworks. They also enhanced the unions' capacity and increased their role in national social dialogue.

On migration, trade unions in Myanmar provided valuable input on the draft migration policy, which will improve protection of the rights of migrant workers.

Unions have also been campaigning for ratification of the Domestic Workers Convention, 2011 (No. 189) by Egypt, Cambodia, Indonesia, Lebanon and Lesotho; in the Americas, they conducted a regional campaign that led to ratification of the Convention in Argentina, Chile, Colombia, Costa Rica, the Dominican Republic and Panama.

Trade unions helped to introduce the first nationwide minimum wage in Myanmar, raise wages in Cambodia and Thailand and set minimum wages for domestic workers in Namibia.

Trade union follow-up was important in leading governments to implement recommendations made by the Conference Committee on the Application of Standards, including in Pakistan (the Labour Inspection Convention, 1947 (No. 81)), the Dominican Republic (the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111)), Mauritania (the Forced Labour Convention, 1930 (No. 29), Convention No. 81 and the Worst Forms of Child Labour Convention, 1999 (No. 182)), and Swaziland (Convention No. 87).

In the second focus area of the biennium, crisis response, trade unions focussed on increasing membership, especially by enhancing the quality and breadth of their member services and organizing precarious workers. Extending global reach and promoting alternative economic growth was also part of the strategy. New trade unions were established for groups such as youth (in the Philippines), migrants (in Myanmar and Thailand), domestic workers (in Egypt, Indonesia and Lebanon) and informal economy workers (in Armenia and Kazakhstan) and for sectors such as tourism and oil (in Oman).

Cross-border networking and cooperation were important in improving trade unions' provision of services to their members, particularly on matters relating to migration. In Myanmar, Malaysia and Thailand, unions signed a memorandum of understanding on migration. Two Thai unions appointed full-time officials and set up migration help desks in their secretariats to handle day-to-day migration issues. The Arab Trade Union Confederation (ArabTUC), the ASEAN Trade Union Council (ATUC) and the South Asian Regional Trade Union Council (SARTUC) signed a memorandum of understanding for

the promotion of interregional cooperation on migration in order to protect the interests of migrant workers, promote fundamental principles and rights at work and develop an interregional trade union position on various ongoing migration initiatives.

Trade unions in China and Africa, together with several major Chinese companies, are cooperating to promote more socially responsible investment in Africa by Chinese companies in line with the ILS and the Tripartite declaration of principles concerning multinational enterprises and social policy (MNE Declaration).

In many countries, including Argentina, Brazil, Greece, Myanmar, Tunisia and Uruguay, unions provided support for the establishment of job preservation cooperatives or capacity-building for workers in the informal sector. Worldwide, trade union contributions were particularly important during negotiations on the final conclusions of the Social and Solidarity Economy Academies in Brazil and South Africa.

How the strategy delivered support to constituents

Trade unions were provided with targeted policy advice, customized capacity building, advocacy and knowledge sharing. Related tools such as training manuals, research and policy briefs were developed.

In Kuala Lumpur and New Delhi, over 50 trade union lawyers from various countries were trained in the use of ILS in cases brought before national courts. Following this training, the ILO received requests for comments on and assessments of specific cases involving violation of the right to freedom of association.

National and regional training courses on labour law and international standards on freedom of association and collective bargaining were offered in Latin America and the Caribbean. Capacity building on trade union strategies for promoting labour law reform incorporated the comments of ILO supervisory bodies in cases involving alleged violations in Bolivia, Brazil, Chile, Costa Rica, Colombia, the Dominican Republic, Ecuador, Guatemala, Paraguay and Peru .

Training manuals or toolkits for the ratification and implementation of standards in a number of areas (freedom of association and collective bargaining, employment policies, export processing zones, occupational safety and health) were developed to support capacity-building activities. Some of these toolkits include new methods of education, including e-learning and audio-visual materials.

The sharing of experience and knowledge is part of the strategy and research and briefs, such as *Job Preservation through Worker Cooperatives - An overview of international experiences and strategies*, have been produced. In preparation for the Meeting of Experts on Sustainable Development, Decent Work and Green Jobs and for the development of an ILO approach to the challenge of a just transition for all, as well as inform constituents, *A just transition for all: Can the past inform the future?* presents and analyses a number of lessons learned.

How the strategy helped to address gender equality and non-discrimination

A number of strategic planning and training programmes for trade unions in different regions included the principles of gender equality and non-discrimination. In the context of Decent Work Country Programmes (DWCPs), trade unions focused on gender issues generally (in Papua New Guinea) and those related to labour law reform (in the Seychelles).

In Nigeria, a network for women trade union leaders was created and an action plan that incorporates gender equality was adopted.

The Trade Union Confederation of the Americas (TUCA) held its first Regional Conference for 204 women and presented research on equality and collective bargaining in the region. Trade unions in Argentina developed new tools to promote gender equality at the sectoral level through the introduction of an innovative training perspective on “masculinities”.

The ITC-Turin provided capacity building for trade unions on mainstreaming gender equality and empowering women workers (in the Arab States) and ILS mainstreaming of gender equality and non-discrimination (through interregional courses).

Significant external partnerships that have helped in delivering the strategy

The ILO implemented a regional media initiative on migration and trafficking in the Middle East, which involved trade unionists, media professionals and rights-based non-governmental organizations (NGOs) working on migration issues. This helped to advance the migrant protection agenda by explaining and debating the relevance of international labour standards and of the ILO policy agenda on fair migration and building bridges between the labour movement, human rights organizations, grassroots NGOs and journalists who report on human and labour rights.

In cooperation with a network of universities and labour think tanks, an international research project on inequality was implemented. The findings were disseminated through several publishers and discussed at the IX International Global Labour University (GLU) Conference on the theme of *Inequality within and among Nations: Causes, Effects, and Responses*, organized in conjunction with the World Congress of the International Trade Union Confederation (ITUC). The Conference, held in Berlin, was attended by more than 200 scholars and trade union experts from 40 countries.

Significant outputs	
Knowledge generation and management	<ul style="list-style-type: none"> Trade union guide on model legislative provisions on freedom of association and collective bargaining. It includes information, descriptions and a brief explanation by the ILO supervisory mechanisms (particularly the Committee of Experts on the Application of Conventions and Recommendations - CEACR - and the Committee on Freedom of Association - CFA) for each article of Convention No. 87 and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98). Offers practical and clear legislative guidance. <i>Struggle in a time of Crisis</i>. A book which includes a selection of the University of the Witwatersrand’s Global Labour Columns on the crisis, providing a reference to and support for crisis-related activities.
Upstream policy advice	<ul style="list-style-type: none"> The ILO supported the Workers’ group of the Governing Body in its advocacy on the Sustainable Development Goals (SDGs). This enabled unions to engage with governments in the Open Working Group of the UN General Assembly on the Sustainable Development Goals and the intergovernmental negotiations on the post-2015 development agenda in establishing the goals, targets and indicators to be included in the SDGs. Trade Unions successfully advocated for the inclusion of decent work, inequalities, poverty eradication, gender equality, good governance, labour rights and similar issues as goals and targets of the SDGs. Workers’ Symposium on Decent Work in Global Supply Chains (2015). Provided trade union input for the general discussion on decent work in global supply chain, to be held at the 105th Session of the International Labour Conference in 2016. Development Platform for the Americas (PLADA), which promotes a trade union vision of “development” that ensures four pillars of sustainability: the economic, social, environmental and political pillars. Through PLADA, the trade unions hope to contribute to implementation of the 2030 Agenda for Sustainable Development with comprehensive and concrete proposals that focus on decent work and present a consistent vision of workers from Canada to Argentina on ways to advance towards social justice and sustainability.

Capacity development	<ul style="list-style-type: none"> • <i>Workers' Rights in the Global Economy</i>. A Massive Open Online Course, developed by the Global Labour University in cooperation with an international team of lawyers, political scientists and economists to provide a comprehensive and multidisciplinary introduction to ILS. More than 3,000 participants from over 50 countries. Presented new ways of international trade union networking and involved young workers and activists with technical skills, who are often difficult to reach through traditional adult education. The videos produced were also used in the Organization's other training courses, presentations and e-learning activities, including distance education on OSH for African trade union members and training on core ILS and the ILO supervisory mechanism for trade union officials in Pakistan. • <i>Educating for Union Strength</i>, a handbook. Provides guidance on workers' education as vital to capacity building and the empowerment of unions.
Strategic normative support	<ul style="list-style-type: none"> • Trade union tools for defending workers' rights at the national, regional and international levels through implementation of the ILS. New and existing tools that help workers' organizations to use the ILS to defend their members' rights. • Within the framework of a regional campaign on freedom of association, collective bargaining and trade union self-reform and in cooperation with the ILO, TUCA developed a trade union toolbox. Provides practical and technical guidance that helps trade unions to strengthen labour law in the context of the implementation of Conventions Nos. 87 and 98, the Labour Relations (Public Service) Convention, 1978 (No. 151) and the Collective Bargaining Convention, 1981 (No. 154).