

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

Table 1: Summary of results by indicator and by typology

| Indicators   | Target   | Results   |  |  |   |  |                                     |
|--|--|---|--|--|---|--|-------------------------------------|
|  |  | Total No.   | Policies and strategies  | Programmes   | Regulatory/ Legal framework   | Capacity development   |                                     |
|  |  |   |  |  |   | <i>Institutional capacity</i>  | <i>Data collection and analysis</i> |
| 10.1 Number of national workers' organizations that, with ILO support, include the Decent Work Agenda in their strategic planning and training programme   | 28 workers' organizations, of which 7 in Africa, 8 in the Americas, 3 in Arab States, 8 in Asia, 2 in Europe | 39 member States, of which 12 in Africa, 14 in the Americas, 3 in Arab States, 8 in Asia, 2 in Europe | Benin, Ghana, Sudan<br><br>Paraguay, Peru<br><br>Palestine<br><br>Bangladesh, Cambodia, China, Indonesia | Malawi, Zimbabwe<br><br>Honduras<br><br>Jordan<br><br>Nepal, Sri Lanka   | Kenya, Zimbabwe<br><br>Lebanon<br><br>Bangladesh  | Benin, Comoros, Egypt, Ethiopia, Ghana, Kenya, Madagascar, Malawi, Uganda, Sudan, Swaziland, Zimbabwe<br><br>Antigua and Barbuda, Argentina, Brazil, Plurinational State of Bolivia, Colombia, Dominican Republic, Grenada, Haiti, Honduras, Mexico, Peru, Nicaragua, Paraguay, Uruguay<br><br>Jordan, Lebanon, Palestine<br><br>Cambodia, China, Indonesia, Philippines, Maldives, Nepal, Sri Lanka<br><br>Georgia, Romania |                                     |
| 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 | 20 workers' organizations, of which 6 in Africa, 7 in the Americas, 1 in Arab States, 4 in Asia, 2 in Europe | 24 member States, of which 7 in Africa, 7 in the Americas, 1 in Arab States, 5 in Asia, 4 in Europe   | Senegal<br><br>Malaysia, India<br><br>Bulgaria, Russian Federation                                       | Mauritius, Senegal, United Republic of Tanzania<br><br>India, Thailand, Solomon Islands,<br><br>El Salvador, Guatemala, Panama, Peru<br><br>Kazakhstan, Russian Federation, Serbia | Cape Verde, Botswana, Mozambique, Burkina Faso<br><br>Plurinational State of Bolivia<br><br>Malaysia, Fiji<br><br>Bahrain<br><br>Serbia | Plurinational State of Bolivia, Colombia Ecuador, Panama<br><br>Bahrain<br><br>Solomon Island<br><br>Kazakhstan  | Mozambique<br><br>Bulgaria          |

**Table 2: ILO results chain: Country examples**

| Country          | ILO contribution (outputs delivered by the Office)  | Results (action taken by the country)   | Gender-specific   |
|------------------|---|---|---|
| <i>Myanmar</i>   | <ul style="list-style-type: none"> <li>• <b>Training, education, advice and guidance</b> on the use of the ILO Supervisory mechanism, including the use of the provisions available within the GB and the ILC on the campaign to make the Myanmar government enact labour laws and eradicate forced labour and provide for the establishment of unions and the right to collective bargaining which had been denied for the last 20 years.</li> <li>• Assistance to the Free Trade Unions of Myanmar (FTUM) in <b>training</b> of trade union lawyers and trainers training on organizing.</li> </ul>   | <p>The labour laws were enacted in 2012 which allowed for the formation of unions. Since then some 500 unions have been established which include about 150 unions established by the FTUM with support from the ILO ACTRAV. The officials of the FTUM who had been in exile for the past 18 years returned to the country in 2012 and have begun to assist with the organisation of unions and collective bargaining.</p>  |   |
| <i>Argentina</i> | <p>Capacitación, formación a distancia, creación de equipos técnico-sindicales, redes sindicales-intercentrales, asistencia técnica para la participación activa en el desarrollo y promoción de estrategias de extensión de la seguridad social.</p>   | <ul style="list-style-type: none"> <li>• Aprobación del Convenio 102 por el Senado y la Cámara de Diputados.</li> <li>• Se aprueba la asignación universal por hijo.</li> <li>• Creación del equipo técnico sindical en la CTA, y fortalecimiento del equipo técnico multidisciplinario de trabajo decente de la CGT Argentina, ambos en su actuación para la promoción del trabajo decente. Se desarrollan talleres de formación donde participan 100 dirigentes sindicales.</li> <li>• Promoción de la equidad de género en las mesas de diálogo social nacional.</li> </ul>  | <p>Promoción de la equidad de género en el tratamiento que desde las organizaciones sindicales se da a la seguridad social.</p> |
| <i>Mauritius</i> | <p>Capacity building <b>workshop</b> of unions in Mauritius to map and assess the situation of (Corporate Social Responsibility) CSR (Dec 2012). It included activities on Multinational Enterprises (MNE) and CSR to develop technical capacities and to play an effective role in tripartite dialogue and other decision making processes at company and national level in the area of freedom of association and collective bargaining. The workshop was shaped through a participatory process where trade union representatives discussed both the CSR policy in Mauritius as well as national legislation and strengthening of labour administration. The different chapters of the ILO MNE Declaration as well as International Labour standards were used by participants as checklist for action towards MNEs and other companies, interaction with government as well as definition of common trade union platform.</p> | <p>Three working groups were established on Industrial Relations and Collective Bargaining vs. CSR:</p> <ul style="list-style-type: none"> <li>• Working and living conditions</li> <li>• Employment</li> <li>• Skills</li> </ul> <p>The Groups issued recommendations towards bipartite and tripartite action, in particular for the upcoming tripartite activity on mainstreaming the ILO MNE Declaration in national policy in Mauritius. Areas that emerged as of new interest were:</p> <ul style="list-style-type: none"> <li>• pay gap between sexes, including in MNEs</li> <li>• EPZs</li> <li>• other forms of discrimination</li> <li>• minimum national wage</li> <li>• formalization of national tripartite forum</li> <li>• re-organization of sugar service providing institutions (six institutions merged into one, redeployment, voluntary retirement scheme)</li> <li>• revision of 10 remuneration orders by December 2013</li> <li>• registration of "Conseil des syndicats"</li> <li>• amendments of eight hour work for security guards (to be promulgated)</li> <li>• informal and precarious work</li> </ul> | <p>New interest in work on pay gap between sexes.</p>   |

### Lessons learned

By bringing national unions together at regional meetings and subsequently national seminars to share experiences and understand the value and advantage of working together, union solidarity and establishing of common national action platforms has had positive effect in several countries. Union organizations have jointly negotiated on common issues with Government and employers' organizations, increasingly also through the DWCP, and influenced negotiations on international development agreements such as UNDAF. In India, eleven national trade union confederations have come together to negotiate with the government on ten important issues. This approach will be continued, particularly in countries with multiplicity of unions.

Increased capacity building, through training to trade union activists and union friendly lawyers on the understanding of International Labour Standards and how ILO supervisory mechanism jurisprudence can be used in national courts, has

proven positive for national trade unions Trade union organizations and union lawyers have used labour standards to organize, engage in collective bargaining, campaign for revision of labour laws and ratification of ILO Conventions and use the ILO supervisory mechanism to protect and promote trade union rights. As a number of countries have still not ratified core labour standards, more focus on this is needed.

Backed up with studies and research, another successful area of capacity building has been understanding the establishment and negotiations on minimum wage bargaining. In countries including Cambodia, China, Malaysia, Cape Verde, and Palestine unions have developed strategies and policies in this area and have been able to influence national policies and strengthened negotiation capacity, and in some cases increased minimum wage.

**Table 3: Summary of most significant outputs by typology<sup>1</sup>**

|   |  |
|---|--|
| <p>Knowledge generation and dissemination</p> | <ul style="list-style-type: none"> <li>• The Global Labour University (GLU): <b>Master Programmes and short term postgraduate programmes (ENGAGE)</b> for trade unionists on Labour and Globalisation, delivered in Brazil, Germany, India, South Africa. It is an institutionalized cooperation between partner universities, national and international trade union organizations and the ILO, offering a one world study and research environment to promote social justice and decent work. In an external evaluation of the 430 GLU Alumni (2004-2012) 83% stated that their analytical capacities had been enhanced after the program and 87% said that they are now more confident to contribute to discussions and projects of a political or international nature.</li> <li>• The Global Labour Column (GLC): A weekly <b>online publication</b> with more than 3000 subscribers and more than 160.000 visits (for the biennium) on its website. It publishes analytical articles of academic scholars, ILO and trade union experts on global labour issues. It provides a global forum for critical analysis and debate and plays an important role in strengthening the role and the visibility of opinions and views from the global south in the international debate. In this biennium the column gave priority to the debate on progressive responses to the global economic crisis with particular focus on macroeconomics, wages, social security policies and trade union policy campaigns and initiatives.</li> <li>• Equipos sindicales a nivel regional, subregional y nacional, <b>estudios, materiales didácticos y programa de capacitación regional sobre seguridad social y la iniciativa de los pisos de protección social</b>. La OIT, con el Centro de Turín, realizaron actividades subregionales y regionales de formación presencial y a distancia que permitieron el desarrollo de capacidades, con 62 dirigentes de 10 países, para la participación articulada del movimiento sindical de Las Américas sobre la iniciativa del piso de protección social (R202).</li> </ul> |
| <p>Policy advice and technical services</p>   | <ul style="list-style-type: none"> <li>• <b>Advisory services</b> on workers' priorities and activities provided to more than 150 member States, with direct beneficiaries totalling more than 550 institutions (national, regional and international) among workers' organizations.</li> <li>• <b>Policy advice and technical support</b> for the inauguration of the Trade Union Congress of Swaziland (TUCOSWA) in March 2012, by the merger of two national trade union centres and the national teachers union, and the adoption of resolutions that guided the development of its strategic plan in May 2012. TUCOSWA was established as a federation of trade unions in Swaziland at its inaugural congress, 11-14 March 2012. The federation was a merger of the Swaziland Federation of Trade Unions (SFTU) and the Swaziland Federation of Labour (SFL) to form TUCOSWA and was joined by the Swaziland National Association of Teachers (SNAT). The merger process began in 2008.</li> <li>• <b>Policy advice and technical support</b> by ACTRAV to the Kenya Police Union in their efforts to register their union. Linkages with unions in South Africa and Norway provided examples on the operations of police unions in those countries, as well as tripartite discussions. After a long protracted Court process, based on an application filed by four retired police officers against the registrar of trade unions, a ruling was delivered on the 14 June 2013 by the Industrial Court paving the way for the registration of the Kenya Police Union. The Labour Relations Act, that initially barred police officers from forming or joining a trade union, was ruled to be inconsistent with Articles 24 and 41 of the Constitution.</li> </ul>   |
| <p>Capacity building</p>                      | <ul style="list-style-type: none"> <li>• <b>Training</b> for more than 120 trade union friendly lawyers on the use of International Labour Standards (ILS) before national courts, with focus on freedom of association. Delivered in Latin America, Asia and Africa in collaboration with the International Trade Union Confederation (ITUC) and the International Training Centre in Turin (the Turin Centre). Lawyers shared experiences on how to use international labour standards and the recommendations of the ILO supervisory bodies to support their submissions before national judges. The <b>Compendium of Court Decisions</b> prepared by the Turin Centre, containing judgments from more than 50 countries where judges have used international law to solve the cases, was used in the training.</li> <li>• <b>Capacity building programme</b> on trade union responses to the crisis through cooperatives. The programme includes a survey on relationships between trade unions and cooperatives with over 170 responses from trade union federations; an IJLR seminar and publication on relationships between trade unions and worker/producer cooperatives. A pilot training session was organized in Athens (Greece) on trade union response to economic restructuring through conversion into worker cooperatives. An example of such a conversion is Casino Rio in Patras where workers (through the union) bought 20% of the stakes of the company (by creating a cooperative) allowing its survival. The capacity building programme has proven useful for trade unionists and organizers in a sector where information on trade union organizing and on ILO standards were lacking.</li> </ul>  |

<sup>1</sup> Many of the outputs could have been mentioned under several categories in this typology, but in order not to repeat outputs they have been categorized in only one.

|                              |   |
|------------------------------|---|
|                              | <ul style="list-style-type: none"> <li>• <b>Regional Wage Seminar in Asia</b>, including minimum wage (Indonesia, Apr 2013). The seminar focussed on training and awareness creation on wage negotiations and setting of minimum wage. Following the seminar, training and education activities on wages were held in Vietnam, China, Myanmar, Cambodia, Indonesia, Hong Kong and Malaysia. This has resulted in unions negotiating for higher wages (China, Hong Kong, Indonesia and Cambodia) and campaigns (Malaysia), including strikes (Cambodia and Indonesia) to ask for higher minimum wages.</li> <li>• <b>Trade union manual on Training of Trainers (TOT)</b> was developed including active learning methods for use by trade union educators in the Asian region to strengthen trade union education capacity building. This was also an outcome of the ACTRAV International Workers' Symposium "The Role of Trade Unions in Workers' Education: The Key to Trade Union Capacity Building".</li> <li>• <b>7 regional seminars and a concluding Conference</b> on the promotion of the Decent Work agenda and <b>publication</b> on "Putting Decent Work in the heart of social policies" reflecting the trade union's Decent Work campaign (in English and Russian). The Russian trade unions actively participated and contributed in the process of the development of a new Programme of Cooperation 2013-2016 between the ILO and the Russian Federation (signed in Dec 2012). The new General Agreement to be signed by the end of 2013 includes negotiating and promoting Decent Work agenda.</li> </ul>   |
| Policy dialogue and advocacy | <ul style="list-style-type: none"> <li>• <b>Training manual</b> on "<i>Achieving decent work for domestic workers: An organizer's manual to promote ILO Convention No. 198 and build domestic workers power</i>" (available in English, French and Spanish). Includes good practices and tips aiming at facilitating the organizing of domestic workers in trade unions. It has proven useful for trade unionists and organizers in a sector where information on trade union organizing and on ILO standards were lacking.</li> <li>• <b>Paquete de materiales didácticos:</b> "Trabajo Decente al Cubo" (OIT ACTRAV Turin). Paquete de itinerarios de formación sobre el trabajo decente para sindicalistas con el objetivo de fortalecer la participación sindical en los Programa de Trabajo Decente por País (PTDP) y los Marcos de Asistencia de Naciones Unidas para el Desarrollo (MANUD). El "Trabajo Decente al Cubo" se ha utilizado en numerosas actividades de formación a distancia y presenciales, con más de 1.000 participantes, durante 2012 y 2013.</li> <li>• Equipos sindicales a nivel regional y nacional, <b>campañas, estudios y programa de capacitación regional sobre procesos de autoreforma sindical</b>. Programa de capacitación que benefició a 400 dirigentes de 12 organizaciones de 7 países de la región. En estos países se desarrollaron o actualizaron 22 procesos de auto-reforma sindical, se promovió el fortalecimiento y creación de equipos técnico-sindicales nacionales y regionales como el Grupo de Trabajo sobre Autoreforma Sindical de la CSA, y la elaboración y publicación de instrumentos de capacitación.</li> <li>• <b>Policy advice and technical support</b> to the establishment of the Joint Action Forum consisting of six national trade union centres in Tamil Nadu (India). Promotion of Core Labour Standards (especially on C87 and C98) by the Joint Action Forum in Tamil Nadu and jointly by national trade unions on C138 and 182. Through the Joint Actions Forum, the unions campaigned for ratification of the two remaining Core Labour Standards (C87 and 98). The ILO project which supports this campaign has the total outreach to approximately 300.000 workers.</li> <li>• <b>Policy advice and technical services to trade unions in Bahrain</b> to use the ILO's supervisory mechanism to promote the implementation of Convention 111, the promotion of Convention 87 as well as assist in the elaboration and signing of the tripartite agreement in Bahrain to solve the issue of the dismissed workers and promote internal trade union democracy.</li> <li>• <b>Policy advice and technical services</b> to the Tunisian General Labour Union (UGTT) to use the ILO's supervisory mechanisms, Conventions and legal advice to assist in the ratification of new ILO standards, elaboration of the national dialogue initiative and the social contract. The efforts of UGTT were instrumental in promoting the ratification of Conventions 144, 151 and 154. UGTT has played a leading role in the elaboration and development of a national dialogue initiative for democratic transformation in the country.</li> </ul> |