



# Freedom of Association and Collective Bargaining Diagnostic Process

Freedom of Association and Collective Bargaining Diagnostic Process is about the ILO supporting Governments, employers' organizations and trade unions to work together to promote FACB in practice.

## Why

FACB benefits society as a whole through increased workplace democracy, productivity and dialogue. The diagnostic process supports member States in promoting these rights in law and practice in three particularly challenging sectors.

## Who

The diagnostic process requires tripartite involvement. The country's workers, employers and Government come together to create their own national plan of action to address their priorities and needs.

## How

The diagnostic process is a proven and successful way to empower the tripartite constituents to move forward together on FACB rights in their country. Its intention is to highlight the opportunities that exist to promote FACB.

## When

The ILO will support the country throughout each step in the diagnostic process that will last about 4 years.

## Where

The diagnostic process can be adapted for countries in all regions. Between 2010-2013, the diagnostic process was applied in Bangladesh, Indonesia, Jordan, Kenya, Malawi, the Philippines and South Africa.

### THE PHASES



#### 1. DISCOVER

The Discover phase involves a diagnostic mission looking at freedom of association and collective bargaining in a particular country and sector. It reveals the perceptions, experiences, concerns and hopes of the tripartite constituents.

- STEP 1: Identify country and sector
- STEP 2: Prepare the diagnostic mission
- STEP 3: ILO diagnostic mission



#### 2. REPORT

The Report phase analyses the discoveries in a diagnostic report. This gives the constituents insights into the perceptions and awareness of the stakeholders, and the reasons that gaps exist.

- STEP 4: Analyze data
- STEP 5: Drafting the diagnostic report



#### 3. PLAN

The Plan phase is where representatives of the tripartite constituents work together to create a national plan of action, prioritizing and setting goals for the way forward.

- STEP 6: Developing the national plan of action



#### 4. IMPLEMENT

The Implement phase is when the tripartite constituents, together with support from the ILO, bring their national plan of action to life in their own country.

- STEP 7: Implement national plan of action



#### 5. REVIEW

The Review phase allows the tripartite constituents to review how their country is implementing their plan of action, and make sure that it is responding to the needs of all the tripartite constituents.

- STEP 8: Technical review of progress and up-dating of plan of action



### THE SECTORS



Domestic work sector



Rural sector



Export processing sector

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