

Outcome 10 - Workers' Organizations: Workers have strong, independent and representative organizations

RESULTS BY INDICATOR

Indicator - 10.1. Number of national workers organizations that, with ILO support, include the Decent Work Agenda in their strategic planning and training programmes.

Measurement

To be counted as reportable, results must meet both of the following criteria:

1. The strategic planning and training programmes cover one or more of the following areas: international labour standards and trade union rights, social dialogue, poverty reduction, wages, employment relations, child labour, migrants, gender equality, employment, social security, informal economy, OSH, HIV/AIDS at the workplace, labour inspection, EPZs, green decent jobs.
2. The planning and training programmes include one or more of the following: ILO Declaration on Fundamental Principles and Rights at Work, Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, Global Employment Agenda, ILO Declaration on Social Justice for a Fair Globalization.

Country/Country Programme Outcome (CPO)	Measurement Criteria	Result Achieved	ILO Contribution
Africa			
Ethiopia/ETH802 Institutional capacity of workers' organizations Strengthened	1	The Confederation of Ethiopian Trade Unions (CETU) developed a yearly training programme, in line with needs assessment conducted by the training department. 300 newly elected worker representatives were trained. CETU organized 20.000 workers.	Training and equipment provided to CETU headquarters and its six branch offices to facilitate effective implementation of the strategic plan as well as to disseminate information and communicate more effectively with members. Study tour to Ghana and Kenya to provide experience on organizing strategies and policy dialogue.
	2	The training included topics on workers' rights and obligations, unionization, collective	Capacity building on training provided.

bargaining, social dialogue, etc.

Kenya/KEN802

Strengthened institutional capacity of workers' organizations

1	The Central Organisation of Trade Unions (COTU Kenya) conducted training programmes on fundamental principles and rights at work through its training institute, the Tom Mboya Labour College (TMLC).	Advice and training manuals provided.
2	The training programmes focussed on fundamental conventions, using study circle techniques. It helped influencing discussions on the DWCP and the national constitution bills.	Advice and training manuals provided.

Mauritius/MUS802

Commitment of Worker's Union in decision making process to improve productivity is effective

1	<p>The Council of Unions/Conseil des Syndicats (CDS) developed a strategic development plan focusing on capacity building of its nine confederate members in various topical issues such as HIV/AIDS, occupational health and safety, social security, social dialogue, international labour standards and employment.</p> <p>CDS was established as a unifying voice of the workers to promote trade union unity.</p>	<p>Technical support to conduct training programmes and promote discussions on trade union unity.</p> <p>ILO provided capacity building to the representatives of the nine Confederation of Trade Unions, with regard to submitting common remarks/views on the National Employment Policy, to the National Tripartite Forum. A National Trade Union Forum was held (September 2014).</p>
2	<p>The capacity building programme placed particular emphasis on workers' rights, employment creation and action against stigmatization resulting from HIV and AIDS.</p>	<p>Financial and technical support provided by ILO.</p>

Uganda/UGA802 Strengthened institutional capacity of workers' organizations	1	The National Organisation of Trade Union (NOTU) adopted a general strategic plan on all its trade union activities to influence policies on social security, employment and labour inspection.	Technical support provided on strategic plans, including to leadership training.
	2	The plan included focus on international labour standards and social dialogue.	Study visits within the sub-region.

Mali/MLI802 Strengthened institutional capacity of workers' organisations	1	The two national trade union centres, Union Nationale des Travailleurs du Mali (UNTM) and Confédération Syndicale des Travailleurs du Mali (CSTM), contributed to the review and implementation of the Lamise Pact Solidarité et Development of Mali. The dialogue between the unions strengthened solidarity and unity of workers in Mali.	Facilitated the workshop on strengthening union strategies for the unity of trade union action and internal union governance.
	2	The two national centres, CSTM and UNTM adopted a joint action plan including democratic principles, the Decent Work Agenda and mechanisms for elections.	Technical support for the development of a joint trade union action plan by CST and UNTM on the implementation of the Decent Work Agenda and mechanisms for elections. Technical support to a training workshop on collective bargaining techniques and social dialogue (December 2014).

Malawi/MWI802

Strengthened institutional capacity of workers' organisations

1	<p>The Malawi Congress of Trade Unions (MCTU) adopted a strategic plan for 2012-2015 (May 2012). In the 2014/15 biennium, as a follow-up, the strategic planning and training programmes focused on child labour, social dialogue, trade union rights and HIV and AIDS.</p> <p>Improved participation, through increased input, by worker organizations in bi- and tripartite discussions addressing issues of rights (HIV/AIDS, child labour).</p>	<p>Facilitation and technical support for MCTU affiliates aimed at strengthening their understanding of the DWA and their role towards the implementation of DWCP.</p> <p>Technical support on mutual gains negotiations and effective social dialogue. Capacity building provided on the role of trade unions in eliminating the worst forms of child labour.</p>
2	<p>The MCTU strategic plan focussed on reviewing sector unions' HIV/AIDS workplace policies and programmes to mainstream provisions of Recommendation No. 201, including in the informal economy.</p>	<p>As above.</p>

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

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b) Partnerships (external)

The ILO has forged relationships with Japan Tobacco International (JTI), a private sector enterprise, that is supporting efforts in eliminating the worst forms of child labour in the tobacco sector.

Zambia/ZMB802

Strengthened institutional capacity of workers' organisations

1	The Zambia Congress of Trade Unions (ZCTU) and the Federation of Free Trade Unions of Zambia (FFTUZ) developed strategic plans focussing on employment, social dialogue, employment relations, child labour, social security, OSH, HIV and AIDS and green decent jobs.	Facilitation and technical support on strengthening understanding of the DWA and the prioritized areas in the DWCP for Zambia to deepen involvement in DWCP implementation; bipartite training in mutual gains negotiations; capacity building on employment relationships and labour law reform process. Capacity building on green decent jobs, OSH, management of HIV and AIDS, and child labour in the informal economy.
2	Training programmes, which included focus on the Declaration on FPRW and the MNE Declaration, has enabled trade unions to effectively participate and influence the content and process of the review of the National Employment and Labour Market Policy (NELMP) and the labour law reform process.	Facilitation and technical support on the Declaration on FPRW and the MNE Declaration.

Benin/BEN802

Strengthened institutional capacity of workers' organisations

1	<p>L'Observatoire intersyndical de suivi et d'application des conventions de l'OIT sur le travail des enfants (OBISACOTE) a mis en oeuvre un plan stratégique de lutte sur les pires formes de travail des enfants par l'implication et l'organisation des femmes dans les mines et carrières et milieu rural au Bénin.</p>	<p>Plaidoyer politique a été conduit pour l'assainissement du cadre du travail des travailleurs des secteurs carrières et mines du Bénin.</p> <p>Assistance technique pour la préparation des termes de référence, plan d'action, feuille de route et budgétisation d'OBISACOTE.</p> <p>Assistance technique pour l'organisation de l'atelier de validation (octobre 2014).</p> <p>Le BIT a appuyé la mise en en place du comité local de suivi du projet.</p>
2	<p>Le plan stratégique des organisations syndicales du Bénin (2015-2016) a été validé en 2015 et intègre la négociation collective et le dialogue social. Le plan stratégique s'inspire des documents clés du BIT notamment la déclaration sur les principes et droits fondamentaux au travail.</p>	<p>Appui technique à l'élaboration du plan d'action pour promouvoir le dialogue social au Bénin par la mise en place d'une structure de dialogue social.</p> <p>Assistance technique et de conseil notamment pour la représentation des travailleurs dans le Comité national du dialogue social (CNDS).</p> <p>Appui technique pour l'élaboration d'une étude sur l'Etat des lieux des formes inacceptables de travail (ACI8) avec la participation des travailleurs.</p> <p>Le BIT a assisté, appuyé et accompagné, les organisations syndicales appuyées la conduite et la validation d'une étude portant sur les lieux et conditions de travail des acteurs du secteur des mines et carrières et concassage pour</p>

éliminer les formes de travail inacceptables (ACI8) au Bénin.

Burkina Faso/BFA802
Strengthened institutional capacity of workers' organisations

1	<p>Un plan d'action et un groupe de travail pour l'Unité de l'action syndicale (UAS) sur la gouvernance syndicale et le genre existent pour le renforcement de l'action syndicale au Burkina. Les capacités des organisations syndicales ont été améliorées concernant le genre pour le renforcement de l'unité d'action syndicale et du dialogue social.</p> <p>Les assesseurs travailleurs sont plus compétents pour défendre les droits des travailleurs dans les tribunaux du travail notamment dans les domaines des principes et droits fondamentaux au travail.</p>	<p>Atelier (2014) pour renforcer les capacités des organisations de travailleurs concernant la participation des femmes dans la gouvernance de l'Unité d'Action Syndicale, ainsi que par le dialogue social et le respect des normes.</p> <p>Appui technique pour la formation réalisée en faveur des assesseurs travailleurs.</p> <p>Un guide pour les assesseurs travailleurs a été réalisé et validé au cours d'un atelier organisé en février 2014</p>
2	<p>Les assesseurs travailleurs se sont appuyés sur les principes et droits fondamentaux au travail, en particulier concernant le genre et le dialogue social.</p>	<p>Voir ci-dessus.</p>

Cote d'Ivoire/CIV802

Strengthened institutional capacity of workers' organisations

1	<p>Le bureau exécutif de l'Union Générale des Travailleurs de Côte d'Ivoire (UGTCI) est doté d'un plan stratégique sur quatre ans et un planning de formation syndicale pour le renforcement et la redynamisation de leurs structures.</p> <p>Ce plan intègre la formation en négociation collective et sur les droits et principes fondamentaux au travail dans le cadre de la mise en oeuvre de l'Agenda du travail décent ainsi que les questions portant sur les élections professionnelles.</p> <p>Les centrales syndicales de la République de Côte d'Ivoire (RCI) sont engagées dans le processus des élections.</p>	<p>Atelier sur la négociation collective et les droits et principes fondamentaux au travail.</p> <p>Appui technique à la préparation des travailleurs pour leur participation aux élections professionnelles (30 leaders syndicaux des 6 centrales sont renforcés dans le domaine des principes et droits fondamentaux au travail).</p>
2	<p>Le programme de formation des organisations de travailleurs de la République de Côte d'Ivoire (RCI) prévoit le renforcement des compétences des leaders syndicaux dans les domaines de la négociation collective et des droits et principes fondamentaux au travail; ces leaders participent effectivement aux élections professionnelles et aux négociations collectives sur les révisions du code de travail et les autres accords sectoriels.</p>	<p>Appui technique à l'organisation d'un atelier de renforcement de capacités.</p>

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a) Gender equality and non-discrimination

b) Partnerships (external)

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UNINetwork

Ghana/GHA802 Strengthened institutional capacity of workers' organisations	1	Ghana Trade Union Congress (GTUC) conducted training programmes on International Labour Standards, ILO Supervisory Mechanisms and Enforcement of Workers Rights (for 80 members). In addition, the Ghana Agricultural Workers' Union (GAWU) conducted several training programmes on child labour.	Technical support for the training programmes.
	2	The training programmes included ILO Declaration on Fundamental Principles and Rights at work, Enforcement of Workers Rights, ILO Supervisory Mechanism and Employment issues. This to support workers' contribution to national dialogue processes.	Technical support to the development of the course curriculum.

Arab States

Bahrain/BHR802

Strengthened institutional capacity of workers' organisations

1	<p>The General Federation of Bahrain Trade Unions (GFBTU) continue its efforts to fully implement the ILO brokered tripartite agreement (still 12 un-solved cases and GFBTU is working to finalize it) to reinstate all suspended and dismissed workers based on Conventions Nos. 111 and 87.</p> <p>In order to influence the national development plan, socio-economic policies and decent work for migrant workers, GFBTU developed a media campaign, including partnerships with local and regional media to reach out to and organize migrant workers in Bahrain. The campaign was based on the ILO standards, mainly on equal treatment for migrant workers.</p>	<p>Technical advice to support the role of GFBTU in the tripartite committee that follows the agreement.</p> <p>ILO support to organize a media workshop in Beirut and provided technical support to the GFBTU to reach a consolidated action plan aiming at enhancing its ability to influence public policies and GFBTU outreach efforts towards migrant workers.</p>
2	<p>The General Federation of Bahrain Trade Unions has set up a specialized team to develop position papers and key messages based on the international labour standards and fundamental principles and rights at work.</p>	<p>Technical support and coaching to GFBTU trainers to independently train their co-workers.</p>

Oman/OMN802

Strengthened institutional capacity of workers' organisations

1	<p>The General Federation of Oman Trade Unions (GFOTU) held its first congress (after its founding Congress), February 2014, and adopted a recommendation to ratify ILO Conventions Nos. 87 and 98, and to amend the labour law in line with International Labour Standards. It developed an action plan focusing on trade union rights, collective bargaining and social dialogue. It started the establishment of sectoral unions in targeted sectors such as tourism and oil.</p> <p>GFOTU institutionalized training units in its structure and their trainers conducted trainings and awareness raising sessions for GFOTU affiliates on International Labour Standards, social dialogue, and fundamental principles and rights at work.</p> <p>A media and communication action plan on trade union rights was developed to reach out to migrant workers.</p>	<p>Technical support to hold the GFOTU Congress.</p> <p>Technical support to form a training team of 15 trade unionists on training techniques and key priority issues for trade unions.</p> <p>ILO provided support to the GFOTU to hold a media workshop and develop an action plan aiming at enhancing its outreach efforts towards migrant workers.</p>
2	<p>The GFOTU trainers were able to carry out training on key issues related to the ILO Declaration on Fundamental Principles and Rights at Work.</p> <p>The media and communication action plan was based on the ILO Declaration on Fundamental Principles and Rights at Work and the ILO Declaration on Social Justice for a Fair Globalization.</p>	<p>Technical support and coaching to the trade union trainers.</p>

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

b) Partnerships (external)

The GFOTU congress elected two ladies for its executive board and adopted a policy to encourage women workers participation

The media workshop was conducted in partnership with PANOS institute

Asia and the Pacific

China/CHN802

Strengthened institutional capacity of workers' organisations

1	<p>All China Federation of Trade Unions (ACFTU) adopted a guideline to implement the State Council Provision on providing better services to rural migrant workers.</p> <p>Initial joint cooperation mechanisms between ACFTU and national trade union centres of some African countries, together with some major Chinese companies, have been established to promote more socially responsibly investment of Chinese companies in Africa.</p>	<p>Workshop (April 2015) organized on social protection for rural migrant workers to review barriers facing rural migrant workers, particularly the portability difficulty and identify solutions with reference to some EU and Asian experiences. The findings of the workshop contributed to the implementation of the Guideline.</p> <p>Technical support to the ILO/ACFTU workshop (March 2015) on labour standards. Trade union officials from the central and local levels were trained on the relevant ILS and experience of other countries on remuneration and working time standards (labour quota).</p>
2	<p>The guideline includes actions and measures trade unions can take at various levels to help rural migrant workers better access to social security schemes and enjoy equal social and political rights in urban areas.</p> <p>The joint cooperation mechanisms between ACFTU and national trade union centres of some African countries, together with some major Chinese companies, are in line with the MNE declaration.</p>	<p>Technical contribution on international labour standards and MNE declaration to the China-African Trade Union Leaders Forum on "Labour relations and role of trade unions in MNCs", which aimed to build a cooperation platform between Chinese companies and African trade unions and advocate Chinese companies on international labour standards.</p>

Thailand/THA802

Strengthened institutional capacity of workers' organisations

1	<p>Building on earlier results to organize migrant workers and having signed a Memorandum of Understanding (MOU) with Cambodian unions (National Trade Union Alliance Chamber of Cambodia (NACC), Cambodian Confederation of Trade Unions (CCTU) and Cambodian Labour of Confederation (CLC)) in November 2013, Thai unions have played a crucial role as advocates, watchdogs and protectors of migrant workers' rights.</p> <p>State Enterprises Workers' Relations Confederation (SERC) strengthened cooperation with Migrant Workers' Rights Network (MWRN) and trained more than 100 migrant workers on labour rights (2015); trade unions strengthened networking with civil society, such as the Sex Workers' Association, to organise migrant workers and protect their rights.</p> <p>Trade unions submitted a demand to the government for the effective implementation of the minimum wage as well as its increment from 300 baht to 360 baht to be effective from January 2016.</p>	<p>Technical support provided, including to workshop on organising the unorganised, including migrants, in Bangkok (June 2015).</p> <p>Technical support provided to the SERC capacity building training for young labour leaders in Mahachai (2014) and in Bangkok (2015).</p> <p>Technical inputs were provided. A national union strategic meeting for the implementation and adjustment of the minimum wage (October 2015) for developing monitoring mechanisms of the minimum wage implementation was held.</p>
2	<p>Trade unions have submitted a letter of demands to the Junta government twice (in 2014 and 2015) for the ratification of Conventions Nos. 87 and 98. They have also submitted a draft Labour Law, revised in accordance with the principles of Conventions Nos. 87 and 98.</p> <p>112 young union leaders, trained on</p>	<p>Interactive dialogue and consultations with union leaders in Bangkok (2014 and 2015).</p>

Conventions Nos. 87 and 98, have advocated union members on labour and trade union rights and promoted international labour standards in workplaces.

Indonesia/IDN802

Strengthened institutional capacity of workers' organisations

1	<p>Four main national confederations worked together and developed strategic plans reflecting common agenda in regard to promotion of decent work, wage policies, migrants and labour law reforms.</p> <p>The four main national confederations, Konfederasi Serikat Pekerja Indonesia (KSPI), Konfederasi Serikat Buruh Seluruh Indonesia (KSBSI), Konfederasi Serikat Pekerja Seluruh Indonesia - Rekonsiliasi (KSPSI-R) and Konfederasi Serikat Pekerja Seluruh Indonesia – Congress Jakarta (KSPSI-Congress Jakarta) adopted an action plan for organizing and advocacy for decent work for migrant workers, including union-to-union cooperation for ratification of ILO Convention No. 189.</p> <p>The training programmes of the unions incorporate knowledge dissemination on ILO standards and are aimed at building capacity for organizing, collective bargaining and social dialogue over wage policy and labour law reforms in line with ILO Convention No. 87.</p>	<p>With funding from the Governments of Australia and the United States of America and from the European Union and in cooperation with the Better Work programme, ILO seminars and workshops over the biennium were specifically aimed at promoting joint policy development, promoting common agenda and advocacy for decent work in union programmes. Technical support to prepare and implement the action plans for organizing and decent work for migrant workers.</p>
2	<p>The action plans of the unions on organizing Indonesian migrant workers includes focus on advocacy for amendment of Indonesian Law Number 39/2004 (on Placement and Protection of Indonesian Workers Abroad) to promote fundamental principles and rights of workers, especially for freedom of association and social protection.</p>	<p>With funding from the Governments of Australia and the United States of America and from the European Union and in cooperation with the Better Work programme, technical support through activities under the ILO's Decent Work Country Programme (through ILO seminars and workshops) contributed towards this capacity for training and helped in development of the education materials.</p>

	<p>The training programmes for union leaders include promoting fundamental principles and rights at work, principles of wage fixing as recommended under Convention No. 131 and rights awareness of domestic workers as recommended by Convention No. 189.</p> <p>Trade Unions actions plans for reforms of industrial relations include promotion of fundamental principles and rights at work and common decent work agenda.</p>	
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Philippines/PHL802
Strengthened institutional capacity of workers' organisations

1	<p>The main national Federation of Trade Unions in Philippines, including the Trade Union Congress of Philippines (TUCP), Federation of Free Workers (FFW), Sentro ng mga Nagkakaisa at Progresibong Manggagawa (SENTRO), Kilusang Mayo Uno (KMU), and Associated Labour Unions (ALU), established a joint working group on workers in the informal economy (WIE) to put this issue on the agenda of the National Tripartite Industrial Peace Council, including the advocacy for a Magna Carta for workers in the informal economy.</p> <p>A coalition of public and private sector trade unions established an advocacy campaign for ratification of Convention No. 151 and succeeded in getting all concerned authorities and institutions to support the ratification (Presidential endorsement to the legislative is now needed).</p> <p>Philippines trade unions established an Apprenticeship Program for Organizing in the 21st Century, under which new organizers are being trained not only on organizing strategies but also on international labour standards, decent work and collective bargaining skills with a view to improve and sustain the capacities of the labour movement to organize workers.</p>	<p>Technical support, including to workshops and meetings for developing union's joint policy and common agenda for formalizing and decent work in Informal Economy. Assistance in putting together follow up action plans for advocacy and organizing actions in support of decent work for workers in informal economy.</p> <p>Technical support, including to the media advocacy event, to facilitate unions' social dialogue with the Legislators and the Media for political support towards ratification of Convention No. 151.</p> <p>Technical support provided to unions through ILO workshops and seminars on decent work, leadership programmes for youth and collective bargaining, involving all major unions in Philippines to promote capacity to organize workers in the public and private sectors as well as in the formal and informal economies.</p>
2	<p>The common action plan of the national confederations for decent work for workers in informal economy includes review of the labour code with a view to promote</p>	<p>As above.</p>

fundamental principles and rights at work for informal economy workers.

The unions' strategy for advocacy for rights of public sector workers based on the need to promote fundamental principles and rights at work for all and reflects the principles of the ILO Declaration on Social Justice for fair Globalization.

The trade unions training programmes include focus on promoting fundamental principles and rights at work, especially ILO principles on freedom of association and collective bargaining.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

- The ILO tried to ensure gender equality in the abovementioned activities. For the series of Basic Trade Union Leadership Trainings there were 40 female participants out of the 83 total participants. Gender equality and non-discrimination were also integrated in the presentation of the core conventions and the case studies for shop stewards and collective bargaining. Participants were also given softcopies of the following ILO materials as reference for collective bargaining: Freedom of Association for Women in EPZs and Promoting Equality: Gender Neutral Job Evaluation for Equal Pay. In the training on Organizing in the Public Sector there were 15 females and 20 males, while in the Social Dialogue Workshop for MWCD, 10 out of the 20 participants were females.

b) Partnerships (external)

- The conduct of the series of Basic Trade Union Leadership Trainings were funded by the Swedish International Development Assistance (SIDA) under the Freedom of Association and Right to Collective Bargaining Projects.

Bangladesh/BGD802

Improved capacity of the workers organizations contributes to effective DWCP implementation at country level.

1	<p>National Coordination Committee for Workers Education (NCCWE) submitted policy recommendation for Bangladesh Labour Act (BLA) implementing rules in June 2015.</p> <p>Newly registered unions are established as a result of the implementation of workers' education programme run by National Coordination Committee for Workers Education (NCCWE).</p> <p>Four informal construction workers' unions organized and improved their capacity to deal with informality and vulnerability.</p>	<p>Technical inputs in drafting the modules covering workers' rights, FOA, Labour management Cooperation and active learning.</p> <p>Support to capacity building through NCCWE:</p> <ul style="list-style-type: none"> - 3 days training of trainers (TOTs). - Train the trainers in the Ready Made Garment sectoral union federations. - Training of trainers focusing on OSH and labour law, workers organizing, Freedom of Association (FOA) and Negotiation, emphasizing ILO Conventions Nos. 161 and 187 on OSH. - How to address informality and vulnerability issues and reach out to informal economy workers. <p>Capacity building of four informal construction unions focusing on improving working conditions and OSH, making references to Convention No. 87 and OSH Conventions.</p>
2	<p>The policy recommendations submitted by NCCWE for BLA were based on ILO Conventions Nos. 87 and 98.</p>	<p>Technical expertise for NCCWE regarding BLA implementing rules in line with ILO Conventions Nos. 87 and 98.</p>

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

Action plan and recommendation addressing gender equality and non-discrimination related issues at the workplace formulated as a result of Training on Women leadership involving 36 NCCWE union organizers and members in September 2014.

b) Partnerships (external)

Partnership with BILS (Bangladesh Institute for Labour Studies) resulted in a study on workers' rights.
 Collaboration with TUSSO (Trade Union Solidarity and Support Organization)
 Partnership with Occupational Safety Health Environmental (OSHE) Foundation, a workers led NGO contributed that ILO tools and methodology

on Work Improvement in Small Construction Enterprises (WISCON) & ILO OSH Guidelines are applied.

India/IND802

Strengthened institutional capacity of workers' organisations

1	In 2015, all 12 central trade unions in India included parts of the Decent Work Agenda, mainly ratification and implementation of core conventions, wages and social dialogue in their agenda and reflected them in their actions and training programmes.	Training programmes conducted in 7 States on promotion of ratification of Core Labour Standards, specifically on Conventions Nos. 87 and 98.
2	<p>The national platform of trade unions, through their 12-point Charter of Demands adopted at the 46th national tripartite Indian Labour Conference, influenced the labour law process in India.</p> <p>The trade unions campaigned for labour laws to be in conformity with core labour standards, reaching the Government, employers and 500.000 grass-root workers.</p>	Trainings and training of trainers on Conventions No. 87 and 98 and technical inputs for the campaigns provided.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

From June 2015 trade unions conducting training sessions using ILO guide on prevention and response to sexual harassment in a sustained manner in 2 States.

b) Partnerships (external)

Academicians, research institutions.

Sri Lanka/LKA802

Strengthened institutional capacity of workers' organisations

1	Each of the the three trade union organizations, the Sri Lanka Nidahas Sewaka Sangamaya (SLNSS), the Ceylon Workers Congress (CWC) and the National Association for Trade Union Research and Education (NATURE), developed and carried out training programmes about their individual and collective rights on international labour standards, including gender, HIV/AIDS, and freedom of association and collective bargaining, enabling them to seek and secure more opportunities of decent work.	With funding from the Governments of Sweden and the United States of America, technical support on gender mainstreaming, international labour standards, trade union rights, and social dialogue provided for 15 Sri Lanka Nidahas Sewaka Sangamaya (SLNSS) training workshops, 5 Ceylon Workers Congress (CWC), training workshops, and 2 National Association for Trade Union Research and Education (NATURE) training workshops. Technical assistance in supporting workshops with the purpose of sensitizing trade union workers on gender mainstreaming and equality.
2	The above capacity building training programmes included components on the ILO Declaration on Fundamental Principles and Rights at Work. Furthermore, training programmes conducted in the readymade garments factories and/or Free Trade Zones included components on fundamental principles and rights at work, and a reference to standards including the Multinational Enterprises and Social Policy (MNE) Declaration.	With funding from the Governments of Sweden and the United States of America, technical support on Fundamental Principles and Rights at Work provided for several workshops.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

The above capacity building training programmes for SLNSS, CWC, and NATURE were specifically designed to target both male and female workers (approx. one-third female) in mid-level leadership positions.

b) Partnerships (external)

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Europe and Central Asia

Republic of Moldova/MDA802

Strengthened institutional capacity of workers' organisations

1	<p>Occupational Safety and Health experts from the National Trade Union Confederation of Moldova (NTUCM) implemented a training plan in 18 regions and 3 branch levels for trade union leaders and members.</p> <p>The trade unions issued a position paper on the informal economy. Trade unions actively participated in the preparatory phase and in the validation of the ILO's report on informal economy.</p> <p>Trade unions have enhanced capacities in using the ILO Supervisory Mechanisms for better protecting workers' fundamental rights. A Representation submitted by the NTUCM in 2013 has been found justified by CEACR. The Government of Moldova was criticized for amendments to the Law of State Control decreasing the capacities of Labour Inspection. During the biennium (2014-15), the NTUCM has used the CEACR conclusions in campaigning for changing the amendments. This has led to the decision of the Government to change the amendments in line with international labour standards.</p>	<p>Training of trainers provided to 18 selected experts of the NTUCM on ILO and EU OSH standards; and on the role of OSH Committees in the implementation of OSH Standards with focus on the use of risk evaluation at company level.</p> <p>Printing and translation of booklets on ILO OSH Conventions and EU Directives.</p> <p>Support to the trade union manual "Informal Economy and trade unions". This was used as a basis for issuing a position paper on the informal economy in Moldova.</p>
2	<p>Training programmes are based on ILO OSH standards and promotion of the principles of the Tripartite ILO Declaration on MNEs and Social Policy, Declaration on Social Justice for a fair Globalization and gender equality principles.</p> <p>The NTUCM had an important contribution in the successful undertaking of the Regional</p>	<p>Advisory services and training (as above).</p> <p>ILO facilitated a regional Conference on the transition from informal to formal economy.</p>

Conference on the transition from informal to formal economy organized in September 2015.

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a) Gender equality and non-discrimination

b) Partnerships (external)

During TU training programmes the aspect of gender equality has been emphasized.

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Armenia/ARM802

Strengthened institutional capacity of workers' organisations

1	The Confederation of Trade Unions of Armenia (CTUA) developed, adopted a strategy on protection, organizing and representation of informal and agriculture workers.	<p>Capacity building and training of future trade union leaders on international labour standards and trade union rights, social dialogue, informal economy and wages.</p> <p>Training on social dialogue and collective bargaining for newly elected trade union officials in the Academy of Labour and social relations in Russia (March 2014).</p> <p>Consultations with the ATUC leadership on strategic planning (April 2014), including a strategic planning workshop for the Agriculture workers' union (June 2014).</p> <p>Training workshop on informal workers' organizing and protection and sub-regional informal economy event for trade unions in Armenia (September 2014).</p>
2	As part of the strategy on protection, organizing and representation of informal and agriculture workers, the CTUA representatives organized training on the ILO Declaration on Fundamental Principles and Rights at Work and the ILO MNE Declaration.	<p>Training on social dialogue and collective bargaining for newly elected trade union officials in the Academy of Labour and social relations in Russia (March 2014).</p>

Uzbekistan/UZB802
Strengthened institutional capacity of workers' organisations

1	The Federation of Trade Unions of Uzbekistan (FTUU) strategic planning and training programmes covered the following areas: ILS and trade unions rights, social dialogue, informal economy, child labour, OSH, labour inspection, gender equality.	<p>Technical advice to FTUU in strategic planning and development of training programmes. ILO participated in and facilitated the trade union conference and further training on ILS, protection of workers' rights and social dialogue, organized in conjunction with signing of the first DWCP Uzbekistan (April 2014).</p> <p>ILO participated in and facilitated the training on OSH, prevention of occupational accidents and diseases at the workplace, including in agriculture (October 2014). Presentation of the manual on OSH in small farms (WIND) and IPEC's manual for parents.</p> <p>Technical support to the Uzbek trade unions for the sub-regional training on the ILO Guide "National employment policies for workers organisations" (April 2015).</p>
2	The FTUU training programmes included the following topics: ILO Declaration on Fundamental Principles and Rights at Work.	<p>ILO participated in and facilitated the trade union's round table on decent work, with participation of the national Parliament, the Minister of Labour and employers (October 2014).</p> <p>The ILO Declaration on fundamental principles and rights at work translated into Uzbek and presented during the workshop.</p>

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

-

b) Partnerships (external)

Cooperation with ITUC to promote East-East cooperation and exchange of experience between trade unions in the sub-region by providing policy

advice, comments, exchange of visits, etc.; with Friedrich Ebert Foundation - on collective bargaining and MNEs.

Latin America and the Caribbean

Bolivia/BOL103

La COB desarrolla un programa de formación de dirigentes (hombres y mujeres) sobre el sistema normativo de la OIT

1	<p>La Central Obrera Boliviana (COB) implementó un plan de formación para el tránsito de la economía informal a la economía formal y se creó una red de 18 formadores, los cuales con manuales de formación y formador propios han desarrollado cursos de formación en 12 sindicatos de centros de trabajo localizados en La Paz y El Alto (2015).</p> <p>En materia de diálogo social se desarrolló un curso de formación de 4 meses para 30 dirigentes del Comité Ejecutivo Nacional en temas de diálogo y negociación (2014).</p>	Asistencia técnica para el diseño e implementación de los planes de formación promoviendo la descentralización de los esfuerzos de la COB con el fin de extender la cobertura geográficamente.
2	La COB a nivel de sus procesos de planificación y diseño de programas de formación han incorporado la declaración de la OIT relativa a los principios y derechos fundamentales en el trabajo y la Declaración de la OIT sobre la justicia social para una globalización equitativa.	Asistencia técnica para fortalecer y desarrollar el programa y estrategia de formación de la COB en estos ámbitos.

Colombia/COL802

Contribuir al fortalecimiento de las capacidades sindicales para promover el trabajo decente, la libertad sindical y la negociación colectiva

1	<p>La Central Unitaria de Trabajadores de Colombia, la Confederación de Trabajadores de Colombia, y la Confederación General del Trabajo de Colombia han incluido en su planificación estratégica la promoción de la afiliación y la negociación colectiva.</p> <p>Las tres centrales sindicales elaboraron un pliego unificado para los trabajadores del sector público, y cada una desarrolló un plan de formación/asesoría para la negociación colectiva en el marco del nuevo Decreto 160/2014. Dicho pliego nacional unificado se negoció a inicios del 2015, favoreciendo con el resultado a más de 1.200,000 trabajadores del sector público en Colombia.</p> <p>Cada una de las tres centrales de Colombia desarrolló un plan de formación/asesoría para la negociación colectiva en el marco del nuevo Decreto 160/2014. La Central Unitaria de Trabajadores de Colombia ha actualizado su plan de crecimiento sindical, la Confederación de Trabajadores de Colombia, y la Confederación General del Trabajo de Colombia se encuentran implementando sus estrategias de crecimiento.</p>	<p>Asistencia técnica para incidir en la importancia de considerar la negociación colectiva y el crecimiento sindical como tareas esenciales de la organización sindical.</p> <p>Asistencia técnica para la capacitación de negociadores y se proporcionó un manual para la elaboración del pliego de solicitudes que las organizaciones sindicales presentaron a las distintas instancias del gobierno (inicios 2015).</p>
2	<p>La Central Unitaria de Trabajadores de Colombia, la Confederación de Trabajadores de Colombia, y la Confederación General del Trabajo de Colombia han incorporado en la formulación de sus planes estratégicos la declaración de la OIT relativa a los principios y derechos fundamentales en el trabajo y la</p>	<p>Asistencia técnica para fortalecer y desarrollar el programa y estrategia de formación en estos ámbitos.</p>

Peru/PER802

Las Centrales sindicales elaboran y ejecutan un Plan de acción para la promoción de la igualdad de oportunidades entre hombres y mujeres e incrementar la afiliación sindical

1	<p>La Confederación General de Trabajadores del Perú, la Central Unitaria de Trabajadores, la Confederación de Trabajadores del Perú, y la Confederación Autónoma de Trabajadores del Perú han adoptado un plan de formación del tránsito de la economía informal a la economía formal, en base a la Recomendación 204 adoptada en la 104 Conferencia Internacional del Trabajo. Se han formado equipos de seguimiento de la implementación de los planes adoptados.</p> <p>Los planes adoptados incorporan estrategias para el fortalecimiento de las organizaciones en el caso de la Confederación General de Trabajadores del Perú, y de la Central Unitaria de Trabajadores.</p>	<p>Apoyo técnico al proceso de diseño e implementación del plan de formación sindical, con participación de los especialistas en Actividades para los Trabajadores y Empleo y Mercado de Trabajo.</p>
2	<p>Las organizaciones sindicales en su planificación estratégica y planes de formación han incorporado la declaración de la OIT relativa a los principios y derechos fundamentales en el trabajo y la Declaración de la OIT sobre la justicia social para una globalización equitativa.</p>	<p>Asistencia técnica para fortalecer y desarrollar el programa y estrategia de formación en estos ámbitos.</p>

Bahamas/BHS802

Strengthened institutional capacity of workers' organisations

1	<p>A platform of trade unions affiliated to the National Congress of Trade Unions of the Bahamas developed a schedule of areas in their constitution for amendment. This platform was used to jointly analyse the deficiencies in the Industrial Labour Relations Act and determine the gaps in trade union constitutions to be addressed.</p> <p>Institutionalized social dialogue has been the objective of the trade unions and in March 2015, the National Tripartite Council Act came into force establishing the Council and making tripartite social dialogue a permanent feature of the national landscape.</p>	<p>Training programmes, technical advice and support for the identification of constitutional amendments and the development of guidelines for trade union cooperation within the Tripartite Council in the Bahamas.</p> <p>Technical Advice provided in the development of the National Tripartite Council Bill.</p>
2	<p>The platform used the ILO Declaration on Fundamental Principles and Rights at Work and the ILO Declaration on Social Justice for a Fair Globalization to deal with the amendments.</p>	<p>Training programmes, technical advice and support for the development of guidelines for trade union cooperation within the Tripartite Council in the Bahamas.</p>

Saint Lucia/LCA802 Strengthened institutional capacity of workers' organisations	1	<p>The Saint Lucia Trade Union Federation organized training programmes on the Decent Work Agenda with special emphasis on trade union rights and Social Dialogue (for 27 trade union leaders and members from the 9 trade union affiliates).</p> <p>A strategic plan for the Federation was formulated as well as a Joint Negotiations Protocol for the Public Sector Unions.</p> <p>Training also resulted in 20 negotiators with enhanced skills.</p>	Facilitation of training programmes, technical advice and support for the development of a strategic plan and the Joint Protocol.
	2	<p>The ILO Declaration on Fundamental Principles and Rights at Work was used in training activity dealing with Decent Work Agenda and Social Dialogue.</p> <p>In the work carried out related to negotiations, the importance of the principles in the ILO Declaration on Social Justice for a Fair Globalization was promoted.</p>	As above.

Costa Rica/CRI802

Strengthened institutional capacity of workers' organisations

1	<p>Un Plan estratégico fue realizado en febrero 2014 para las seis centrales sindicales nacionales y sus organizaciones sindicales de base con énfasis en temas de fortalecimiento sindical, empleo, género y dialogo social.</p> <p>De enero a marzo 2015, las centrales sindicales incorporaron en su curriculum de formación sindical y en sus servicios de asesoría técnica para los trabajadores, en materia de autoreforma, los contenidos de los cuadernillos de formación de la Confederación Sindical de Trabajadores/as de las Américas (CSA), así como la Plataforma de Desarrollo de las Américas (PLADA).</p>	<p>Cooperación y asistencia técnica para elaborar un manual Titulado “Planificación estratégica en el movimiento sindical”, que se utilizó durante la realización del plan estratégico para las Centrales Sindicales Nacionales y sus organizaciones afiliadas. Igualmente, se publicaron diversos cuadernillos de la Confederación Sindical de Las Américas sobre temas claves para la autoreforma sindical, así como la PLADA. Para esta subregión, para efectos de mejorar en sus afiliadas el curriculum de la formación sindical, así como los servicios de tutoría y asesoría técnica de las centrales a los trabajadores.</p>
2	<p>Entre febrero de 2014 hasta junio del año 2015, 181 Mujeres y 194 hombres, líderes sindicales fueron capacitados en temas relacionados con la creación de empleo decente, el respeto de las garantías de los derechos de los trabajadores, protección social, y la promoción del diálogo social, con enfoque de género, y con atención especial a los migrantes.</p> <p>La PLADA se divulgó ampliamente en estas capacitaciones. En julio del 2014 el Movimiento Sindical Costarricense constituyó el Comité Intersindical de Normas Internacionales del Trabajo, que le permite a las organizaciones de trabajadores discutir aquellos temas relacionados con las quejas a ser presentadas a los Órganos de Control de</p>	<p>Asistencia técnica y cooperación para el desarrollo de un plan de capacitación y de actividades de formación de los líderes sindicales en coherencia con los cuatro pilares del Trabajo Decente, y con referencia a las Normas Internacionales del Trabajo y utilizando las declaraciones tripartitas.</p> <p>Cooperación para la divulgación de la publicación de la PLADA, que fue utilizada como herramienta de formación. Se facilitó el espacio y los insumos técnicos y jurídicos para la creación del Comité Intersindical de Normas y su marco de funcionamiento, integrando durante su puesta en marcha el análisis de documentos básicos como la Declaración OIT sobre la Justicia Social y la Globalización Equitativa, y la Declaración de principios y</p>

la OIT, así como coordinar la posición sectorial sobre las memorias presentadas por el gobierno sobre los convenios ratificados por el país.

derechos fundamentales en el trabajo.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

La Confederación Sindical de Trabajadores/as de las Américas (CSA) llevó a cabo talleres de capacitación en APG en Guatemala, Honduras, El Salvador y Costa Rica, para profundizar en los conceptos, preceptos y procedimientos de aplicación de las auditorías participativas de género (APG), y quedó instalada la APG en las Secretarías de la Mujer como herramienta para la no discriminación de género, como parte de su plan estratégico.

La CTRN llevó a cabo una APG, aplicando la metodología OIT/CSA sobre las APG, que fue asumida por el Comité Ejecutivo el cual ha adoptado un plan de seguimiento y resolución aprobada en el Congreso de la Central en agosto del 2015, como parte del plan estratégico del movimiento sindical y que será de insumo para los programas de capacitación de las organizaciones de trabajadores del país.

b) Partnerships (external)

La CSA impulsó la campaña: “Trabajo como ningún otro, Derechos como cualquier otro”, para la ratificación del Convenio 189 en Costa Rica, y apoyó el lanzamiento de la campaña para América Central en San José, el febrero del 2015.

El Salvador/SLV802
 [ACI6] Fortalecida la capacidad institucional de las organizaciones de trabajadores

1	<p>Las Centrales sindicales constituyentes de la Plataforma para el Cambio (Movimiento de Unidad Sindical y Gremial de El Salvador-MUSYGES; la Confederación Sindical de Trabajadores de El Salvador-CSTS; y la Federación de Asociaciones y Sindicatos Independientes de El Salvador-FEASIES) integraron en su programa de acción una estrategia sindical para la formalización del trabajo a nivel municipal, desde la perspectiva del trabajo decente, y entregan en las mesas de diálogo municipal (reuniones de marzo y abril del 2015), propuestas concretas de aseguramiento de grupos informales en el sistema de seguridad social (julio 2015).</p> <p>Creada Comisión Intersindical de Migración (agosto 2015) y fue conformada por las organizaciones sindicales miembros de la Plataforma. La Confederación Unitaria de Trabajadores Salvadoreños (CUTS) y sus sindicatos en los ingenios azucareros capacitan a 200 delegados y trabajadores de base, en materia de seguridad social y de trabajo decente (marzo - agosto 2015).</p> <p>La Plataforma sindical para el Cambio fue actualizada (mayo 2015), profundizando las áreas de empleo, economía informal y seguridad social.</p>	<p>Capacitación y asistencia técnica a las centrales sindicales para promover el trabajo decente y los derechos laborales en la economía informal en la Municipalidad de Santa Tecla y de San Salvador.</p> <p>Asistencia técnica a las centrales sindicales para iniciar un proceso de fortalecimiento sindical en esa materia.</p> <p>Cooperación y asistencia técnica para promoción del trabajo decente y la protección social en el sector azucarero y en su cadena de suministros, prestó asistencia técnica y capacitación para fortalecer el rol del sindicalismo en dicho sector.</p> <p>Asistencia técnica a las organizaciones que integran la Plataforma para el Cambio, para enriquecer dicha Plataforma en materia de empleo, economía informal, y seguridad social.</p> <p>RBSA funding has contributed to supporting this work and to the achievement of the reported results.</p>
2	<p>Plataforma sindical para el Cambio actualizada en mayo 2015, profundizando las áreas de empleo, economía informal y seguridad social , incluyendo como</p>	<p>Asesoría técnica a las organizaciones que integran la Plataforma para el Cambio, para enriquecerla en materia de empleo, economía informal, y seguridad social.</p>

	documentos esenciales de apoyo la Declaración de Principios y Derechos Fundamentales en el trabajo, la Declaración sobre la Justicia Social y la Globalización equitativa, y el Programa Mundial de Empleo.	RBSA funding has contributed to supporting this work and to the achievement of the reported results.
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Honduras/HND802

Fortalecida la capacidad institucional de las organizaciones de trabajadores

1	En marzo del 2014 fue elaborado un plan estratégico con las tres Centrales sindicales nacionales y sus organizaciones sindicales de base con énfasis en temas de fortalecimiento sindical, autorreforma, empleo, género, diálogo social. En el mes de abril del año 2014, las centrales sindicales, sobre la base de un estudio de línea de base sobre la situación de la Libertad Sindical, presentaron un informe completo de la situación de los derechos sindicales a la Misión de Alto Nivel del Departamento de Normas de la OIT.	Cooperación y asistencia técnica para la elaboración de un instrumento de seguimiento y planificación que se utilizó durante la implementación del plan estratégico para las Centrales Sindicales Nacionales, con el que se brindó asistencia técnica para la organización de la Red Intersindical, la conformación del Comité Intersindical de Normas y la Plataforma Sindical de Mujeres Sindicalistas. Cooperación y asistencia técnica para realizar un estudio de línea de base sobre la situación de la Libertad Sindical, mismo que fue utilizado en procesos de capacitación sobre la situación de los derechos sindicales en el país, y en las presentaciones públicas del sindicalismo sobre el tema.
2	Entre febrero de 2014 y julio del 2015, 206 hombres y 203 mujeres, líderes sindicales fueron capacitados por las centrales sindicales en temas relacionados con los Principios y Derechos en el Trabajo, la creación de trabajo decente, el respeto de los derechos de los trabajadores, la protección social y la promoción del dialogo social. Las centrales han integrado los temas en sus sistemas de formación sindical.	Cooperación y asistencia técnica para la elaboración de un plan de capacitación y para actividades de formación de los líderes sindicales en coherencia con los cuatro pilares del Trabajo Decente, con énfasis en los temas de ampliación de la Protección Social. Asistencia técnica en la elaboración de la propuesta sindical de Reforma a la Seguridad Social.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

Como parte del programa de formación desarrollado por las Centrales Sindicales (CGT, CTH y la CUTH), en marzo del año 2015, fue conformada una Plataforma Ampliada de Mujeres Sindicalistas.

b) Partnerships (external)

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Nicaragua/NIC802

Fortalecida la capacidad institucional de las organizaciones de trabajadores

1	Centrales sindicales, para el periodo 2014-2015, incluyeron en sus planes de capacitación la entrega de herramientas educativas con contenidos inherentes al trabajo decente en las zonas francas, tales como equidad de género, empleo, seguridad social, salud y seguridad en el trabajo, inspección laboral.	Cooperación y asistencia técnica para elaborar un plan de capacitación bianual con las centrales sindicales que tienen afiliadas en las zonas francas, el cual fue aprobado por las organizaciones beneficiarias.
2	Las Centrales sindicales pusieron en marcha (enero 2014) el Plan de capacitación 2014-2015 para los trabajadores de las Zonas Francas, ejecutado por la Universidad Paulo Freire. Con este plan de capacitación, que contó con el apoyo de la Universidad Paulo Freire, se formaron a 400 sindicalistas en materias relacionadas con el trabajo decente, incluyendo como documentos esenciales de apoyo la Declaración de Principios y Derechos Fundamentales en el trabajo, la Declaración sobre la Justicia Social y la Globalización equitativa, y la Declaración Tripartita de Empresas Multinacionales y la Política Social.	Asesoría técnica para elaborar un plan de capacitación de las centrales sindicales que tienen sindicatos en las Zonas Francas.

Argentina/ARG802

Capacidad institucional de las organizaciones de trabajadores fortalecida, especialmente en todas las dimensiones del trabajo decente.

1	<p>Las organizaciones de trabajadores cuentan con nuevas herramientas para fortalecer las capacidades del sector sindical para la promoción de la igualdad de género (desde 2015), a través de la introducción de una perspectiva innovadora en las instancias de formación - la de las masculinidades - dirigida a los y las delegados sindicales.</p>	<p>En el marco de una iniciativa interagencial de Naciones Unidas y junto a la Fundación de la Unión Obrera de la Construcción de la República Argentina (UOCRA) se desarrolló una Guía para la incorporación de la temática de género a la labor de los delegados sindicales, desde la perspectiva de las masculinidades. La Guía contiene capítulos sobre Derechos Humanos y género; género y masculinidades; desigualdades en el mundo del trabajo y; sindicatos: su rol en la construcción de la igualdad de género. Se publicó en septiembre de 2015.</p>
2	<p>El Equipo Multidisciplinario de Trabajo Decente de la Confederación General del Trabajo de la República Argentina (CGTRA) fortaleció (2014 y 2015) su capacidad para elaborar estrategias de promoción del trabajo decente en el marco de la agenda nacional e internacional de desarrollo, a través del impulso del material de formación sobre las diferentes dimensiones del trabajo decente: "Educación obrera para el Trabajo Decente."</p> <p>Las Guías Sindicales focalizan sobre la Declaración de la OIT sobre la Justicia Social para una Globalización Equitativa.</p>	<p>Asistencia técnica al Equipo Multidisciplinario de Trabajo Decente-CGTRA en la elaboración y publicación de seis módulos de formación en el marco del programa "Educación obrera para el Trabajo Decente", con el objetivo de promover el enfoque y la estrategia del trabajo decente entre los miembros de las organizaciones sindicales.</p>

Brazil/BRA802

La capacidad institucional de las organizaciones de los trabajadores para promover la Agenda de Trabajo Decente es fortalecida.

1	<p>La Central Única de Trabajadores (CUT), la Fuerza Sindical (FS), la Nueva Central Sindical de Trabajadores (NCST), la Unión General de Trabajadores (UGT), la Central de Trabajadores/as de Brasil (CTB), y la Central General de los Trabajadores de Brasil (CGTB) incluyeron en sus planes y programas guías sobre normas internacionales, libertad sindical, negociación colectiva y temas de derecho a huelga y garantías para su ejercicio.</p> <p>Las centrales sindicales formalizaron el inicio del proceso de socialización a nivel nacional de los principales temas del PTD.</p>	<p>Asistencia técnica a las Centrales Sindicales en los encuentros con los funcionarios del más alto nivel del Ministerio Público, donde se llegó a un acuerdo para el trabajo conjunto y que redundó en la incorporación de las temáticas en los planes de trabajo.</p>
2	<p>Las centrales sindicales apropiándose de sus derechos fundamentales presentaron una queja sobre prácticas antisindicales ante las instancias de control de OIT y lograron conformar una mesa de diálogo tripartita más el Ministerio Público, para discutir el contenido de la queja en la perspectiva de llegar a un acuerdo.</p>	<p>Asistencia técnica para realizar actividades sectoriales y una reunión tripartita más el Ministerio Público donde se firmó el acuerdo que inició la discusión del contenido de la queja.</p>

Mexico/MEX802

Fortalecimiento de la capacidad institucional de las organizaciones de trabajadores

1	<p>La Unión Nacional de Trabajadores (UNT) y la Confederación Revolucionaria de Obreros y Campesinos (CROC) (Abril 2014), y la Confederación de Trabajadores de México (setiembre 2014) elaboraron una agenda de trabajo decente y una hoja de ruta con acciones de promoción interna de los Programas de Trabajo Decente por País.</p> <p>Las tres centrales cuentan (desde abril 2014) con propuestas de mejoramiento del sistema de seguridad social, que han introducido en sus sistemas de formación sindical para su socialización educativa a través de actividades de capacitación llevadas a cabo por las centrales (enero a Agosto 2015).</p> <p>La Confederación Revolucionaria de Obreros y Campesinos (CROC) elaboro un manual de productividad para la formación de los afiliados que son miembros de los Comités de Productividad.</p> <p>Las centrales sindicales cuentan con un mapeo de sus organizaciones de base ligadas a la economía informal.</p>	<p>Apoyo técnico para talleres de planificación estratégica con cada confederación sindical para elaborar una agenda de trabajo decente y una hoja de ruta para su desarrollo.</p> <p>Apoyo técnico y capacitación a las centrales sindicales CTM, CROC y UNT para elaborar propuestas de mejoramiento del sistema de seguridad social, integrando su visión sobre el piso de protección social.</p> <p>Cooperación y asistencia técnica para planes de capacitación de la Confederación Revolucionaria de Obreros y Campesinos (CROC).</p> <p>Cooperación y asesoría técnica a las centrales para desarrollar herramientas para mejorar el registro y articulación de la acción sindical en la economía informal.</p> <p>Asistencia técnica para la aplicación del manual sobre productividad a través de cursos de formación.</p>
2	<p>La Unión Nacional de Trabajadores (UNT) elaboró y publicó una propuesta de mejora del sistema de seguridad social, acorde con el Convenio 102 y la Recomendación 202, haciendo referencia a documentos esenciales como la Declaración de Principios y Derechos Fundamentales en el trabajo, la Declaración sobre la Justicia Social y la Globalización equitativa, y el</p>	<p>Asistencia técnica y capacitación a las centrales sindicales para elaborar propuestas de mejoramiento del sistema de seguridad social, integrando su visión sobre el piso de protección social, incluyendo.</p>

Chile/CHL802

Strengthened institutional capacity of workers' organisations

1	La Central Unitaria de Trabajadores (CUT), la Central Autónoma de Trabajadores de Chile (CAT) y la Unión Nacional de Trabajadores (UNT) han incluido en sus planes estratégicos, procesos de formación apoyados por OIT sobre las siguientes temáticas: normas, derechos sindicales, diálogo social, transición economía informal y se han transversalizado una política en torno al VIH/SIDA, género e inspección laboral.	Asistencia técnica en materias laborales de interés, que las centrales sindicales las dinamizan en sus procesos de formación internos. El apoyo principal ha sido asistencia técnica en materia de derechos sindicales, recomendaciones sobre convenios ratificados C87 y 98, comentarios de órganos de control en materia de sindicalización y negociación colectiva.
2	Los programas de formación que han sido validados y se encuentran en ejecución por las centrales sindicales, incluyen las declaraciones sobre principios y derechos fundamentales, sobre multinacionales y sobre justicia social para una globalización equitativa.	Asistencia técnica en temas de interés sindical. Organiza programas de formación sindical, mediante seminarios y talleres de trabajo. El equipo multidisciplinario de OIT, apoya en temas estratégicos a los miembros de las centrales sindicales.

Paraguay/PRY802

Strengthened institutional capacity of workers' organisations

1	Las organizaciones sindicales nacionales han fortalecido su presencia a nivel de los organismos de control de la OIT, presentado ocho quejas en materia de libertad sindical. Envío y seguimiento de comentarios a los organismos de control de la OIT sobre la ley de Primer Empleo.	Asistencia técnica a las centrales sindicales en sus procesos de formación sobre los organismos de control lo que ha permitido la mejor utilización de este instrumento. Se han realizado talleres que han incluido participantes del Poder Judicial en: introducción normativa, órganos de control, resolución de conflictos y convenios de negociación colectiva.
2	Las centrales han aplicado las normas internacionales del trabajo en la formulación y tramitación de las quejas presentadas. El Memorándum de Entendimiento de Normas Internacionales del Trabajo (suscrito tripartitamente en octubre de 2014), permite a las organizaciones de trabajadores del Paraguay contemplar la capacitación de los trabajadores en estas materias y poner en prácticas los procesos definidos.	Asistencia técnica en materia de normas, talleres de capacitación sobre los convenios, presentación de casos y las exigencias de las recomendaciones de los mecanismos de control.

Uruguay/URY802

Strengthened institutional capacity of workers' organizations

1	El Plenario Intersindical de Trabajadores - Convención Nacional de Trabajadores (PIT-CNT) ha formulado su plan estratégico que incluye programas de formación. El lanzamiento oficial se realizó en un Congreso Nacional con la participación de sus bases (julio de 2015). Los temas prioritarios definidos fueron la libertad sindical, el derecho a huelga y la negociación colectiva.	Asistencia técnica en el proceso formativo del PIT-CNT con asistencia técnica en materia de normas internacionales de trabajo, diálogo social, migrantes, transición hacia la economía formal, seguridad social e inspección laboral.
2	Los programas de formación de la central están basados en la agenda de trabajo decente, que incluye los cuatro ejes principales de la OIT.	Cooperación y asistencia técnica a los seminarios de preparación de las tesis del Congreso del PIT-CNT, que permitió definir los temas prioritarios en los que se trabajará en el periodo.

Outcome 10 - Workers' Organizations: Workers have strong, independent and representative organizations

RESULTS BY INDICATOR

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.

Measurement

To be counted as reportable, results must meet both of the following criteria:

1. Workers' organizations contribute to and influence one or more of the following processes and frameworks: ILO supervisory mechanisms; national development plans; poverty reduction strategies; Decent Work Country Programmes; UNDAFs and other multilateral frameworks and institutions.
2. International labour standards are included and applied in the implementation of the abovementioned processes and frameworks.

Country/Country Programme Outcome (CPO)	Measurement Criteria	Result Achieved	ILO Contribution
Africa			
Comoros/COM802 Les capacités institutionnelles des organisations de travailleurs sont renforcées, et la participation des membres accrue.	1	La Confédération des Travailleurs des Comores (CTC) a pleinement participé à l'élaboration de la 2ème génération du PPTD portant sur la période 2015-2019.	<p>Formations et conseils techniques pour renforcer les capacités de la CTC dans divers domaines afin d'améliorer son efficacité dans les négociations (élaboration des PPTD, CCTE, Elaboration de la Politique Nationale pour l'Emploi).</p> <p>Accompagnement technique des mandants tripartites tout au long du processus d'élaboration et de finalisation du PPTD 2015-2019.</p> <p>Conseils et financement de la participation d'un délégué de la CTC à l'Académie sur le Dialogue Social organisée par le Centre de Turin (septembre 2014).</p>

	2	<p>Promotion de NIT prise en compte dans le PPTD 2015-2019. Le document souligne l'importance de renforcer les capacités des acteurs impliqués à tous les niveaux de responsabilité, à promouvoir une meilleure application des normes internationales du travail, et à promouvoir le dialogue social et le tripartisme. Actions pour</p> <p>(i) le renforcement des capacités du dispositif technique, juridique, financier et institutionnel des systèmes formels de protection sociale, (ii) la ratification des instruments relatifs à la protection sociale notamment la Convention No. 102, (iii) la mise en place des autres branches prévues dans la Convention No.102 dans les institutions de protection sociale existantes sont également envisagés dans le PPTD.</p>	<p>Assistance technique pour aider les mandants à assurer la prise en compte effective des normes internationales du travail dans le PPTD, ce dans la perspective de l'alignement de la législation nationale du travail aux normes pertinentes de l'OIT.</p>
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Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

A l'issue de son 4ème Congrès qui a eu lieu en mars 2015, la CTC a mis en place un nouveau bureau dont les membres sont en grande majorité des femmes.

b) Partnerships (external)

Madagascar/MDG802

Les capacités organisationnelle et technique des organisations des travailleurs sont renforcées pour un meilleur respect des droits fondamentaux au travail et des NIT

1	<p>L'implication de la Conférence des Travailleurs de Madagascar (CTM) dans le processus d'élaboration et de validation des documents nationaux a été effective. La contribution et les actions de plaidoyers effectuées par la CTM ont permis au pays de</p> <ul style="list-style-type: none">(i) se doter de son Programme Pays pour le Travail Décent, adopté et signé par les mandants tripartites en février 2015,(ii) influencer le processus de développement de l'UNDAF 2015-2019.	<p>Action de plaidoyer menée par le BIT pour la participation effective de la CTM dans les divers processus de réflexion et d'élaboration d'outils nationaux tels que le PPTD et l'UNDAF de Madagascar.</p> <p>Appui au processus de formulation du PPTD et de l'atelier d'adoption et de signature du PPTD en mai 2015 au profit du gouvernement et des partenaires sociaux (CTM et GEM).</p> <p>La CTM ayant siège au sein du comité tripartite de pilotage du PPTD a bénéficié des conseils et de l'appui technique du BIT.</p>
2	<p>Avec la participation effective et active de la CTM dans tout le processus de formulation du document jusqu'à son adoption définitive, le PPTD de Madagascar met en exergue l'action que le pays doit entreprendre pour que</p> <ul style="list-style-type: none">(i) la législation nationale soit mise à jour et en cohérence avec les conventions ratifiées,(ii) l'organisation et le fonctionnement de l'inspection du travail soient renforcés,(iii) les activités de promotion des principes et droits fondamentaux au travail soient renforcées,(iv) les Conventions nos. 151, 154, 188, 181, 113, 114, 189 et la Convention du travail maritime soient ratifiées.	<p>Conseils techniques durant toute la phase de formulation du PPTD pour que les aspects normatifs figurent dans les priorités du pays et soient mis en exergue dans le document final.</p> <p>Le BIT a mis à la disposition des mandants tripartites, les moyens nécessaires permettant au pays de se doter de son PPTD (le recrutement de consultant, la mise en place du comité tripartite de rédaction, l'orientation et la formulation de commentaires techniques, l'organisation de l'atelier tripartite de validation, l'appui au processus QAM (Quality Assurance Mechanism), la finalisation du document, l'adoption au niveau national par la signature du MoU entre le BIT et le Gouvernement et entre les mandants tripartites).</p> <p>Sensibilisation du gouvernement et les partenaires sociaux à prendre leurs</p>

			responsabilités tant durant la phase de formulation que dans le processus de mise en oeuvre du PPTD. Des réunions régulières ont été organisées soit individuellement avec chaque entité, soit collectivement lors des rencontres avec les mandants tripartites.
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Seychelles/SYC802

Capacity of Union Workers to handle social dialogue and collective bargaining strengthened

1	<p>Le Seychelles Federation of Workers' Union (SFWU) siège au sein de National Consultative Committee on Employment (NCCE) et participe à la prise de décision pour les questions sur l'emploi et le travail décent. Il joue également un rôle important pour influencer l'élaboration des politiques et stratégies nationales portant sur la promotion du travail décent. Il faut citer le stratégie à moyen terme du développement national, la politique nationale de l'emploi, la politique sur le VIH / SIDA en milieu de travail, et le PPTD.</p> <p>Membre de l' AMC (Comité consultatif et de suivi) du PPTD , SFWU participe aux réunions de planification, de suivi et de l'évaluation du PPTD.</p> <p>SFWU a suivi et participé au processus de l'évaluation à mi-parcours du PPTD. Les commentaires de SFWU sont pris en compte dans le rapport final qui est un outil utilisé par l'AMC pour la planification des activités et prise de décision en 2015.</p>	<p>Conseils pour la mise en place de l'AMC et renforcé la capacité de ses membres à travers les échanges et les orientations durant les missions du Bureau d'Antananarivo aux Seychelles et tout au long de la conduite du processus de l'évaluation à mi-parcours du PPTD en novembre 2014.</p>
2	<p>La priorité 1 du PPTD "review labour legislations and strengthen the dispute resolution framework" porte sur l'amélioration et l'application des NIT. Le résultat 1 du PPTD fait mention de "Gender sensitive labour laws compatible with International Labour Instruments reviewed and compiled". Le SFWU participe dans la réalisation des activités relatives au résultat attendu et à toutes les priorités du PPTD dont la première</p>	<p>Appui dans la révision des lois de travail des Seychelles et dans le renforcement de capacité des mandants tripartites et des fonctionnaires du tribunal.</p> <p>Le BIT a apporté les commentaires dans les documents produits et des réponses aux demandes d'assistance du Ministère.</p> <p>Le BIT maintien des échanges réguliers avec</p>

		concerne le NIT.	l'AMC et les partenaires sociaux pour s'assurer de leur participation dans les séances de discussions sur la mise en oeuvre du PPTD et des spécifiques activités organisés par les mandants tripartites.
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United Republic of Tanzania/TZA802

Strong and representative workers organizations influencing economic and social policies

1	Zanzibar Trade Union Congress (ZATUC) engaged in the national initiative to articulate a comprehensive approach addressing youth unemployment. ZATUC and their mainland counterpart, Trade Union Congress of Tanzania (TUCTA) fully participated in articulating the DWCP priorities and implementation strategies. Both were also actively engaged in formulating the United Nations Development Assistance Programme I and II.	Support to the participation of TUCTA in the regional commissioners' forum on youth unemployment, DWCP, UNDAP and other development strategies.
2	The principal role of TUCTA and ZATUC in the implementation of the Decent Work Country Programme ensures the incorporation of the International Labour Standards. Furthermore the ZATUC Strategic Plan for 2015-19 prioritizes the promotion of international labour standards relating to social dialogue, freedom of association, collective bargaining and occupational safety and health.	Technical support for discussions on international labour standards and the development and validation of the ZATUC strategic plan.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

ZATUC Strategic Plan addresses, among other things, gender equality and non-discrimination at work.

b) Partnerships (external)

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Egypt/EGY802

Strengthened institutional capacity of workers' organisations

1	<p>The Egyptian Democratic Labour Conference (EDLC) and the Egyptian Federation for Independent Trade Unions (EFITU), including some NGOs, provided proposals and suggestions to the Ministry of Manpower (MOMM) on the new labour code in conformity with ILS.</p> <p>The unions participated in tripartite bargaining meetings on new law on trade union rights (August 2014).</p> <p>New unions were created to represent domestic workers and are working on a campaign to ratify Convention No. 189 on domestic workers by Egypt.</p>	<p>Technical contributions for a workshop (July 2014) on the new labour law for EDLC and EFITU participants.</p> <p>Technical contributions provided on domestic workers aiming at including Domestic worker's rights in the new labour code in line with Convention No. 189 (November 2014)."</p>
2	<p>The proposals to amend the new civil service law were based on the ILO Declaration on Fundamental Principles and Rights at Work.</p>	<p>Organisational and technical contributions for a workshop on the new civil service law for EDLC and EFITU participants.</p>

Lesotho/LSO802

Strengthened institutional capacity of workers' organisations to influence policy formulation.

1	<p>Workers' organizations participated in the implementation and monitoring of the DWCP as well as the legislative framework on the establishment of a comprehensive national social security scheme; the revision of the national labour law; and the finalization of the draft National Employment Policy.</p> <p>Workers' organizations participated and contributed towards the multi-stake holder validation (March 2014) of the national report on addressing the implementation deficits on the comments of Committee of Experts.</p>	<p>Capacity building support to the five labour federations in the country to ensure effective participation of the workers' organizations in the implementation of the DWCP.</p> <p>Technical support and facilitation on the process towards the development of a common trade union position on the labour law review process and the national report on the comments of Committee of Experts and development of the action plan.</p>
2	<p>A significant proportion of the Committee's comments have informed the 2015 revision of the national labour legislation, in order to be in line with ILS.</p>	<p>A resource person/local legal expert was engaged to support effective participation and contribution of the workers' organizations in the on-going labour law review process.</p>

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

Following ILO policy advice, gender equality dimensions are integrated into the priority DWCP outputs and technical areas of work - the legislative framework on the establishment of a comprehensive national social security scheme; the revision of the national labour law in line and the finalization of the draft National Employment Policy.

b) Partnerships (external)

The ILO facilitated an inter-federation capacity building workshop in April 2014, to promote trade union engagement with UNDAF Cluster on Governance. The ILO will seek greater involvement of the the workers' organizations in UN inter-agency initiatives particularly in relation to ensuring greater respect for international labour standards, the post-2015 development agenda and the elimination of the worst forms of child labour.

The ILO will assist the labour federations to engage with UNCT on the localization of the Post-2015 Development Agenda

Namibia/NAM802

Strengthened institutional capacity of workers' organisations

1	National Union of Namibian Workers (NUNW) and Trade Union Congress of Namibia (TUCNA) have actively participated in the implementation and oversight of the DWCP.	Technical support towards achieving the priorities set out in the DWCP and other tripartite activities.
2	The Workers are included in the Task Team in the responses to the CEACR and other tripartite bodies. One of the visible outcomes is the Wage Order, which sets minimum salaries for domestic workers (April 2014).	Technical support on how to influence the outcomes of tripartite activities.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

The Wage Order was gazetted in December 2014 and has been effected from 1 April 2015. The wage order sets minimum wages for domestic workers in Namibia.

b) Partnerships (external)

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Swaziland/SWZ802

Workers' organisations promote worker rights through participation in policy dialogue

1	<p>Trade Union Congress of Swaziland (TUCOSWA) participated in the implementation of the DWCP.</p> <p>The TUCOSWA has influenced the ILO supervisory mechanism leading to the Government of Swaziland amending the Industrial Relations Act in November 2014.</p>	<p>Technical support towards implementing the DWCP and other tripartite activities.</p> <p>Technical support for workshops and meetings to strengthen the leadership of TUCOSWA in preparation for the high level fact finding mission.</p>
2	<p>Increased capacity of Capacity of TUCOSWA paralegal officers to promote International Labour Standards and Fundamental Principles and Rights at Work. In relation to the case which led to the amendment of the Industrial Relations Act, the unions focussed particularly on infringements of Convention No. 87.</p>	<p>Training workshops for TUCOSWA paralegal officers conducted to strengthen capacity on International Labour Standards.</p>

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

To establish TUCOSWA as the voice and movement of workers and other marginalised groups such as workers who are unemployed, on short term contract, in the informal sector as well women and youth.) This it must do through campaigns that actively educates and organises its membership and the larger working class.

b) Partnerships (external)

In collaboration with the UNDP, the ILO enhance the negotiations skills of the Joint Negotiation Forum convened by the Ministry of Public Service. The JNF is constituted by: The Government negotiation team; Swd National Association of Teachers; Swd National Association of Civil Servant (SNACS); Swd National Association of Government Personnel (SNAGP); Swd Nurses Association (SNA)

Zimbabwe/ZWE802

Strengthened institutional capacity of workers' organisations

1	<p>Zimbabwe Congress of Trade Unions (ZCTU) presented a complaint to the Committee on Freedom of Association in May 2015, alleging infringements of trade union rights in Zimbabwe.</p> <p>ZCTU participated in the implementation of the DWCP through the National Steering Committee and the Technical Working Group.</p> <p>ZCTU improved its position to engage in socio-economic discourse and develop policy positions on key documents. ZCTU lobbied Government and parliamentary portfolio committees to ensure that the new labour law amendment restored the rights of workers eroded by the Supreme Court judgment of 17 July 2015 in line with the ILO commission of inquiry recommendations. A number of key inputs by ZCTU were included in the final version of the harmonised labour amendment Bill.</p> <p>ZCTU developed policy position on labour market flexibility, productivity based remuneration, collective bargaining and labour relations in the public sector.</p>	<p>Technical support to capacity building activities on policy analysis, policy dialogue, lobbying and advocacy to mainstream fundamental workers' rights and ILS standards in policy outcomes conducted for ZCTU leadership.</p> <p>Technical contribution to a survey on policy issues for policy and parliamentary engagement in the 8th parliament.</p>
2	<p>ZCTU strengthened to influence on-going with efforts to align labour laws with the new national constitution.</p> <p>ZCTU advocacy campaign called for a legal reform guaranteeing rights enshrined in Conventions Nos. 87, 98 and 144.</p>	<p>Technical support to strengthen ZCTU leadership capacity to conduct national development policy analysis and proposals of alternative policy options.</p> <p>Technical and financial support to capacity building activities on ILS referenced freedom of</p>

association and collective bargaining as part of fundamental principles and rights at work.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

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b) Partnerships (external)

Possible future partnerships have been discussed with LOFTF to work on organizing in the informal economy on areas such as OSH, HIV and AIDS and facilitating the transition to formality. LOFTF fielded two(2) missions to Harare to discuss with the ILO and the Zimbabwe Congress of Trade Unions. ILO's comparative advantage and knowledge base was well recognised. R204 forms the basis of future work in this area.

Nigeria/NGA906

Action Programme to Strengthen the Capacity of Trade Union for effective Social Dialogue

1	The Nigeria Labour Congress (NLC) and the Trade Union Congress of Nigeria (TUC) contributed to the finalization of the Decent Work Country Programme (DWCP) 2015-2018 and UNDAF(2014 -2017). The unions serve as members of the Technical Working Group (TWG) for development and implementation of both frameworks.	Technical support provided through the organization of Rain and Harmattan (seasonal) schools.
2	The DWCP 2015-2018 and the UNDAF 2014-2017 include international labour standards, particularly related to minimum wages and sectoral policies.	Support to the Rain and Harmattan (seasonal) schools allowed the capacity building of NLC in International Labour Standards.

Arab States

Jordan/JOR802

Strengthened institutional capacity of workers' organizations

1	<p>The General Federation of Jordanian Trade Unions (GFJTU) actively participated in the discussions to amend the Jordanian Labour Law. A proposal more in line with the International Labour Standards, especially Conventions Nos. 87 and 98, was submitted to the parliamentary committee in charge. They succeeded to increase the annual leave from 17 to 21 days, but the parliament refused to discuss the articles related to freedom of association.</p> <p>The Federation of Independent Trade Unions in Jordan (FITUJ) provided comments on the draft law on freedom of association for public sector workers that were proposed by the Jordanian Government.</p> <p>GFJTU has been participating in the development of national policies regarding informality.</p> <p>GFJTU is actively involved in the implementation of the Decent Work Country Programme.</p>	<p>Technical support to GFJTU to provide legal comments and amendments on the draft law for public sector works.</p> <p>Technical support to the GFJTU (under ACI6) to hold a workshop on informality and elaborate a position to ensure effective participation in policy debates on the subject.</p> <p>Technical support to the GFJTU to participate in the implementation of the DWCP.</p>
2	<p>GFJTU and FITUJ both relied on ILS namely Conventions Nos. 87 and 98 as well as other relevant conventions in their work to secure more respect for the Fundamental Principles and Rights at Work in Jordan.</p> <p>The Parliamentary committee endorsed the 2010 amendments concerning the labour law.</p> <p>Parliamentarian committee endorsed the</p>	<p>Technical assistance and advice provided.</p>

2010 amendments concerning the labour law, but postponed the discussion on other amendments to a later stage.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

Women workers participation in the trade unions were discussed with the General Federation of Jordanian Trade Unions (GFJTU) and the Free Independent Trade Unions (FITUJ)

b) Partnerships (external)

The ILO collaborated with the International Trade Union Confederation (ITUC)

Lebanon/LBN802

Strengthened institutional capacity of workers' organizations

1	<p>The General Confederation of Lebanese Workers (CGTL) discussed and agreed with the Ministry of Labour (MoL) and the employers organizations in Lebanon on a draft law on health insurance scheme for private sector retirees.</p> <p>CGTL discussed a draft pension law for workers in the private sector.</p> <p>Based on ILO Conventions Nos. 87, 98 and 189, FENASOL established the first Domestic Workers Union in Lebanon (DWU) on January 2015.</p>	<p>Technical support to CGTL to develop a consolidated workers position concerning the draft laws on health insurance scheme for private sector retirees and pension.</p>
2	<p>CGTL focussed on the fact that the draft law on health insurance scheme for private sector retirees was based on International Labour Standards in order to ensure that the law is a step towards achieving social protection floor. Convention No. 102 and Recommendation No. 202 were particularly focussed on and were used as a basis for discussion with the MoL and the employers.</p> <p>The creation of the Domestic Workers Union created a new dynamic for the coalition to ratify Convention No. 189 and the issue is discussed in public.</p>	<p>Technical support to CGTL to comment on the law.</p> <p>FENASOL and the DWU received technical and financial assistance in their endeavours to build the new Domestic Workers Union.</p>

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

Very instrumental in the building of the domestic workers union, ILO is working with the union to develop an outreach strategy using Gender equality and non-discrimination as an entry point

b) Partnerships (external)

Different Civil Society Organizations supported the ILO and FENASOL efforts to establish the Domestic Workers Union

**Palestinian Territory,
Occupied/PSE153**

Strengthened capacities of workers' organizations to provide improved services to their members

1	<p>The Palestine General Federation of Trade Unions (PGFTU) took active part in the negotiations regarding the amendment of the Palestinian Labour Law in order to ensure its compliance with international standards and trade union rights, particularly Conventions Nos. 87 and 98.</p> <p>The PGFTU participated in the negotiations around the development of a new social security law in Palestine in line with the principles laid out by Convention No. 102.</p> <p>The PGFTU was actively involved in the discussion of the draft trade union law.</p>	<p>Technical support to PGFTU to elaborate comments and suggestions on the amendment of the Labour Law, the new social security draft law and the draft trade union law.</p>
2	<p>The abovementioned efforts were guided by the ILO Declaration on Fundamental Principles and Rights at Work. Articles to respect freedom of association in line with Convention No. 87 as well as on collective bargaining as per Convention No. 98 were included. Moreover, articles related to maternity protection and equal remuneration were amended as per Conventions Nos. 100 and 111.</p>	<p>Technical support through ILO comments on the three draft legislations. These were adopted by PGFTU to be incorporated into the final legislations.</p> <p>Additional assistance received to further align it with International Labour Standards.</p>

Asia and the Pacific

Cambodia/KHM131

Professional and technical capacities of workers' organizations strengthened.

1

15 trade unions participated in the planning, implementation and evaluation of the Decent Work Country Programme (DWCP), 2014-15, and provided valuable inputs in all stages of the DWCP implementation. They also provided inputs to the Committee of Experts on the Application of Conventions and Recommendations (CEARC) on the application of the conventions ratified by the Government.

Resulting from trade union campaigns for a minimum wage rise and the reform of the Labour Advisory Committee (LAC) as the decision making body of the minimum wage, the minimum wage increased from US\$100 in 2014 to US\$128, effective from 1 January 2015. The tripartite partners agreed to yearly adjustments, based on five socio-economic development indicators.

After the signing of a Memorandum of Understanding (MOU) with Thai unions concerning the protection of rights of migrant workers (November 2013), two union confederations - National Union Alliance Chamber of Cambodia (NACC) and Cambodian Confederation of Trade Unions (CCTU) - appointed full-time officials and set up migration help-desk in their secretariat to handle day-to-day migration issues. With valuable inputs from trade unions [NACC, CCTU and Cambodian Labour Confederation (CLC)], eight prakas related to private recruitment agencies and a complaint

Facilitation of consultative meetings on DWCP, including the "ILO consultation workshop on the review of DWCP 2011-2015" (September 2015).

Union capacity building workshops, seminars and trainings provided on minimum wage adjustment (February 2014), on minimum wage criteria (April 2014), on wages and productivity/union strategies for wage rise and improved living standards (April 2015).

Technical advice and support including organizing forums on overseas labour migration (June 2014 and March 2015).

Support to Cambodian Domestic Workers Network (CDWN) to build its capacity and campaign for the ratification.

		<p>mechanism was adopted (December 2014).</p> <p>Trade unions commented and submitted suggestions on the draft trade union law to the tripartite consultation meeting on the draft Trade Union Law (TUL) in May and the Ministry of Labour and Vocational Training (MOLVT).</p> <p>The Cambodian Domestic Workers Network (CDWN) implemented a roadmap for campaigning for the ratification of Convention No. 189.</p>	
	2	<p>The trade unions consolidated comments and suggestions on the draft trade union law were in line with the principles of Conventions Nos. 87 and 98.</p>	<p>Technical assistance and training provided, including the organisation of “Trade union preparatory meeting on draft Trade Union Law” in Phnom Penh (May 2014).</p>

Mongolia/MNG802

Strengthened institutional capacity of workers' organizations

1	<p>The Confederation of Mongolian Trade Unions (CMTU) actively participated in and provided its valuable inputs for the formulation of the Mongolia Decent Work Country Programme (2015-2021), which is expected to be endorsed by the tripartite organization in 2016; provided inputs to the Government's report on the application of the ratified conventions which was submitted to the CEARC for review in its sitting in November 2015.</p> <p>As a consequence of the CMTU effective campaigns for the ratification of Convention No. 176 through adoption of an action plan, lobbying of parliamentarians and government officials (like the governor of Dornogobi aimag) and public advocacy, and after the endorsement of the National Tripartite Committee on Labour and Social Consensus, the Government of Mongolia decided to ratify the Occupational Safety and Health in Mines (Convention No. 176).</p> <p>Hundreds of mine workers dismissed by Rio Tinto in the mid 2013 were reinstated in early 2014 thanks to CMTU's region-wide campaign. CMTU took initiative to synchronise three different drafts of the Labour Law into one consolidated version and provided constructive inputs to a new labour law.</p>	<p>Tripartite consultation meetings were organised formulate the Mongolia Decent Work Country Programme (2015-2021) and technical assistance provided to CMTU leaders.</p> <p>The "ACTRAV regional symposium on OSH in the mining industry in Asia and the Pacific" held in Ulan Bataar (August 2013) adopted the conclusion of the symposium which included the ratification and implementation of Convention No. 176 and improve governance systems on OSH in the mining sector.</p>
2	<p>Ratification of Convention No. 176 will improve OSH standards in Mongolia. Parliament ratified the Convention in July</p>	<p>Support to CMTU to launch a wide range of campaigns for awareness-raising and lobbying of government officials and parliamentarians on</p>

		<p>2015; the ratification was registered by ILO in November 2015.</p> <p>In June 2015, the Ministry of Labour submitted the consolidated Revised Labour Law to the Parliament. Further revisions are expected, and a revised draft will be resubmitted in April 2016.</p>	<p>Convention No. 176. Support to CMTU to organize a workshop on OSH in the mining sector in Dornogobi aimag (November 2014), which helped formulate a Plan of Action for safework culture in Mines and promote the ratification of Convention No. 176.</p> <p>Forums and consultative meetings on the labour law reform organized and supported.</p>
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Myanmar/MMR802

Strengthened institutional capacity of workers' organisations

1	<p>Three unions, the Confederation of Trade Unions of Myanmar (CMTU), the Agriculture and Farmers Federation of Myanmar (AFFM-IUF) and the Myanmar Trade Union Federation (MTUF), developed union strategies to set the first nationwide minimum wage and nationally mobilised workers and campaigned for its fixing, and the trained union members of the National Minimum Wage Committee influenced the fixing of the first nationwide daily minimum wage of 3,600 kyats (\$3.20) based on eight working hours, which was effective from 1 September 2015.</p> <p>Trade unions adopted a Union Action Plan on Protection of Migrant Workers, and provided valuable inputs to the Government in drafting a new migration policy aimed at improving protection of rights of migrant workers. Myanmar unions have built a stronger network and communicated with Malaysian Trade Unions Congress (MTUC) and Thai trade unions in order to set up a migration resource centre at a bus terminal, known as a trafficking hub, to prevent human trafficking.</p>	<p>Technical support as well as information on wages to trade unions (including several workshops on minimum wage setting mechanism and organising strategies; consultative meetings; CTUM training and consultation with sectoral affiliates and technical support to the National Workshop on Living Wages in the Textile and Garment Industries for IWFM Garment sector affiliates)</p> <p>Representatives of CTUM Minimum Wage Committee were invited to several ILO events: Trade union training on wage policies for decent work (focus on minimum wages and collective bargaining; Asia and Pacific Seminar on Wages and Productivity: Union strategies for wage rise and improved living standards.</p> <p>Training and information materials were provided.</p> <p>Technical assistance and training were provided. Regular technical advice on registration issues and a technical note was provided to the Ministry of Labour on the criteria for recognising national union centres and facilitation of bilateral dialogue between the government and trade unions.</p>
2	Trade unions jointly identified key concerns and interest of workers and presented their priority areas, contributing to the national priority setting of the ILO Programme of Work in Myanmar at the National Tripartite	"Trainings included the ILO/FTUM Workshop on Conventions Nos. 87, 98 and ILO Supervisory Mechanisms; and the ILO Training on Conventions Nos. 87, 98 and ILO Supervisory Mechanisms.

		<p>Dialogue.</p> <p>It included:</p> <ul style="list-style-type: none"> (i) Reform of the Labour Organization Law and Settlement of Labour Disputes Law in line with Conventions Nos. 87 and 98; (ii) Ratification of Conventions Nos. 98 and 144, and (iii) The establishment of a tripartite consultative mechanism. <p>Trade unions have constructively engaged in the National Tripartite Dialogue Forum as an institutionalised forum for discussing industrial relations issues and national development plans affecting the labour market.</p>	<p>Various consultative meetings were facilitated, including the Symposium on Myanmar Industrial Relations in Comparative Perspectives held in Yangon (December 2014); the National Tripartite Dialogue on ILO Programme in Myanmar held in Nay Pyi Taw (December 2014); the Stakeholders Forum on Labour Law Reform and Institutional Capacity Building held in Yangon (May 2015).</p> <p>Around 80 one-day trainings have been provided for leaders of Basic Labour Organizations during 2014-July 2015, which covered issues related to Conventions Nos. 87 and 98, the implementation of the Labour Organizations Law and the Settlement of Labour Disputes Law.</p>
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Fiji/FJ1802

Institutional capacity of workers' organisations is strengthened

1	<p>Fijian Trade Union Congress (FTUC) actively utilises ILO supervisory mechanism, including the Governing Body, for defending freedom of association rights for workers in Fiji.</p> <p>FTUC has enhanced its capacity for advocacy for Workers' Rights and it has an organizing programme to strengthen trade union work in Fiji.</p>	<p>Technical support provided on capacity building through training of Fijian trade union representatives on international labour standards, promoting freedom of association and knowledge of ILO's supervisory mechanism; ILO facilitates tripartite agreement between the constituents in Fiji.</p>
2	<p>As a result of FTUC accessing ILO's supervisory mechanism it achieved a tripartite agreement to ensure that all labour laws in Fiji comply with the ILO Core Conventions and social dialogue mechanism is used to review and negotiate changes in industrial relations and laws.</p>	

Papua New Guinea/PNG802 Strengthened institutional capacity of workers' organisations	1	Workers activities are prioritised in the DWCP (2013-2015). Workers are engaged in policy discussions on standards, economic engagements and social issues that impact on workers' rights and livelihood.	Technical support to PNGTUC and affiliates. Technical support to work with PNGTUC affiliates on developing a work plan for the workers, conduct detailed briefing with the PNGTUC executives and provide guidance in the development of a way forward in building the capacity of the organization to respond to the needs of its constituents.
	2	ILO standards on human rights, gender, child labour, governance, employment are articulated in the current DWCP and UNDAFs for PNG.	Technical support to participate in the different thematic areas and task-teams of the UNDAF. Technical support to participate in dialogue on the activities under the DWCP, through their membership as DWCP Advisory Committee Members.

Nepal/NPL802

Strengthened institutional capacity of workers' organisations

1	<p>The Wider Workers' Conference adopted a declaration calling for immediate enactment of new labour act and social security act (October 2014). The trade union federations submitted the declaration to the Chairperson of the Labour and International Relations Committee of the legislature parliament for the enactment of the legislations urgently.</p> <p>In March 2015, the trade union federations sensitized the parliamentarians on promulgating the proposed labour and social security acts.</p> <p>In July 2015, the trade unions' federations organized a number of union education programmes in the regions on the proposed labour act (bill), international labour standards and collective bargaining issues.</p>	<p>With support from the Government of Norway, technical support to organize a series of joint meetings and workshops of the unions and developed the idea of organizing a Wider Workers' Conference with an objective of drawing attention of government for completing the long awaited labour law reform process with support from the ILO.</p>
2	<p>With the inputs of trade union representatives, the new labour act (bill) and the integrated social security act were fully aligned with international labour standards.</p>	<p>In March 2014, the ILO, re-printed and distributed 3000 copies of booklet on "Fundamental ILO Conventions" to educate trade union members.</p> <p>In 2014, the ILO, with support from the Government of Japan, strengthened capacity of the workers' organizations through a series of sensitization programmes on issues related to informal enterprises and trade unions' role in formalization of informal workers.</p>

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

The draft new labour act (bill) incorporates provision for gender equality and

b) Partnerships (external)

The ILO has been supported by the Government of Norway to implement

non-discrimination in the world of work. Trade unions have been well sensitized on the issues of gender equality and non-discrimination through various training courses on trade union education, ILO conventions and recommendations related to gender equality as well as other tools like gender mainstreaming and analysis, sexual harassment at the work place, HIV/Aids Education at the work place and gender audit.

these interventions.

Europe and Central Asia

Former Yugoslav Republic of Macedonia/MKD802

Strengthened institutional capacity of workers' organisations

1	<p>Trade unions organized training activities to highlight use of the ILO Supervisory mechanisms for protecting workers' fundamental rights.</p> <p>Field campaign on the benefits of trade union membership and organizing and the relevant social role of trade union organizations was carried out.</p> <p>Negotiation has been launched in the agriculture sector for renewing the existing Collective Labour Agreement.</p> <p>Trade unions actively participated in and influenced the development process of the country's new Decent Work Country Programme 2015-18.</p>	<p>Support for developing social dialogue in Macedonia, training on collective bargaining values and skills was provided for 44 out of 120 trade union representatives from Telecommunication, Trade and Energy. The training focussed on gender equality principles, non-discrimination values and use of the ILO Supervisory mechanisms for protecting workers' fundamental rights.</p> <p>Training delivered to 22 selected trade union representatives from national and branch levels in organizing and recruiting new trade union members.</p> <p>Technical support to the field campaign for promoting the benefits of trade union membership and the important role of trade union organizations.</p>
2	<p>The new DWCP includes ratification of new ILS.</p>	<p>Capacity building activities on enhancing the understanding of trade union members on the role of the ILO core Conventions and Supervisory mechanisms in promoting and protecting workers' fundamental rights.</p>

Georgia/GEO802

Strengthened institutional capacity of workers' organisations

1	<p>The Georgian Trade Union Confederation (GTUC) made a number of complaints to the ILO supervisory bodies on the abolishment of Labour Inspection.</p> <p>GTUC actively contributed and influenced the national debates on employment policies, labour inspection and pension reforms. Part of GTUC's proposals on labour inspection was reflected in the Government's decisions. GTUC reinforced discussions on revitalization of a tripartite commission, re-establishment of the state labour inspection.</p>	<p>Technical advice in developing the GTUC policy and long term strategy on social protection, labour legislation and labour inspection, labour disputes resolution.</p> <p>ILO technical input and GTUC SWOT analysis developed by an international consultant. This served as the road map for the GTUC strategic development.</p>
2	<p>GTUC played an important role in including the international labour standards in on-going labour law reforms in Georgia.</p>	<p>Training of trainers for GTUC on ILS, trade union rights, labour legislation, OSH, non-discrimination at workplace, gender equality.</p>

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

Gender network meeting of NIS countries in Kapuleti, on informal economy, domestic workers, etc – Sep 2015.

b) Partnerships (external)

Close cooperation with ITUC/PERC, together with the ETUI and FES, in increasing the GTUC capacities and its role in addressing the key socio-economic issues and developing/adopting the relevant policies. These strategic areas include: (i) wage policy; (2) taxation; (iii) social security; (iv) pension system/pension reform and the role of trade unions in it. ITUC plays a key role in GTUC staff training.

Good contacts established with a new project of ACILS (American Centre for International Labour Solidarity) in Georgia and USDOL project in the area of promoting workers' rights and increasing GTUC capacity. Due to effective coordination between the two projects and regular exchange of information, some joint activities were organized, including with the Armenian Trade Unions.

Kazakhstan/KAZ802

Workers have strong, independent and representative organizations

1	<p>Recommendations for improving the Occupational Safety and Health policy in the railway sector developed and adopted.</p> <p>Trade unions' position on youth employment developed and reflected in the national labour law reform policy.</p>	<p>Training workshop on OSH in the transport sector (April 2014).</p> <p>Trade Union Youth National conference; preparation of the National Action plan on promoting youth employment (May 2014). Young Trade Union Leaders education and training workshop (May 2014).</p> <p>Training on informal economy for SME Trade Union Kostanay (May 2014). Workshop on preparing the trade union strategy on informal workers' organizing and protection of rights (May 2014).</p> <p>Conference on labour dispute resolution in Astana (June 2015). Roundtable on labour code reform in Astana (September 2015).</p>
2	<p>Consultations on the new labour code in compliance with the ILS, particularly those related to OSH, youth employment and labour dispute settlement.</p>	<p>Consultancy services and expertise provided.</p>

Latin America and the Caribbean**Ecuador/ECU802**

Capacidad institucional de las Organizaciones de Trabajadores fortalecida

1	Se incrementaron las competencias del Comité Ejecutivo de la Asociación de Trabajadoras del Hogar (ATRH) sobre el sistema normativo de la OIT, y en el envío de observaciones a la memoria que envía el gobierno anualmente. Además se elaboró la propuesta de cambio normativo.	Asistencia técnica para el desarrollo de los materiales y la gestión de la campaña de sindicalización y los procesos formativos impulsados por la ATRH.
2	Asimismo se ha incorporado como eje estratégico de la ATRH la aplicación y cumplimiento del Convenio 189 y otras Normas Internacionales del Trabajo.	Asistencia técnica sobre temas normativos.

Suriname/SUR802 Strengthened institutional capacity of workers' organisations	1	RAVAKSUR, Suriname Trade Union Council participated in the development of the DWVP signed by the tripartite partners in January 2015. RAVASUR further participated in the workshop to develop the workplan for the DWCP outcome related to the promotion of Sustainable Enterprises In March 2015. 50 trade unionists sensitized to the EESE framework and understanding their role in the promotion of sustainable enterprises.	Technical advice and support for the development of the DWCP as well as the work plan related to promotion of the Sustainable Enterprise component. Facilitation of training to strengthen and expand trade union participation in the process.
	2	Ratification of the three Fundamental Conventions not yet signed on to by Suriname was included in the DWCP as a priority.	Technical advice and support for the development of the DWCP as well as the facilitation of training to strengthen and expand trade union participation in the process.

Dominican Republic/DOM802
Strengthened institutional capacity of workers' organisations

1	<p>La Mesa Sindical, constituida por la Confederación Autónoma Sindical Clasista (CASC), Consejo Nacional de la Unidad Sindical (CNUS) y la Confederación Nacional de Trabajadores Dominicanos (CNTD) elaboraron una propuesta de hoja de ruta para el desarrollo del PTDP y sus prioridades acordadas, que fue entregada al Ministerio del Trabajo e integradas al Plan de Implementación aprobado por el Comité Tripartito de Seguimiento del PTDP (1er semestre del 2014).</p> <p>La Mesa Sindical elaboró una propuesta de reforma positiva del Código del Trabajo (acorde con observaciones de los órganos de control de OIT), y la entregó al Comité de Reforma del CT instituida por el Presidente del país a tales efectos (2014).</p> <p>El Comité Intersindical de la Mujer Trabajadora (CIMTRA) actualizó (junio 2015) su plan de acción de igualdad y equidad de género 2014- 2017, lo difundió a todas las Secretarías de la Mujer (agosto 2015), y fue asumido como instrumento de gestión de la Mesa Sindical (julio 2015), quien ha resuelto su publicación institucional para el 4º trimestre del 2015.</p>	<p>Asistencia técnica para actividades de formación y para afinar las propuestas y acciones sindicales en el desarrollo del Programa de Trabajo Decente por País (PTDP); firmado tripartitamente en septiembre del 2013.</p> <p>Asistencia técnica para elaboración de un plan de capacitación sindical, en materia de trabajo decente, Normas Internacionales del Trabajo, libertad sindical y negociación colectiva, y derechos y garantías de protección y seguridad social para todos/as los/as trabajadores/as formales e informales, acorde con las prioridades 1 y 3 del PTDP.</p> <p>Capacitación y asesoría técnica a la Mesa Sindical y a su Comité Intersindical de Mujeres Trabajadoras (CIMTRA) para actualizar su plan de acción de igualdad de género en las centrales sindicales.</p>
2	<p>El PTDP, por propuesta de las organizaciones de trabajadores, tiene incorporado la referencia a la efectiva aplicación de las Normas Internacionales del Trabajo.</p>	<p>Asistencia técnica permanente a las organizaciones sindicales en la definición de sus propuestas; esto a través de talleres, seminarios, y reuniones con las cúpulas y otros representantes de los trabajadores del país.</p>

	Las propuestas del sector trabajador al Código de Trabajo tienen incluidas los principios de las Normas Internacionales del Trabajo y las observaciones de los Órganos de Control de la OIT.	
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Guatemala/GTM802

Fortalecida la capacidad institucional de las organizaciones de trabajadores

1	<p>El Movimiento Sindical Popular y Autónomo Guatemalteco, conjuntamente con los Sindicatos Globales, elaboraron informes sobre la situación de los derechos laborales (febrero-setiembre 2014 y mayo 2015), mismos que contribuyeron a la presentación de alegatos sobre violaciones a los Convenios 87 y 98 ante las Misiones Técnicas y de Alto Nivel del Departamento de Normas de la OIT, para verificar el cumplimiento del Memorándum de Entendimiento relacionado con el respeto a la libertad sindical.</p>	<p>Cooperación y asistencia técnica al sector sindical del país para la elaboración del primer y segundo informe (febrero y setiembre 2014, y mayo 2015), sobre la situación del cumplimiento del Memorándum de Entendimiento del Gobierno con el Grupo de los Trabajadores del Consejo de Administración, relacionado con el respeto de la libertad sindical.</p>
2	<p>Fue elaborada y presentada una Propuesta sindical de proyecto de inspección sancionatoria presentado a la Comisión Tripartita de Relaciones Internacionales (CTRI) (julio del 2014), y se pusieron en marcha mesas de diálogo con la Fiscalía y el Ministerio de Gobernación, para mejorar la aplicación de las Normas Internacionales del Trabajo ratificadas por el país en materia de derechos sindicales (febrero del 2014).</p> <p>El Gobierno, las organizaciones sindicales y las organizaciones empresariales conformaron un Comité de Tratamiento de Quejas para la solución rápida de las quejas, antes de que vayan a los órganos de control de la OIT (setiembre 2014).</p> <p>Fue constituido el Comité Intersindical de Normas Internacionales del Trabajo por delegados/as de las centrales nacionales y los sindicatos globales (marzo del 2015), y</p>	<p>Cooperación y asistencia técnica para la realización de 3 estudios sobre la situación de los derechos sindicales, y de un documento de base para hacer una propuesta sindical de apuntalamiento jurídico legal para la capacidad sancionatoria de la inspección del trabajo.</p> <p>Cooperación y asistencia técnica para la creación y puesta en marcha de mesas de diálogo entre autoridades públicas y el sindicalismo nacional, en materia de Normas Internacionales y sobre buenas prácticas para su adecuada aplicación.</p> <p>Cooperación y asistencia jurídica para la creación del Comité Intersindical de Normas y su marco de funcionamiento.</p> <p>Cooperación y asistencia técnica a las confederaciones sindicales, y a las asociaciones indígenas, para establecer un acuerdo.</p>

establecieron un acuerdo de mutua colaboración con las asociaciones indígenas, en materia de trabajo decente y de las garantías del Convenio 169 (abril del 2015).

Panama/PAN802

Strengthened institutional capacity of workers' organisations

1	<p>El Consejo Nacional de Trabajadores Organizados (CONATO) y la Confederación Nacional de Unidad Sindical Independiente (CONUSI), actualizan la agenda sindical de trabajo decente (setiembre 2014), y con base en ella acuerdan una propuesta de prioridades y resultados para el Programa Nacional de Trabajo Decente (PTDP), y la presentan al Gobierno y empleadores en noviembre 2014.</p> <p>El Consejo Nacional de Trabajadores Organizados y la Confederación Nacional de Unidad Sindical Independiente, presentaron propuestas de solución de casos de violación de la libertad sindical en la Comisión Tripartita de Tratamiento Rápido de Quejas, desde febrero 2014 a julio 2015.</p> <p>El Consejo Nacional de Trabajadores Organizados y la Confederación Nacional de Unidad Sindical Independiente contribuyen a la elaboración del listado de trabajo infantil peligroso a través de propuesta presentada en la Comisión Tripartita de Erradicación del Trabajo Infantil en marzo del 2014.</p>	<p>Asistencia técnica y capacitación a las organizaciones sindicales desde setiembre a diciembre 2014 en materia de trabajo decente y PTDP, y para contribuir a la agenda sindical de trabajo decente.</p> <p>Asistencia técnica al Consejo Nacional de Trabajadores Organizados y a la Confederación Nacional de Unidad Sindical Independiente (CONATO y CONUSI) en materia de libertad sindical, para su adecuada participación en la Comisión Tripartita de Tratamiento Rápido de Quejas.</p> <p>Cooperación y asistencia técnica sobre capacitación sindical y asesoría al Consejo Nacional de Trabajadores Organizados y a la Confederación Nacional de Unidad Sindical Independiente (CONATO y CONUSI) para elaborar una propuesta sindical de listado de trabajo infantil peligroso.</p>
2	<p>El Programa de Trabajo Decente por País (PTDP) se firmó tripartitamente (diciembre 2014), e integrò las prioridades propuestos por el sindicalismo nacional.</p> <p>La Comisión de Tratamiento rápido de Quejas resolvió 4 casos de violación a la libertad sindical en el sector público y</p>	<p>Capacitación al Consejo Nacional de Trabajadores Organizados y a la Confederación Nacional de Unidad Sindical Independiente (CONATO y CONUSI) para elaborar una agenda sindical de trabajo decente, e integrar a través del diálogo tripartito en un PTDP.</p>

	<p>privado, desde mayo 2014 a julio 2015, de manera acorde con la jurisprudencia de los órganos de control de la OIT para la correcta aplicación del Convenio 87 denunciado en dichos casos.</p> <p>Se aprobó la nueva Hoja de Ruta del trabajo infantil en la Comisión Tripartita de Erradicación hasta el 2020 (mayo 2015), y se incluyeron las propuestas de acción de CONATO Y CONUSI, las cuales tomaron en consideración las normas internacionales del trabajo. El Parlamento panameño ratificó en junio 2015 los Convenios 144 y 189 de la OIT, en línea con lo solicitado por el sindicalismo nacional en diversas reuniones con el Ejecutivo durante el 2014 y el primer semestre del 2015.</p>	<p>Asesoría técnica al Consejo Nacional de Trabajadores Organizados y a la Confederación Nacional de Unidad Sindical Independiente (CONATO y CONUSI) en materia de ratificación de Normas Internacionales del Trabajo, y en especial sobre el contenido y alcance jurídico de los Convenios 144 y 189.</p>
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Paraguay/PRY803

Increased capacities of employers' and workers' organisations to participate effectively in the development of social and labour policy

1	Las organizaciones sindicales nacionales han fortalecido su presencia a nivel de los organismos de control de la OIT, presentado ocho quejas en materia de libertad sindical. Envío y seguimiento de comentarios a los organismos de control de la OIT sobre la ley de Primer Empleo.	Asistencia técnica a las centrales sindicales en sus procesos de formación sobre los organismos de control lo que ha permitido la mejor utilización de este instrumento. Se han realizado talleres que han incluido participantes del Poder Judicial en: introducción normativa, órganos de control, resolución de conflictos y convenios de negociación colectiva.
2	Las centrales han aplicado las normas internacionales del trabajo en la formulación y tramitación de las quejas presentadas. El Memorándum de Entendimiento de Normas Internacionales del Trabajo (suscrito tripartitamente en octubre de 2014), permite a las organizaciones de trabajadores del Paraguay contemplar la capacitación de los trabajadores en estas materias y poner en práctica los procesos definidos.	Asistencia técnica en materia de normas, talleres de capacitación sobre los convenios, presentación de casos y las exigencias de las recomendaciones de los mecanismos de control.