

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

**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>
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	11 member States, of which 1 in Africa, 3 in the Americas, 2 in Arab States, 3 in Asia-Pacific, 2 in Europe	7 member States, of which 1 in Africa, 2 in the Americas, 3 in Asia, 1 in Europe	Sri Lanka Philippines  Colombia Chile	South Africa  Philippines	Bangladesh  Georgia	South Africa  Bangladesh Sri Lanka Philippines  Georgia  Colombia Chile	
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 EPZs.	2 member States, of which 1 in Arab States, 1 in Asia-Pacific	3 member States, of which 2 in Asia and 1 in Arab States		Indonesia  Jordan	Philippines	Philippines Indonesia  Jordan	

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

Country	ILO contribution (outputs delivered by the Office)	Results (action taken by the country)	Gender specific
<i>South Africa</i>	<ul style="list-style-type: none"> <li>Diagnostic report on freedom of association and collective bargaining in the rural sector provided to the tripartite constituents</li> <li>Technical and logistic support to create national plan of action on freedom of association and collective bargaining in the rural sector</li> <li>Workshop for union organizing in the rural sector (July 2013) and workshop for rural women workers (August 2013)</li> <li>Activities for labour inspectors in the rural sector</li> </ul>	<ul style="list-style-type: none"> <li>Diagnostic report tabled in Parliament and discussed by tripartite constituents giving rise to awareness-raising of the specific issues by members of Parliament</li> <li>National plan of action adopted by tripartite constituents and implementation strategy developed. The strategy took into account gender considerations and included gender specific elements</li> <li>Ministry of Labour in partnership with ILO, has organized training on ILS and FACB for labour inspectors, with special emphasis on agricultural workers, and Labour Court Judges</li> <li>The Commission for Conciliation Mediation and Arbitration (CCMA ) has actively engaged in the training of labour inspectors giving rise to a strengthened collaboration between the two institutions</li> </ul>	√

## Lessons learned

A successful promotion of freedom of association and collective bargaining rights at the country level requires a systematic global approach, which analyses the varying country and sector-specific challenges to FACB in law and in practice and develops with the Government and the social partners tailored action plans and programmes for its promotion.

The development and finalisation of a global diagnostic tool this biennium has allowed for a rigorous first step towards full respect for FACB in particularly challenging sectors, such as the rural sector, the export processing sector and the domestic work sector. Through the application of the tool, countries start a self-determined and on-going discussion about the law and practice of freedom of association and collective bargaining. Activities organized under the ambit of the national plans of action are on-going in Bangladesh, the Philippines, Indonesia and South Africa.

A focus on awareness is especially important in sectors with high vulnerability, such as the rural sector, as many workers and employers are largely unaware of the possibilities and potentials of freedom of association and collective bargaining rights. The process of gathering information itself raised the awareness of many employers and workers, as a step towards full implementation of the rights. Building capacity and raising awareness are equally important, in particular, a training programme on freedom of association for labour inspectors in the rural sector. A training manual specific to FACB in the rural sector has been developed and pilot-tested in the Western Cape of South Africa and will be rolled out in the country and to other countries in the next biennium.

The use of a diagnostic process focussing on the perceptions of the tripartite constituents in relation to FACB rights, their pros and cons, as well as the elements challenging their full realisation, has ensured that gaps on freedom of association and collective bargaining are considered from all aspects. A national plan of action based on a shared understanding is more likely to allow the constituents to feel ownership of the priorities and aims.

The heterogeneous nature of labour relationships in such challenging sectors means that the specificities of the particular country and the sector must be fully understood by the stakeholders and taken into account in activities developed at country level. Such a holistic approach has enabled more meaningful progress in the respect for these rights on the ground... While a strong methodological process can perhaps best be developed at the global level, such processes can only be successful at the national level if they are flexible and responsive to the needs of the rural sector in particular.

Knowledge generation and dissemination	<ul style="list-style-type: none"> <li>Diagnostic reports produced for seven countries, 2012-2013</li> <li>Study on FACB rights in the MENA countries</li> </ul>
Policy advice and technical services	<ul style="list-style-type: none"> <li>Developed and produced a global diagnostic tool to gather information to form the basis of national plans of action on freedom of association and collective bargaining in the rural, export processing and domestic work sectors</li> <li>Advisory services on FACB rights provided to 5 member States, with direct beneficiaries totalling 17 institutions among employers' organizations, workers' organizations and government entities.</li> </ul>
Capacity building	<ul style="list-style-type: none"> <li>Training on FACB delivered to 65 women rural workers (South Africa, 2012 and 2013) and 20 women EPZ workers (the Philippines, 2012)</li> <li>Workshops for trade union officials on organizing in the rural sector (South Africa, 2013)</li> <li>180 labour inspectors trained in the pilot training for the Western Cape, South Africa</li> </ul>
Policy dialogue and advocacy	<ul style="list-style-type: none"> <li>Advocacy resulting in realization of national plans of action on freedom of association and collective bargaining in Bangladesh, Indonesia South Africa and the Philippines</li> </ul>