

Outcome 14: The right to freedom of association and collective bargaining is widely known and exercised.

Indicator	2014-15 targets	2014-15 results					
		Total No.	Africa	Americas	Arab States	Asia-Pacific	Europe-Central Asia
Indicator 14.1: Number of Member States that, with ILO support, improve the application of basic rights on freedom of association and the right to collective bargaining.	16 member States	9 member States	South Africa Swaziland Tunisia	Colombia Guatemala		Myanmar Philippines Sri Lanka	Georgia
Indicator 14.2: Number of Member States that, with ILO support, take significant action to introduce freedom of association and the right to collective bargaining in export processing zones.	3 member States	2 member States			Jordan	Bangladesh	

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

The 2014-15 strategy focused on three areas: facilitating the effective exercise of organizational rights in the rural sector, of collective voice in the public sector and creating enabling environments for national constituents to exercise organisational and bargaining rights in the export processing sector.

The biennium saw advances in the understanding and promotion of freedom of association and collective bargaining (FACB) in the rural sector and the agri-food value chain. Research carried out in Costa Rica, Malaysia, Spain and the United Republic of Tanzania helped to identify the key features of the sector and trends related to the exercise of FACB and led to the development of an intervention model that guides the efforts of constituents on plantations in that regard. A diagnostic exercise conducted in Ghana and Indonesia resulted in the development of tripartite action plans for the promotion of decent work with components on FACB rights on plantations. In Morocco, a flexible template for collective agreements covering rural workers at the regional level was developed and is being used in the negotiation of collective agreements. In Tunisia, with ILO assistance, a collective agreement covering over 500,000 agricultural workers, the first of its kind,

was signed in October 2015. The agreement is in line with many ILO Conventions, including with regard to respect for freedom of association, working time, women's and children's work and occupational safety and health (OSH).

The urgent need to address FACB gaps in Bangladesh was addressed through capacity-building for all partners and the development of regulatory frameworks through a variety of technical cooperation programmes, especially in the ready-made garment (RMG) sector. Workers' education programmes, improved union registration processes, anti-union discrimination training sessions and general awareness-raising for constituents have led to an increase in trade union registration and some improvement in the exercise of freedom of association.

The 2015 General Survey of the Committee of Experts on the Application of Conventions and Recommendations (CEACR) entitled Giving a Voice to Rural Workers has served as an important resource tool in promoting the FACB rights of rural workers. Many related awareness-raising activities were carried out in the rural sector, including special training designed to reach out to rural women workers in Malawi and South Africa, while labour inspectors in South Africa were trained to promote FACB understanding in the rural sector with a focus on agriculture.

The 2013 CEACR General Survey entitled Collective Bargaining in the Public Service: A Way Forward laid the foundations for efforts to promote the FACB rights of public servants. Promotional activities around the relevant ILO Conventions were carried out and significant results achieved, including a reference to these rights, as set out in the Conventions, by the Supreme Court of Peru.

There was also progress in promoting FACB in the export processing zones (EPZs) of a number of countries and specialized training for women workers in these zones was developed and introduced. As reported under Outcome 12, the collective agreement in Jordan's export garment sector was renewed, covering 60,000 workers for two years, and the Jordan Garment Sector Industrial Relations Joint Council was established by the social partners in March 2015 in order to administer it. The Council will also promote social dialogue; address any disputes arising in the sector; share relevant information; provide the Parties with appropriate technical services relative to the regulation of working conditions, terms of employment and relations between employers and workers; regulate relations between the Parties through collective bargaining; raise awareness of the relevant laws and collective agreements among employers and employees. The Council's mandate covers the entire sector, including factories in EPZs. This kind of collective bargaining mechanism will be used as an example in other countries.

In Bangladesh, the ILO and its international partners continue to advocate for a renewed legislative framework on EPZs in line with the fundamental principles and rights at work and the freedom of association Conventions ratified by the country. A number of officials from national institutions, including the Bangladesh Export Processing Zone Authority (BEPZA), were trained as trainers on workplace cooperation with the aim of rolling out training to factories in and outside the zones in November 2015.

The ILO also supported the training of 200 military and police officials and 55 regional staff of the Philippines' Ministry of Labour and Employment. This training raised awareness of the role of these public sector employees in ensuring the exercise of FACB rights while implementing their mandate to maintaining security and public order.

How the strategy delivered support to constituents

The bipartite and tripartite partners were guided through the social dialogue process through training and capacity building on FACB. The Office also produced manuals, handbooks and research papers on the issue, including the 2015 General Survey, Giving a Voice to Rural Workers; Freedom of association and labour inspection in rural areas: A trainers' handbook, the Trade union manual on Export Processing Zones, and the 2014 Manual on collective bargaining and dispute resolution in the

public service. The ILO helped to increase awareness of good practices in the exercise of FACB through workshops and publications. A total of 19 courses on international labour standards (ILS), with specific sessions on FACB, were conducted by the ILO International Training Centre (ITC-ILO) in Turin for 448 participants (306 men and 142 women). In addition, technical cooperation projects on fundamental principles and rights at work delivered training and advisory services to 32,644 beneficiaries from governments and employers' and workers' organizations in 16 countries. To support private sector efforts to improve compliance with FACB rights, new training tools have been developed for employers and will be piloted in 2016.

How the strategy contributed to addressing gender equality and non-discrimination

The Office's efforts to promote freedom of association and collective bargaining in export processing zones have had a direct impact on the lives of the many women working in these areas. Initiatives taken with a view to renewal of the collective agreement in Jordan's RMG industry gave rural women access to the labour market, from which they had previously been excluded. Because women account for a considerable percentage of rural and RMG workers, the focus was on empowering them to exercise their rights. Feedback on the diagnostics carried out in Malawi's tobacco sector resulted in the adoption of a tripartite national action plan.

With the adoption of the Domestic Workers Convention, 2011 (No. 189), special emphasis was placed on raising awareness of the challenges and opportunities in promoting FACB for domestic workers by developing a diagnostic tool to help national constituents to identify areas for priority action. Intensive efforts were made in the Plurinational State of Bolivia and Brazil and priority challenges with regard to the exercise of FACB by domestic workers have already been identified by Brazil.

Significant external partnerships that have helped in delivering the strategy

The Office built partnerships with influential journalists and media outlets to increase understanding of the role of FACB in development, including through a training programme, provided in late 2015, which is expected to result in better media coverage of the fundamental rights at work. The ILO also continued to build research alliances with outstanding academic institutions. Several courts and tribunals dealing with employment disputes in Africa, Asia and Latin America, including the Industrial Court of Botswana, the National Industrial Court of Nigeria, the Employment Tribunal of Maldives, the Labour Tribunal of Sri Lanka and the lower and higher courts of Colombia and Peru continued their established cooperation with the Turin Centre by sending their members to its annual Training Courses on International Labour Standards for Judges, Lawyers and Legal Educators, which includes a module on FACB. Various universities, such as the University of Mendoza (Argentina), the Universidad Nacional de Tres de Febrero (Argentina) and the Pontifical Catholic University of Chile have decided to include ILS, including FACB, in the curriculums of their Master's and Ph.D. programmes after participating in the aforementioned ITC-ILO training programme. In addition, the ILO has built partnerships with National Schools for the Judiciary in Francophone Africa. Within the framework of these partnerships, these universities have incorporated instruction in ILS and fundamental rights at work into their training programmes and, to that end, have received training, guidance and materials from the Turin Centre.

Significant outputs	
Knowledge generation and management	<ul style="list-style-type: none"> • A new Twitter application Can collective bargaining create a fairer economy? (in the ILO's InfoStories series) was launched in 2014. • Global research and country studies on FACB rights in plantations and the agri-food value chain and diagnostic reports on FACB in the rural sector, EPZs and domestic work were conducted

Upstream policy advice	<ul style="list-style-type: none"> • The 2015 CEACR General Survey, Giving a Voice to Rural Workers, was published in June 2015. • The Office assisted with the development of or follow-up to national action plans and identified priorities with constituents for the promotion of FACB in the rural sector (in Malawi and South Africa), EPZs (in Bangladesh) and domestic work (in Brazil).
Capacity development	<ul style="list-style-type: none"> • Technical cooperation projects provided training or advice on fundamental rights at work to 32,644 representatives of governments (including 130 labour inspectors) and employers' and workers' organizations. • A total of 448 people participated in training courses on FACB offered by the Turin Centre.
Strategic normative support	<ul style="list-style-type: none"> • The Office provided technical assistance and advice at the request of constituents and ILO supervisory mechanisms with a view to amending legislative and regulatory frameworks and facilitating access to justice and grievance mechanisms.