

## Outcome 10: 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 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
<b>Africa</b>			
<b>Comoros/COM802</b> Les capacités institutionnelles des organisations de travailleurs sont renforcées, et la participation des membres accrue.	1	La Confédération des Travailleurs des Comores (CTC) dispose d'un Document Cadre pour le Développement Syndical adopté en novembre 2012. Les actions prioritaires à réaliser en 2013 dans le cadre de la mise en oeuvre de ce document sont axées sur: la syndicalisation, la logistique syndicale, l'immobilier et la coopération internationale.	Appui des syndicats dans la mise en oeuvre, du suivi et de l'évaluation de leur plan d'action et du PPTD, notamment en termes de renforcement de leurs capacités ayant permis de combler les lacunes, et créer des opportunités de partage de connaissances au niveau national.  Appui pour la recherche de solution au conflit interne opposant les syndicalistes et le Directeur

		La CTC dispose d'un programme de formation contenant la résolution de conflit, le dialogue social et les normes internationales du travail.	de la MAMWE, et l'encadrement technique de l'atelier syndical (mars 2013) avec la CTC fiancé par le CO Antananarivo.
	2	La CTC a un planning de mise en oeuvre de son programme de formation. On peut mentionner qu'une application effective a été réalisée à travers la résolution de conflits internes résultant des mesures disciplinaires et de redressement prises par le nouveau Directeur de la société d'électricité et d'eau des Comores (MAMWE).	Appuie de la CTC par la réalisation d'une médiation qui a impliqué dans la résolution du conflit les responsables gouvernementaux concernés, et le Président de la République.
<b>Ethiopia/ETH802</b> Institutional capacity of workers' organizations Strengthened	1	The Confederation of Ethiopian Trade Unions CETU has adopted a 3 years strategic plan and annual training programme developed in line with needs assessment.	Technical support to plan and conduct training programmes for CETU staff in the following areas: - Transformational leadership and communication (38 persons) - Collective bargaining (40 persons) - Organizing informal economy operators (41 persons including affiliated federation staff) - Design of DWCP (7 persons) - Human trafficking and forced labour (40 CETU leaders and 507 workers from basic trade union).
	2	The training programme included sessions on the ILO Declaration on Fundamental Principles and Rights at Work.	

		Specific training on collective bargaining, human trafficking and organizing the informal economy operators included sessions on the ILO Declaration on Fundamental Principles and Rights at Work.	
<b>Kenya/KEN802</b> Strengthened institutional capacity of workers' organizations	1	Industrial Court ruling (Jun 2013) endorsed the establishment of the Kenya Police Union.  Training programme for national trade union leaders, including interim police force representatives, on police-management relations, social dialogue and fundamental principles and rights at work. The training was also attended by industrial court justices and employers' representatives.	Technical support in training the constituents and their relevant sectoral organs, including the Industrial Court Judges, on the principles of freedom of association and collective bargaining. This contributed to the understanding of international norms Kenya has subscribed to and consequently prompting rights holders to follow due process in claiming rights and duty bearers ruling in their favour.
	2	Through court litigations and use of ILO jurisprudence and International Labour Standards, including Conventions No. 87, 98, 151 and 154, all allow ratifying member states to determine through laws and regulations the extent to which their guarantees will apply to the police.	Technical support in training.  Study visits to South Africa and Norway.
<b>Madagascar/MDG802</b> Les capacités organisationnelle et technique des organisations des travailleurs sont renforcées pour un meilleur respect des droits fondamentaux au travail et des NIT	1	Le plan de développement stratégique de la Conférence des travailleurs de Madagascar (CTM) couvre plusieurs thèmes de l'agenda du travail, y compris le dialogue social, la promotion du droit des travailleurs, le respect des normes internationales du travail, le VIH et le Sida, la	L'expertise pour développer et mettre en oeuvre son plan stratégique, l'organisation d'un atelier, et les échanges et les conseils donnés dans le cadre des activités.

		<p>promotion de la santé et sécurité au travail.</p> <p>Dans la mise en oeuvre de ce plan, la CTM a mis en place le syndicat des artistes pour mieux cerner les besoins des artistes et apporter les soutiens nécessaires.</p> <p>Le programme de formation de la CTM est axé sur la lutte contre le travail des enfants, la lutte contre le VIH et le Sida en milieu de travail, la promotion des normes internationales du travail, la réflexion et définition d'actions pour la protection de l'emploi face à la crise.</p>	<p>Accompagnement de la CTM dans la mise en place du syndicat des artistes et orientations techniques pour assurer que le syndicat nouvellement créé s'intègre dans le plan de développement de la CTM.</p>
	2	<p>Le plan de développement stratégique et le programme de formation mettent l'accent sur les normes internationales du travail, particulièrement la liberté syndicale et la négociation collective.</p>	<p>Séminaire de formation sur les Principes des Droits Fondamentaux du Travail, les normes internationales du travail et le Leadership syndical pour les dirigeants de la Fédération des syndicats des artistes (nov 2012).</p> <p>Participation de la CTM aux formations dispensées dans le cadre des différents programmes ciblant les mandants tripartites (les normes internationales du travail, le travail domestique des enfants (par PAMODEC), le travail des enfants (le projet TACKLE), la R200, le VIH et le Sida en milieu de travail).</p> <p>Appui technique (sep 2013) à la CTM pour la syndicalisation des travailleurs dans les EPZ et</p>

			dans le mégaprojet minier d'Ambatory. L'accent a été mis sur la liberté syndicale et la négociation collective.
<b>Uganda/UGA802</b> Strengthened institutional capacity of workers' organizations	1	Trade union leaders from two national centres; the National Organization of Trade Unions and the Central Organization of Free Trade Unions adopt modalities for the coexistence of unions under the principles of freedom of association and agree to a memorandum of understanding on joint activities.	Capacity building workshops on international labour standards, freedom of association and fundamental principles and rights at work.  Dissemination of related materials.
	2	International labour standards and especially the fundamental principles and rights at work were utilized to show their application in the case of coexistence of multiple unions.	Facilitation and technical support to the development of papers and themes presented and discussed.
<b>Egypt/EGY802</b> Strengthened institutional capacity of workers' organizations	1	Egyptian Federation of Independent Trade Union (EFITU) and Egyptian Democratic Labour conference (EDLC) managed to convene its founding congress on Jan 2012 and April 2013 adopted by the congress based on the new constitution. The capacity of both federations has been increased to actively participate in drafting the new trade union law (to replace the old law No. 35) in conformity with ILO standards, particularly C87 and C98.  EFITU and EDLC have been instrumental in defining a trade union minimum wage policy and	Workshop on "The informal sector between reality and Decent work" (May 2012) (41 participants, 34 men and 7 women).  Workshop on "Women's fundamental rights and democratization" (Mar 2013) (30 participants, 10 men and 20 women).  Two Workshops on "Freedom of association in Egypt for a new TU law" (Oct 2012 and Apr 2013). In each workshop there were 27 participants, 22 men and 5 women.

		<p>in establishing a minimum wage.</p> <p>The EFITU and the EDLC are playing an active and central role in formulating proposals and mechanisms as well as in building national alliances with other civil society organizations to impact the drafting of the new Constitution.</p>	
	2	<p>National trade union confederations have broadened the outreach to cover almost 120 new affiliates which doubled the total number of affiliates since 2011 to reach 300 and that was through promoting the Fundamental Principles and Rights at Work and social justice declaration.</p>	<p>Seminar with EFITU on the role of trade unions in a democratic society (Jan 2012) (41 participants, 38 men and 3 women).</p> <p>Support to holding of the Statutory Congress of the Egyptian Federation of Independent Trade Unions (EFITU) (Jan 2012) (461 participants, 3 women among 21 were elected in the executive board).</p> <p>Workshop on "Fundamental rights and SD in Egypt" (Feb 2013) (280 participants, 240 men and 40 women).</p>
<b>Sudan/SDN802</b> Strengthened institutional capacity of workers' organizations	1	<p>A road map (plan) for establishing effective social dialogue in Sudan and a proposed mechanism for institutionalizing social dialogue was developed through tripartite consultations. This has been submitted to the Government for endorsement</p>	<p>Training Workshop organized for 42 participants (including 27 women) on Social Dialogue in Sudan and the role of trade unions to influence government and other partners to institutionalize it.</p>
	2	<p>As a result of the advocacy and awareness raising activities, the trade unions submitted a proposal to</p>	<p>ILO Declaration on the fundamental principles and rights at work was translated into Arabic and</p>

		<p>the Government for the ratification of C87, C144 and C135.</p> <p>A tripartite committee is currently under establishment to discuss the procedures and obligations of ratifying C 87, C 144 and C135 in line with the ILO Declaration on Social Justice for Fair Globalization.</p>	<p>promoted among the trade unions.</p> <p>Awareness raising on collective bargaining and conflict resolution was conducted for the trade unions.</p>
<p><b>Malawi/MWI802</b> Strengthened institutional capacity of workers' organizations</p>	1	<p>Malawi Congress of Trade Unions (MCTU) developed Strategic Plan (2012-2015) aligned to the country's DWCP priorities. The strategic plan defined a road map towards the establishment of a strong, independent and democratic workers' organization.</p> <p>An organizational assessment was carried out to provide an overview of existing capacities within MCTU to deliver its strategic plan.</p>	<p>Technical support in the development of the strategic plan, including printing and dissemination.</p> <p>Technical support in guiding the process for the undertaking of the organizational assessment report, the capacity assessment and the alignment of structures to ensure effective service delivery.</p>
	2	<p>Areas identified in the strategic plan and organizational assessment for further capacity building and MCTU training programmes include: social dialogue to strengthen MCTU capacity to be able to influence inclusion of the ILO Declaration on Fundamental Principles and Rights at Work as well as the ILO Declaration on Social Justice for a Fair Globalisation in policy dialogue outcomes.</p>	<p>Capacity building of MCTU secretariat to deliver on the strategic plan and in the development of an action plan to deliver trainings covering the decent work agenda and the following areas: international labour standards, social dialogue, child labour, gender equality, employment, poverty reduction, social security, informal economy, OSH and HIV/AIDS.</p>

			Support in the next biennium will build on the ongoing work to ensure the strategic plan and action plan are implemented.
<b>Swaziland/SWZ802</b> Workers' organizations promote worker rights through participation in policy dialogue	1	<p>The Trade Union Congress of Swaziland (TUCOSWA) developed its Strategic Plan for the period 2012-2016. The Strategic Plan is anchored in the Decent Work Agenda, seeking to promote the effective participation of unions in tripartite social dialogue on economic and political issues affecting the country, defending workers' rights in the face of an absolute monarchy, advocacy for a living wage, informal economy, promoting employment and international labour standards.</p> <p>The plan was developed after the merger of two national trade union centres and the national teachers union in March 2012 and the adoption of resolutions guiding its development.</p> <p>A training programme has been developed.</p>	<p>Technical support for convening the founding of the TUCOSWA (Mar 2012).</p> <p>Technical support for the convening of the TUCOSWA Strategy Workshop (Manzini, May 2012).</p>
	2	<p>The strategic plan and training programme is focussed on the promotion of international labour standards anchored in the ILO Declaration on Fundamental Principles and Right at work and the Declaration on Social Justice for a Fair Globalization.</p>	<p>Technical support for the development and the implementation of the training workshop on international labour standards.</p>



<p><b>Zimbabwe/ZWE802</b> Strengthened institutional capacity of workers' organizations</p>	<p>1</p>	<p>The Zimbabwe Congress of Trade Unions (ZCTU) developed a Strategic Plan 2012-16 integrating the Decent Work Agenda. ZCTU departments (legal, education, OSH/HIV-AIDS, gender) developed one year action plans aligned to the strategic plan.</p> <p>ZCTU contribution to national socio-economic development policies and programmes:</p> <ul style="list-style-type: none"> <li>- The DWCP 2012-15 for Zimbabwe.</li> <li>- Submission of complaints on violation of workers' rights to the ILO.</li> <li>- Bipartite dialogue and advocacy on minimum wage policy and the use of productivity and Poverty Datum Line (PDL) as determinants of wages.</li> <li>- Advocacy for Workers' rights under the new Constitution of Zimbabwe.</li> <li>- Review of OSH legislation.</li> </ul>	<p>Technical support to the strategic planning retreat that discussed and formulated the strategic plan.</p> <p>Facilitation for constituents to participate in the formulation of the DWCP.</p> <p>Training activities on HIV/AIDS, gender equality, skills and entrepreneurship development for creation of green jobs.</p> <p>Capacity building workshops/courses for trade unions and their officials.</p> <p>Gender mainstreaming up-scaled through a component on women workers' rights in the UN Joint Programme on Gender Equality.</p> <p>Technical support and paper on the use of the PDL and other determinants of wages/salaries.</p>
	<p>2</p>	<p>The strategic plan and training programmes are using the ILO Declaration on Social Justice for a Fair Globalization, ILO Declaration on Fundamental Principles and Rights at Work and Global Employment Agenda.</p> <p>Through the UNDAF process, workers rights' were</p>	<p>Technical presentations and briefs on the key ILO tools, documents and processes including the declarations on FPRW and SJFG, the Global Jobs Pact, etc.</p>

		integrated in the new constitution of Zimbabwe, section 65 on Labour Rights (C87 and C98).	
<b>Ghana/GHA802</b> Strengthened institutional capacity of workers' organizations	1	<p>A trade union Action Plan for the elimination of the Worst Forms of Child Labour in the informal sector has been developed.</p> <p>A number of trade union organizations (national and local) with focal points on child labour are undertaking child labour initiatives. Child labour issues and concerns are promoted at the workplace.</p> <p>Efforts to combat child labour, including its worst forms, have also been undertaken with the employers. An agenda and policy plan lead to the signing of a bipartite declaration between the Ghana Trade Union Congress (GTUC) and the Ghana Employers' Association (GEA).</p>	<p>Training for 30-35 trade unions leaders to address child labour, especially the worst forms.</p> <p>Workshop "Workers and Employers in Ghana" organized to fight against child labour, including its worst forms (Dec 2012).</p>
	2	The Action Plan for the elimination of the Worst Forms of Child Labour in informal sector includes references to Conventions 138 and 182, calling for improvements in their application.	
<b>Benin/BEN802</b> Strengthened institutional capacity of workers' organizations	1	<p>Adoption d'une feuille de route pour la promotion du dialogue social par les syndicats du Bénin.</p> <p>Les organisations des travailleurs du Bénin :</p>	« Manuel sur le travail dangereux des enfants à l'intention des travailleurs et des employeurs » produit par ACTEMP/ACTRAV, contribuent à la sensibilisation, l'information et communication avec les membres des organisations d'employeurs

		<ul style="list-style-type: none"> <li>- Dispose des recommandations sur la contribution des travailleurs au dialogue social.</li> <li>- Contribuent à l'élaboration de la charte sur le dialogue social.</li> <li>- Participent efficacement au processus de création d'un organe de dialogue social autonome à composition tripartite.</li> </ul>	et de travailleurs du Bénin, des membres des structures de l'Etat, société civile, les ONG et les medias.
	2	<p>Grâce aux capacités des centrales syndicales en matière de dialogue sur la liberté syndicale, à une meilleure connaissance sur la loi sur le droit de grève au Bénin, et l'application des normes internationales du travail, les organisations des travailleurs du Bénin contribuent à l'instauration de relations professionnelles apaisées dans le monde du travail, notamment dans la Fonction publique béninoise.</p> <p>Une meilleure application des conventions ratifiées est constatée.</p>	

<b>Arab States</b>			
<p><b>Jordan/JOR802</b> Strengthened institutional capacity of workers' organizations</p>	1	<p>The emerging trade unions established an independent federation, the Jordanian Federation of Independent Trade Unions (JFITU), based on the Jordanian Constitution and Convention 87.</p> <p>The General Federation of Jordanian Trade Unions (GFJTU) and emerging new trade union groups developed a joint trade union vision towards the DWCP in Jordan and was actively involved in the development of the DWCP 2012-2015.</p> <p>The GFJTU and the JFITU, developed an action plan to organize youth workers.</p>	<p>Technical support to JFITU to establish the federation in line with ILS and holding its founding Congress.</p> <p>Technical assistance to GFJTU to revisit their bylaws to be in conformity with the ILS.</p> <p>Technical advice and strategic planning workshops for the trade union leadership in the garment and construction sectors to agree on the migrant workers policy in cooperation with the Building and Wood Workers International (BWI).</p> <p>Technical advice and strategic planning workshops for the trade union leadership concerning rights of youth workers.</p>
	2	<p>A joint trade union committee was established aiming to suggest amendments to the labour law that allows an effective role for workers in Jordan to influence socio-economic policies and impact the transitional period in the country.</p> <p>Two complaints were filed to the Committee on Freedom of Association (CFA) concerning the restriction on freedom of association and collective bargaining.</p>	<p>Workshop on the role of trade unions in Jordan joining the GFJTU and the independent trade unions.</p> <p>Capacity development for workers' organization (GFJTU and JFITU) in Jordan through the socioeconomic and legal literacy project enabled better and effective workers participation in policy debates, influence public policies and the ratification of C87.</p>
<p><b>Lebanon/LBN802</b> Strengthened institutional capacity of workers'</p>	1	<p>The National Federation of Trade Unions of Workers and Employees of Lebanon (FENASOL)</p>	<p>Technical support to two workshops on: "The role of trade unions in light of the socio-economic</p>

<p>organizations</p>		<p>elaborated a strategy to become a national trade union centre upholding international trade union principles based on the fundamental principles and rights at work.</p> <p>FENASOL adopted and started the implementation of an action plan to organize women migrant domestic workers in Lebanon who are banned by law to form their basic trade union rights.</p> <p>FENASOL is implementing a strategy to organize unorganized workers in public and private sectors.</p> <p>The Trade Union Coordinating Committee (TUCC) which organizes public sector employees and private and public schools teachers announced its work to create a new democratic and independent trade union national centre in Lebanon.</p> <p>Activation of the tripartite price index committee in charge to look at minimum wage.</p> <p>The Federation of Bank Employees participated in developing and launching a joint campaign on HIV/AIDS with Banks Association in Lebanon, Ministry of Labour and Ministry of Health.</p>	<p>situation in Lebanon” and “The basis and principles of a democratic, independent and representative trade union movement”</p> <p>The ILO, through the PROWD project on migrant domestic workers, linked FENASOL with domestic workers and funded and supported a series of meetings with domestic workers to form workers committees.</p> <p>Technical support to training on organizing for newly formed workers committees in the public and private sectors and coaching these committees to implement their strategies</p> <p>FENASOL conducted two training workshops covering: trade union rights, wages, employment and the informal economy.</p>
	<p>2</p>	<p>Two complaints were filed to the Committee on Freedom of Association (CFA) concerning the restriction on freedom of association for public</p>	<p>Capacity development for workers’ organizations (CGTL and FENASOL) through the socioeconomic and legal literacy project enabled better and</p>

		<p>sector employees. The government sent a request to the parliament to ratify C87 (the core value of which was reaffirmed in the 1998 ILO Declaration on Fundamental Principles and Rights at Work).</p>	<p>effective workers participation in policy debates, influence public policies and the ratification of C 87.</p> <p>Technical assistance to TUCC in drafting a new law that guarantees the right to organize for public sector employees in Lebanon.</p> <p>The ILO is assisting FENASOL and TUCC to develop a close cooperation and a common vision in addition to amending their bylaws and structures to be in conformity with ILS.</p>
<p><b>Palestine/PSE153</b> Strengthened capacities of workers' organizations to provide improved services to their members</p>	<p>1</p>	<p>The Palestinian General Federation of Trade Unions (PGFTU) has developed a minimum wage policy based on C131 and R135 linking it to eradicating poverty and fighting unemployment. PGFTU used the developed minimum wage policy to influence the minimum wage negotiations. PGFTU has sufficient knowledge that enables it to actively participate in the tripartite wage, child labour and social security committees.</p> <p>PGFTU held its central council meeting joining trade unions from Gaza and West Bank where an action plan was adopted including the pillars of the Decent Work.</p> <p>PGFTU extended its coordination with the Teachers Union and UNRWA staff union, and a</p>	<p>Technical advice and assistance and capacity building on minimum wage polices and social security.</p> <p>Technical advice and capacity building workshop for PGFTU, Teachers Union, and UNRWA staff Union, aimed at: i) fostering dialogue and promoting collaboration and alliance among the main representative parts of the Palestinian Labour movement, and ii) defining the challenges facing the labour movement in light of the recent political and socio-economic development in Palestine and the corresponding priorities and actions.</p> <p>Training on child labour for the PGFTU leaders and</p>

		joint trade union committee was established.	<p>staff at the central and local levels.</p> <p>Facilitation of the participation of PGFTU in a regional training on participatory gender audit (PGA).</p> <p>Facilitation of the participation of PGFTU in the regional workshop "Rethinking Informal Economy in the Arab Region: a Human Rights-Based Approach", which allowed for exchange of knowledge and best practices amongst participants.</p>
	2	The minimum wage policy is based on C131 and R135.	

## Asia and the Pacific

<p><b>Cambodia/KHM131</b> Professional and technical capacities of workers' organizations strengthened.</p>	<p>1</p>	<p>Trade unions developed:</p> <p>Minimum wage (MW) strategy:</p> <p>Adopted in February 2013. Success in tripartite negotiation (Mar 2013) for an increase of the MW to US\$80 from US\$61 (excluding \$5 for medical allowance).</p> <p>Gender equality action plan: Adopted by seven union confederations (Feb 2013). Some 30 workplace trainings conducted (Mar-Jun 2013).</p> <p>Employment strategy: Trade unions actively engaged and provided inputs in the development of a national employment strategy in 2013.</p> <p>Cambodian Informal Economy Coordination Council (CIECC): Formed by four unions (Oct 2012). It promotes education and advocacy and launches a reach out campaign.</p> <p>Action plan on protection of migrant workers (2012-15): Adopted by four confederations: Cambodia Confederation of Trade Unions (CCTU), Cambodia Labour Confederation (CLC), Cambodia Confederation Unions (CCU) and National Union Alliance Chamber of Cambodia (NACC).</p>	<p>Forums on wages, including People's Tribunal on minimum living wages (Feb 2012).</p> <p>National Workshop on the Role of Trade Union in Minimum Wage Setting (Apr 2012).</p> <p>National Consultation Workshop for Wage Setting Mechanism (Feb 2013).</p> <p>Study on the role of trade unions in MW setting (early 2012).</p> <p>National Union Workshop on Inter Trade Union Policy on Gender (Mar 2013).</p> <p>Tripartite forums on employment with active participation of union representatives.</p> <p>A number of national regional forums on FDC (2012 and 2013).</p> <p>Training to the members of the CIECC (Nov 2012) to strengthen its leadership and develop an action plan.</p> <p>ILO GMS Triangle project supported the unions to implement their action plan.</p>
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	2	<p>Labour rights: Trade unions used ILO supervisory mechanisms to improve labour standards in the country. The June 2013 ILC CAS discussed the violation of C87 in Cambodia and recommended the government to amend certain legislative texts to guarantee the full application of the Convention.</p> <p>International labour standards: Labour right Radio Programme broadcasted (May 2012-Jul 2013) in partnership with "Radio Voice of Democracy". It discussed on FOA and CB, gender issues, application of minimum wages, protection of migrant workers, labour law, role of trade unions, etc. It interviewed more than 100 guest speakers.</p>	<p>Training to 30 key union leaders to monitor the violation of labour rights at workplace (Nov 2012).</p> <p>ILO manual on FOA translated into Khmer and published (Jul 2013).</p> <p>ILO Project on Trade Union for Social Justice, funded by the government of Norway, constantly promotes international labour standards in the country.</p>
<p><b>China/CHN802</b> Strengthened institutional capacity of workers' organizations</p>	1	<p>The All-China Federation of Trade Unions (ACFTU) has a training strategy aiming at training 55,000 negotiators (2011-2013) and covering 80% of unionized enterprises. Negotiators of ACFTU improved their bargaining skills and knowledge on collective bargaining practices. ACFTU has increased sectoral collective bargaining agreements.</p> <p>ACFTU adopted a higher minimum wage (MW) policy, trained 30 union statistical officers to develop MW setting formula, and influenced the</p>	<p>Technical assistance for capacity building activities in: statistics, wage bargaining, minimum wage, gender equality.</p> <p>Technical assistance for an International Seminar on Union Participation in Minimum Wage (Wuhan, Apr 2012).</p> <p>The ACTRAV/ACFTU Regional Trade Union Seminar (Bali, Apr 2013) offered information on various countries' wage policies.</p> <p>ACFTU/ILO Workshop (Kunming, Apr 2013) to</p>

		<p>government to effectively implement the Regulation on Minimum Wage in Enterprises (2003). MW increases exceeded the 13% target.</p> <p>ACFTU aims to increase the unionisation of EPZs from current 65% up to 75% as the nationwide average rate in 2013, in order to improve labour standards in the sector. A study on EPZs in China was conducted and its report published.</p>	<p>exchange national and international experiences of trade unions in China, Cambodia, Sri Lanka and ITUC on protection of labour rights and working conditions in EPZs.</p>
	2	<p>ACFTU has continued advocacy on Decent Work for All. Promotions of the Decent Work Agenda and of the Global Jobs Pact are explicitly mentioned in the training strategy and are among the priorities being covered in capacity building activities in 2012-2014.</p>	<p>Technical assistance provided to promote the concepts of decent work.</p> <p>An ACTRAV/ACFTU MOU agreed (2012) on trade union capacity building activities in the Asia-Pacific region on trade union development, employment promotion, industrial relations, OSH, etc.</p>
<p><b>Indonesia/IDN802</b> Strengthened institutional capacity of workers' organizations</p>	1	<p>Training program on international labour standards and trade union rights, social dialogue, wages, domestic workers, child labour, social security, green decent jobs have been organized for specific sectors such as garment and apparel, tourism, and small medium enterprises.</p> <p>Publication of union position paper on sustainable enterprises in reference to the multinational enterprises in Indonesia.</p>	<p>Assistance in organizing the training programmes to the workers unions through various projects such as BWI, Green Jobs, Score, MAMPU, PROMOTE and Gender Mainstreaming Projects.</p> <p>Facilitating the study and survey on sustainable enterprise from union perspective. Including capacity building on survey methods.</p>

	2	<p>Training programmes organized by the unions on ILO Declaration on Fundamental Principles and Rights at Work.</p> <p>The union position paper includes references to the Tripartite Declaration of Principles concerning Multinational Enterprises as well as to the ILO Declaration on Fundamental Principles and Rights at Work.</p>	<p>Technical expertise to the initiative of the unions.</p>
<p><b>Philippines/PHL802</b> Strengthened institutional capacity of workers' organizations</p>	1	<p>Training programmes on leadership succession and organizing.</p> <ul style="list-style-type: none"> <li>- Increased capacities of 50 young women and men trade unionists to prepare them for their succession in TU leadership, as well as to organize other women workers in the mainstream (private and public sectors) and in EPZs.</li> <li>- Increased capacities of 15 senior and 15 junior organizers to organize non-traditional sectors such as domestic workers, construction, business processing organizations and contractual workers in the public sector.</li> <li>-Improved capacities of trade unions to organize domestic workers in the country with the end in view of establishing a national alliance of domestic workers unions, organizations, associations as well</li> </ul>	<p>Support to design and conduct: "Leadership Training for Young Women Workers" and "National Trade Union Youth Forum".</p> <p>Capacity building activities on organizing together with major trade unions. The Workshop on Organizing Workers in the 21<sup>st</sup> Century produced 30 senior and junior organizers. A documentation of their experiences, challenges, best practices and issues as they undergo practical application of their acquired skills will showcase new models of organizing.</p> <p>Project designed and conducted by ILO Manila for young women in the mainstream unions (public and private trade unions) and EPZ unions.</p> <p>National Trainers' Training Workshop on Decent Work for Domestic Workers (participation by 28</p>

		as a domestic workers centre.	trade union representatives).
	2	ILO Declaration on Fundamental Principles and Rights at Work has been one of the key subjects of the training program and has lead to increased capacities of trade unions through 90 trained officers and members in negotiating for win-win collective agreements. Re-entry plans of the trained officers and members will be implemented and monitored.	Support to design and conduct trainings.
<b>Bangladesh/BGD802</b> Improved capacity of the workers organizations contributes to effective DWCP implementation at country level.	1	<p>A strategic plan was developed to strengthen capacity of trade unions on labour law reform and implementation of labour law (registration of trade unions).</p> <p>National Coordination Committee on Workers Education (NCCWE) participates in ILO activities such as Project Advisory Committees (PACs) of TC project on skills, migration, gender issues, green jobs, etc.</p> <p>A trade union action plan on FOA and CB for Ready Made Garment (RMG) sector developed based on a mapping exercise.</p> <p>A tripartite strategy was developed on safety in garment factories arising out of several accidents.</p>	Technical support to these activities through the regular budget and extra-budgetary sources (FPRW Project and BW project).

	2	<p>Training activities were organised to make the unions aware of ILO programmes on ILO Tripartite Declaration on Multinational Enterprises and Social Policy in view of the multinational brands sourcing production in Bangladesh</p> <p>ILO standards on OSH were part of the tripartite strategy on safety in garment factories.</p>	<p>Training and technical support.</p> <p>Union full time trainer.</p> <p>Training methodology on organizing provided.</p>
<p><b>Maldives MDV802</b> Strengthened institutional capacity of workers' organizations</p>	1	<p>Joint Plan of Action developed and adopted by the Maldives Ports Workers Union (MPWU), the Tourism Employees Association of Maldives (TEAM), the Pilots of the Maldives, the Teachers Association of Maldives, the Maldives Fisherman's Union and the Maldives Labour Union. It provided overall guidance to increase their capacity to play their role effectively in protecting workers' rights and interests, and in providing effective services to their members.</p> <p>The following areas were covered:</p> <ul style="list-style-type: none"> <li>- Union Development Training. Leading to the adoption of Maldives Trade Union Demands, used by unions in their advocacy efforts.</li> <li>- Trade Union campaigning, particularly on CLS and Organizing, resulting in increased efforts of the unions to recruit more members.</li> <li>- Trade Union Education, enabling some unions to reach out and educate other workers.</li> </ul>	<p>Technical guidance.</p>

	2	Workers' education and outreach programmes scheduled have integrated concern for workers' rights and a module on CLS has been formulated.	Support to the development of the module on CLS.
<b>Nepal NPL802</b> Strengthened institutional capacity of workers' organizations	1	<p>Strategic plan formulated and adopted by three major Trade Unions (Nepal Trade Union Congress-Independent (NTUC-I), All Nepal Federation of Trade Unions (ANTUF), and General Federation of Nepalese Trade Unions ( GEFONT).</p> <p>Their strategic plan covers the following areas:</p> <ul style="list-style-type: none"> <li>- social security</li> <li>- informal economy</li> <li>- international labour standards and trade union rights</li> <li>- migrants</li> <li>- gender equality.</li> </ul> <p>The strategic plan guides the overall ILO support and implementation of trade union activities in Nepal. Some elements of the plan were used by the unions in the formulation of the current DWCP of Nepal.</p>	<p>Technical support to generate input from its members for the formulation of the strategic plan under an ILO Norway project.</p> <p>ILO facilitated the whole strategic planning exercise.</p>
	2	The three major Trade Unions (NTUC-I, GEFONT and ANTUF) have mainstreamed ILO Declaration	Technical support to design and execute the training programmes. Trainers' training and

		<p>on Fundamental Principles and Rights at Work into the training programmes for their members. As per their mainstreaming strategy they have started dedicating a session on Fundamental Principal and Rights in every training program and workshop/seminar to be organised by them for their members. Trade union educators have also been trained to carry out training for members on said topic.</p>	<p>support for training are integral part of the overall ILO support.</p> <p>Support provided to translate training materials for organising informal economy workers.</p>
<p><b>Sri Lanka/LKA802</b> Strengthened institutional capacity of workers' organizations</p>	<p>1</p>	<p>A strategic plan was developed and adopted (Jun 2012) by Sri Lanka Nidahas Sewaka Sangamaya (SLNSS),Ceylon Workers Congress (CWC )and National Trade Union Federation (NTUF), increasing their capacity to play their role effectively in protecting workers' rights and interests and in providing effective services to their members.</p> <p>The strategic plan covers the following areas:</p> <ul style="list-style-type: none"> <li>- promoting decent work for domestic workers (ILO C189)</li> <li>- youth in trade unions</li> <li>- women and gender equality</li> <li>- protecting migrant workers and capacity building</li> </ul>	<p>SLNSS, CWC, NTUF were supported to conduct training programmes on labour migration, a workshop on the impact of collective agreements to discuss trade union demands and collective negotiation strategy and gender equality, in accordance with ILO Conventions. ILO resource persons were allocated as necessary.</p> <p>Trade union members have been supported to conduct training of trainers TOTs on gender equality and HIV AIDS prevention in the workplace.</p>

		<p>via trade union education.</p> <p>Approximately 500 members were reached by the capacity building activities implemented (NTUF – 390, SLNSS – 60, CWC – 50).</p> <p>The same strategic plan was widely utilized by the said unions in the formulation of the current DWCP of Sri Lanka.</p>	
	2	<p>Training programmes on the ILO Declaration on Fundamental Principles and Rights at Work carried out with EPZ unions (FTZ workers union, progress union) targeting about 120 members.</p>	<p>Resource support by project staff on the ILO Declaration and its application.</p> <p>Activities funded by USDOL.</p>



<b>Europe</b>			
<p><b>Romania/ROU802</b> Strengthened institutional capacity of workers' organizations</p>	1	<p>Based on the results of a study on the impact of legal reforms on the labour law and industrial relations a strategic plan was developed for an effective implementation in national legislation and practice of the ILS, trade union rights, social dialogue, wages and employment policies.</p>	<p>Study on the impact of legal reforms on the labour law and industrial relations commissioned by the ILO upon request of Romanian national trade union confederations representative.</p> <p>Tripartite round table with a large participation of tripartite Romanian constituents, IMF, WB and European Commission for study validation.</p> <p>Training seminar on using the findings of the study and round table in promoting necessary amendments of the existing legal framework in order to be in line with ILS.</p>
	2	<p>The strategic plan stressed the MNE Declaration, ILO Declaration on FPRW, ILO Declaration on SJFG and GJP.</p> <p>A joint position paper of workers' and employers' organizations on the necessary amendments of the legal framework reflects the observance of ILO legal instruments.</p>	<p>Training seminar organized for validation of the study's findings.</p> <p>Training is organized for Romanian trade unions based on: ILO Declaration on Fundamental Principles and Rights at Work, Declaration of principles concerning Multinational Enterprises and Social Policy, ILO Declaration on Social Justice and Fair Globalization.</p>
<p><b>Georgia/GEO802</b> Strengthened institutional capacity of workers' organizations.</p>	1	<p>The Georgian Trade Union Confederation (GTUC) has a team of qualified experts with improved capacity to communicate with trade union members and society after having organized training programmes for leadership and staff on:</p>	<p>Workshop on ILS, TU rights and promotion of labour law reform (May-Sep 13).</p> <p>Workshop on public relations at national and</p>

		<p>ILS, trade unions rights, labour legislation/new labour code amendments, labour migration, OSH, non-discrimination at workplace, gender equality.</p> <p>Training programmes organized by the industry sector trade unions (where a lot of spontaneous strikes occurred in the first months of 2013).</p> <p>Action plan and statement on preventing discrimination at workplace developed by GTUC (May 2013).</p>	<p>regional level (Mar-Dec 2013).</p> <p>Conference on collective bargaining in industry sector (ILO C87 and C98, ILO MNE Declaration (Kabuleti, Sep 2013).</p> <p>Conference on GTUC affiliates' operations (improves networking between GTUC affiliates, facilitate better operations and restructuring (Kabuleti, Sep 2013).</p> <p>Technical expertise on gender discrimination at workplace (high level conference).</p> <p>Conference on women's labour rights in Georgia (to promote women participation in the labour market, ratification of the C183, implementation of the ratified C100 and c111 and raising awareness on the ILO Declaration on Fundamental principles and rights at work (Kabuleti, Sep 2013).</p>
	2	<p>International labour standards and awareness-raising on ILO Conventions included in the training programmes of GTUC.</p> <p>The principles and issues raised in the ILO Declaration on FPRW and the ILO Tripartite Declaration on MNEs were included in the training programmes.</p>	

## Americas

<p><b>Plurinational State of Bolivia/BOL103</b> Plan de acción sindical para la igualdad de oportunidades entre las mujeres y hombres de la COB ejecutado</p>	1	<p>La Central Obrera Boliviana (COB) incluyó en su Plan de Acción como aspecto central de sus acciones de promoción de la igualdad de género, la mejora de las condiciones de trabajo de las trabajadoras remuneradas del hogar y para ello impulsó la ratificación del C189, efectuando diversas acciones de dialogo con autoridades nacionales, por sí y a través de su organización de base de trabajadoras del hogar.</p>	<p>La Oficina de la OIT brindó cooperación y asistencia técnica a la COB y a su organización sindical de base que agrupa a las trabajadoras remuneradas del hogar, para establecer un plan de incidencia para la ratificación del C189 y de esa manera mejorar la situación de las mujeres trabajadoras. De la misma manera, la Oficina acompañó las actividades de difusión y diálogo con las autoridades nacionales.</p>
	2	<p>La COB ha capacitado a sus miembros sobre los derechos fundamentales en el trabajo contenidos en las Declaraciones y Convenios de la OIT, como un medio fundamental para la defensa y reivindicación de los derechos en el trabajo y ante la sociedad y el Estado.</p>	<p>La Oficina de la OIT contribuyo a la formación de cuadros sindicales (hombres y mujeres) sobre los derechos fundamentales en el trabajo y respecto del C189 y su Recomendación 201.</p>
<p><b>Colombia/COL802</b> Capacidad institucional de las Organizaciones de Trabajadores fortalecida</p>	1	<p>Las centrales sindicales en el marco de la autoreforma sindical, han emprendido acciones de fortalecimiento interno que se expresan en la incorporación en su planificación de aspectos tales como el dialogo social, la igualdad de género, y en general diversos ámbitos del trabajo decente.</p>	<p>La Oficina de la OIT ha brindado a las centrales sindicales asistencia técnica, fundamentalmente a través de actividades de formación, para fortalecer sus capacidades de autoreforma sindical y de fortalecimiento de sus capacidades de participación en los procesos de diálogo nacional y departamentales, como medio para la promoción del trabajo decente.</p>
	2	<p>Las centrales sindicales de Colombia tienen incluido en sus planes y programas la promoción y</p>	<p>La contribución de la OIT a las centrales sindicales ha comprendido diversas materias relacionadas</p>

		tutela de los derechos fundamentales en el trabajo, los de gobernanza y varios más de carácter técnico.	con las relaciones laborales y la política laboral. De la misma manera, la OIT ha facilitado el proceso de consulta a las organizaciones sindicales para incidir en la aplicación y cumplimiento de las NITs
<p><b>Peru/PER802</b></p> <p>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</p>	1	La Confederación General de Trabajadores del Perú (CGTP), la Central Autónoma de Trabajadores del Perú (CATP), y la Central Unitaria de Trabajadores del Perú (CUT), elaboraron y adoptaron el III Plan de Acción Intersindical para la igualdad de oportunidades entre mujeres y hombres 2013-2017, así como el Plan Operativo Anual actualmente en ejecución. La CATP reestructuró a su organización, y registró un avance cualitativo en la igualdad de género. Las organizaciones sindicales de trabajadoras del hogar han logrado crecer y fortalecer sus estructuras a nivel nacional.	La OIT ha promovido, en coordinación y con apoyo financiero de ONU Mujeres, la cooperación y asistencia técnica a las centrales sindicales para que incluyan en su planificación los aspectos referidos a la igualdad de oportunidades propiciando también la coordinación con otras organizaciones no gubernamentales destacándose la participación de Aurora Vivar, de la Friedrich-Oberlin -Wirtschaft, FOS y la Friedrich-Ebert-Stiftung, entre otras. Se brindó asistencia técnica a las centrales sindicales para el análisis comparativo de la legislación nacional respecto del C189 y su R201, así como cooperación y apoyo para la participación en el proceso de sumisión y promoción de la ratificación del C189. OIT brindó asistencia técnica a la CATP para su proceso de autoreforma sindical. La Coordinadora de Centrales Sindicales Andinas (CCSA), la Centrales Unitaria de Trabajadores de Colombia (CUT) de Colombia y la Central Autónoma de Trabajadores del Perú (CUT Perú), la Confederación General de Trabajadores de Perú (CGTP), la Unión General de Trabajadores de Ecuador (UGTE) y el Frente Unitario de Trabajadores (FUT) recibieron

			formación en materia de uso e interpretación de las estadísticas laborales y el respectivo Manual.
	2	Plataforma de acción conjunta liderada por la Internacional de Servicios Públicos presentada ante autoridades nacionales para incidir en la reforma de la Ley de Trabajo, la Ley de servicio Civil y la eliminación progresiva de la Contratación Administrativa de Servicios del Estado, CAS. Las centrales sindicales en el III Plan de Acción Intersindical han incluido de manera transversal aspectos referidos a las NIT´s, y en particular el eje 3 es específico sobre las normas de OIT. El Plan sirve de referencia a las centrales sindicales en la interlocución con las autoridades para la promoción del trabajo decente y en particular para la igualdad de género, tanto a nivel nacional como en tres regiones del país.	La colaboración y apoyo de OIT, ONU Mujeres, FES, FOS y otras entidades ha sido canalizada al Plan de Acción adoptado por las centrales sindicales, logrando de esta forma pertinencia en la asistencia técnica brindada. En colaboración con el Centro de Turín, 100 sindicalistas del sector público capacitados en diálogo social, técnicas de negociación y comunicación. La OIT apoyo un estudio sobre la negociación colectiva en el sector público y la elaboración de un video sobre sindicalización de jóvenes en el sector público. Se llevaron a cabo talleres con jóvenes sindicalistas. Se apoyó el Festival Juventud del Sector Público.
<b>Antigua and Barbuda/ATG802</b> Strengthened institutional capacity of workers' organizations	1	Subsequent to the training interventions conducted in the previous biennium, a joint trade union OSH policy was formulated and endorsed by the Antigua and Barbuda Workers' Union (ABWU) and the Antigua and Barbuda Public Service Association (ABPSA) and has framed the input made by trade union representatives to new national OSH legislation being developed.  Antigua and Barbuda Workers' Union better	Training on policy development and technical advice and comments on the trade union OSH policy.  Training programme and technical advice and support for the strategic planning workshop.

		positioned for effective management as a result of the participation of executive members in a strategic planning exercise (Jun 2013).	
	2	The strategic plan was premised on pertinent ILO instruments including the Declaration on Fundamental Principles and Rights at work and the Declaration on Social Justice for a Fair Globalization.	Training programme and technical advice and support for the strategic planning workshop.
<b>Grenada/GRD802</b> Strengthened institutional capacity of workers' organizations	1	Trade unions under the Grenada Trades Union Council (TUC) adopted an OSH policy which guides the training and workplace activities.  Further training included risk assessment and addressing hazards to enhance the capacity of union members to implement at the workplace.	Facilitation of the development of a policy and action plan for the unions' OSH.
	2	The planning and training programmes conducted by the Grenada Trades Union Council (TUC) incorporated awareness raising on the ILO's instruments, including the Declaration on Fundamental Principles and Rights at Work, and the Declaration on Social Justice for a Fair Globalization.	Technical support and advisory services for the strategic planning and training programmes in Grenada.
<b>Dominican Republic/DOM802</b> Fortalecida la capacidad institucional de las	1	La Mesa Sindical cuenta con un plan estratégico (2013-2014), elaborado en abril de 2013, para promover el trabajo decente y todas sus	La OIT proveyó, de julio a setiembre 2012, a las 3 centrales obreras de recursos y apoyo técnico en materia de VIH SIDA para llevar a cabo 2 talleres

<p>organizaciones de trabajadores</p>		<p>dimensiones (enfaticando la libertad sindical), tanto a nivel nacional, como en sectores seleccionados (portuarios, mineros, zonas francas, hostelería y agroindustriales), e incorporando acciones para la autoreforma.</p>	<p>nacionales con cada central (6 talleres, para un total de 180 sindicalistas), y un taller nacional intersindical (setiembre 2012, 30 sindicalistas). La OIT, con el Proyecto Migrantes (financiado por la Comisión Europea), patrocinó dos talleres sindicales sobre los derechos de los/as migrantes (marzo y abril 2013, 60 participantes), para que las centrales de la Mesa Sindical integren dicha temática en su plan estratégico. La OIT brindó apoyo técnico con fondos RBSA y en coordinación con la CSA, se realizaron tres talleres de autoreforma (uno por cada central) en julio 2013 (90 sindicalistas), para contribuir con el proceso de planificación estratégica de la Mesa Sindical 2013-2014, implementando acciones sindicales dirigidas a la promoción del trabajo decente y la protección social. También se desarrollaron dos talleres con tal finalidad (abril 2013, 30 participantes).</p>
	<p>2</p>	<p>Las organizaciones sindicales cuentan con un plan estratégico para promover el trabajo decente en todas sus dimensiones (enfaticando la libertad sindical), utilizandolo como marco de referencia para los aspectos relacionados con los derechos sindicales y la negociación colectiva. La Declaración de PDFT (1998) y la Declaración sobre la Justicia Social para una globalización equitativa, las utilizan en sus actividades de difusión,</p>	<p>La OIT brindó asesoría técnica directa a las centrales sindicales en materia de PTDP, y llevó a cabo 5 reuniones técnicas y un taller (febrero a junio 2013, 50 sindicalistas capacitados) así como un taller nacional (abril 2013, 30 sindicalistas), para que la Mesa Sindical elaborase su propuesta de PTDP, en el marco referencial de las declaraciones de PDFT y de Globalización</p>

		capacitación y promoción de los derechos fundamentales del trabajo con sus filiales y bases sindicales.	Equitativa y Justicia Social.
<b>Haiti/HTI802</b> Fortalecida la capacidad institucional de las organizaciones de trabajadores	1	Las organizaciones sindicales cuentan con un plan de formación sindical en materia de VIH SIDA, derechos de los migrantes, erradicación trabajo infantil, y derechos fundamentales aplicados a las zonas francas. Este plan se desarrolla a través de acciones de formación, durante 2012 y 2013, para mejorar la acción sindical en el lugar de trabajo, en las empresas donde trabaja el Programa Better Work, y en las consultas tripartitas del Gobierno.	La OIT brindó asistencia técnica a través de capacitaciones puntuales en materia de VIH SIDA (julio 2013-20 sindicalistas, y 5 puntos focales), derechos de los migrantes (mayo 2013-40 participantes), erradicación del trabajo infantil (mayo y junio 2012, y abril 2013; 150 participantes), y derechos fundamentales aplicados a las zonas francas (4 talleres en el marco del proyecto Better Work de mayo a julio 2012, y de febrero a mayo 2013; 140 participantes). La OIT brindó además asistencia técnica para la publicación de tres folletos (marzo 2013), traducidos al creole, sobre cómo organizarse en sindicatos y cómo negociar colectivamente. Los folletos son: a) Pasos para formar un sindicato de trabajadores/as; b) Pasos para llegar a la negociación colectiva; y c) Libre funcionamiento de las organizaciones sindicales: Garantías para su crecimiento y consolidación. También se tradujo al creole (junio 2013) la guía de autoreforma sindical de la Confederación Sindical de las Américas (CSA).
	2	Las organizaciones sindicales integraron a su plan de formación (talleres al efecto, y en los	La OIT, en coordinación sinérgica con la CSA, ofreció recursos técnicos y documentación (abril y



		materiales didácticos), la Declaración de la OIT relativa a los principios y derechos fundamentales en el trabajo, la declaración tripartita de principios sobre las Empresas Multinacionales, y la Declaración sobre la Globalización Equitativa y la Justicia Social.	julio 2012, y julio 2013) para ser incorporada por las centrales en sus actividades de capacitación con sus dirigentes y afiliados/as.
<b>Honduras/HND802</b> Fortalecida la capacidad institucional de las organizaciones de trabajadores	1	Las organizaciones sindicales (Confederación de Trabajadores de Honduras (CTH), Central General de trabajadores (CGT) y Confederación Unitaria de trabajadores de honduras (CUTH)) elaboraron una agenda sindical de trabajo decente (desde enero a abril 2012), con énfasis en la libertad sindical y la negociación colectiva, y la sometieron a consideración de Gobierno y empleadores a través de diálogo social durante el proceso de construcción del Programa de Trabajo Decente por País (PTDP) de Honduras que apoyó la OIT (desde mayo a octubre del 2012), y que finalmente fue incorporada de forma aceptable para las centrales al PTDP firmado tripartitamente en octubre de 2012. Dicha agenda sindical va a ser también el referente para buena parte de las acciones de cooperación técnica del plan de implementación del PTDP, elaborado por la OIT en consulta tripartita (enero y febrero 2013).	La OIT brindó apoyo técnico a las 3 centrales sindicales (CUTH, CGT y CTH) para la elaboración de la agenda sindical de trabajo decente, en coordinación con la Confederación Sindical de Trabajadores/as de las Américas (CSA), a través de un proceso de acompañamiento con reuniones técnicas y talleres de capacitación en las materias propias de los 4 objetivos estratégicos de la OIT. La OIT llevó a cabo 10 reuniones técnicas y 4 talleres (de agosto a octubre 2012), capacitando a 100 sindicalistas.
	2	La agenda sindical de trabajo decente contiene referencias explícitas a la Declaración de principios	La OIT llevó a cabo 4 talleres (de agosto a octubre 2012), capacitando a 100 sindicalistas en el

		y derechos fundamentales del trabajo, y a la Declaración sobre la Globalización Equitativa y la Justicia Social.	enfoque del trabajo decente de la OIT, y tomando como marco referencial la Declaración de Principios y Derechos Fundamentales del Trabajo, y la Declaración sobre la Globalización Equitativa y la Justicia Social.
<b>Nicaragua/NIC802</b> Fortalecida la capacidad institucional de las organizaciones de trabajadores	1	<p>Las centrales ejecutan un plan estratégico de comunicación y capacitación de los derechos fundamentales en marcha, elaborado en 2011 y desarrollado en 2012 y 2013.</p> <p>En el marco de dicho plan, las centrales utilizan y difunden entre sus bases de afiliación, nuevos materiales de difusión sobre normas internacionales y derechos fundamentales, enriqueciendo además sus paquetes de recursos didácticos para su programación educativa sindical.</p> <p>En las zonas francas de producción para la exportación (ZPE), las centrales y sus bases en las empresas maquiladoras adoptaron y ejecutaron un plan de capacitación en temas de Better Work y trabajo decente, para el bienio 2012-2103, el cual se ha puesto en marcha con 5 actividades intersindicales.</p>	<p>La OIT (con financiación del Gobierno de Estados Unidos) brindó apoyo para la elaboración y publicación de despleables sobre Normas Internacionales y sobre no discriminación, contruidos con las centrales a través de 3 talleres específicos (2 talleres en octubre, 2012; febrero 2013; total: 90 egresados/as), y de asesoría técnica de los especialistas de OIT.</p> <p>-La OIT brindó apoyo técnico a las centrales sindicales que tienen bases afiliadas en las maquiladoras, para construir un plan de formación en los 4 ejes del trabajo decente, y en temas de Better Work, en un taller al efecto (diciembre 2012: 30 sindicalistas). Luego apoyó el desarrollo de 5 talleres más en marzo y abril 2013, para un total de 120 sindicalistas beneficiarios.</p>
	2	Las organizaciones sindicales incorporan en sus planes de comunicación y capacitación, así como	La OIT llevó a cabo 3 talleres (2 talleres en octubre 2012, y febrero 2013), capacitando a 90

		en sus materiales didácticos publicados referencias a contenidos esenciales de la Declaración de principios y derechos fundamentales del trabajo, y a la Declaración sobre la Globalización Equitativa y la Justicia Social.	sindicalistas en el enfoque del trabajo decente de la OIT, y tomando como marco referencial la Declaración de principios y Derechos Fundamentales del Trabajo, y la Declaración sobre la Globalización Equitativa y la Justicia Social.
<b>Argentina/ARG802</b> La Confederación General del Trabajo de la República Argentina (CGTRA) aplica programas de formación y fortalece su capacidad de investigación en las distintas dimensiones del Trabajo Decente.	1	La Secretaría de Relaciones Internacionales de CGTRA desarrolló una serie de jornadas en varias provincias del país, con el objeto de promover la creación de Equipos Multidisciplinarios de Trabajo Decente (EMTD) y fortalecer las capacidades técnicas de los delegados sindicales que los integran, a fin de intervenir en la agenda sindical de Trabajo Decente.	La OIT apoyo 2 Encuentros subregionales de dirigentes y asesores sindicales de los EMTD existentes: Río Gallegos, Caleta Olivia, Ushuaia y Río Grande (Puerto Madryn, 2012) y Córdoba, Rosario, San Juan, Tucumán y Formosa (Posadas, 2012)  La OIT apoyo la difusión de la experiencia del EMTD-CGTRA como buena práctica a promover en otros países de América Latina: en 2012 se apoyo la traducción al inglés de la publicación "Trabajo Decente para una vida digna. El Equipo Multidisciplinario de Trabajo Decente de la Confederación General del Trabajo".
	2	El Equipo Multidisciplinario de Trabajo Decente (EMTD) de la CGTRA desarrolló en 2013 un paquete de materiales educativos sobre las dimensiones del Trabajo Decente, en base a la Declaración de Principios y Derechos Fundamentales y la Declaración sobre la Justicia Social.	Asistencia técnica para el desarrollo de un paquete de materiales educativos para la formación de delegados sindicales y trabajadores en general sobre los pilares del trabajo decente: elaboración de los módulos; adaptación pedagógica; validación en talleres de formación de formadores.

<p><b>Brazil/BRA802</b> La capacidad institucional de las organizaciones de los trabajadores para promover la Agenda de Trabajo Decente es fortalecida.</p>	<p>1</p>	<p>La bancada de los trabajadores elaboran un documento con la visión de los trabajadores que es incorporado como ítem IV del Texto-Base de la Conferencia Nacional de Empleo y Trabajo Decente (CNETD), realizada del 8 al 11 de agosto de 2012.</p> <p>Los trabajadores en el sector marítimo fortalecieron sus acciones para prevención de la epidemia de HIV/SIDA.</p>	<p>La OIT apoyo el evento preparatorio de la CUT y el de la bancada de los trabajadores en la I Conferencia Nacional Estadual de Trabajo Decente. Los dos eventos reunieron cerca de 350 representantes sindicales.</p> <p>La OIT apoyo la formación de cerca de 300 trabajadores y de la junta directiva de la Federación Nacional de los Trabajadores Marítimos.</p>
	<p>2</p>	<p>El documento elaborado por la bancada de los trabajadores incorpora el concepto de trabajo decente e involucra las siguientes áreas: normas internacionales del trabajo y derechos sindicales, dialogo social como instrumento de gobernabilidad democrática, reducción de la pobreza, sueldos, relaciones laborales, trabajo infantil, migrantes, igualdad de género, empleo, protección social, economía informal, salud y seguridad en el trabajo, inspección del trabajo y empleos verdes.</p> <p>Se desarrollan campañas tripartitas en base a las políticas de prevención definidas por OIT/Naciones Unidas, con base en la Recomendación 200 de la OIT.</p>	<p>La OIT ofreció apoyo técnico sobre los temas de libertad y autonomía sindical y agenda de trabajo decente, fortaleciendo la participación sindical en la I CNETD. Apoyo la elaboración del estudio sobre el tema del trabajo precario en Brasil, el cual ayudo también a consolidar los trabajos del grupo continental para erradicar Trabajo Infantil de la Confederación Sindical de Trabajadores/as de las Américas (CSA). Se apoyó a la Internacional de Trabajadores de la Construcción y la Madera (ICM) en la elaboración de un estudio sobre Migración, Informalidad y Construcción, y se elaboraron insumos sobre OIT y Agenda Post-2015.</p> <p>La OIT promovió la formación de los trabajadores marítimos en tres estados con la divulgación de la Recomendación 200 y la impresión del documento para la distribución para los sindicatos del país.</p>

<p><b>Mexico/MEX802</b> Fortalecimiento de la capacidad institucional de las organizaciones de trabajadores</p>	1	<p>La Confederación de Trabajadores de México, la Confederación Revolucionaria de Obreros y Campesinos y la Unión Nacional de Trabajadores, que son las tres grandes centrales sindicales han desarrollado cada por separado, una propuesta sindical (documento político) sobre las reformas de la seguridad social en México.</p>	<p>La OIT realizó tres talleres con los centrales sindicales (una por central), para discutir y desarrollar propuestas frente a las reformas del sistema de seguridad social.</p>
	2	<p>Los posicionamientos de las centrales sindicales sobre reformas al sistema de la seguridad social refieren a la Declaración sobre la Justicia Social para una Globalización Equitativa.</p>	<p>La OIT brindó asistencia técnica para los talleres que se llevaron a cabo en el marco de los estudios sobre seguridad social.</p>
<p><b>Paraguay/PRY802</b> Strengthened institutional capacity of workers' organizations</p>	1	<p>Se establece una Hoja de Ruta Sindical para promover una nueva institucionalidad laboral.</p> <p>En noviembre de 2012, se acuerda un cronograma de diálogo tripartito con vistas hacia la unificación de los Centros de Formación Profesional Nacionales.</p>	<p>La OIT apoyo en 2012 la elaboración de un estudio sobre la importancia y necesidad de creación del Ministerio de Trabajo, Empleo y Seguridad Social en Paraguay.</p> <p>En el 2012, se realizan ocho seminarios de formación sindical.</p>
	2	<p>La Hoja de Ruta incluye la creación del Ministerio del Trabajo, con especial énfasis en la aplicación de las Declaracion sobre Empresas Multinacionales y Política Social, la Declaracion sobre la Justicia Social para una Globalización Equitativa, así como el Pacto Mundial para el Empleo, y la Promoción de los Convenios 87, 98, 169 y 187.</p> <p>Se elabora un Plan de Acción Sindical conjunto</p>	<p>En junio del 2013 la OIT apoyó el desarrollo de una instancia de trabajo unitario entre la Central Unitaria de Trabajadores Auténtica (CUT - A) y la Central Nacional De Trabajadores (CNT), así como la elaboración de un plan de trabajo conjunto.</p> <p>En el 2013, la OIT ofrece asistencia técnica en</p>

		para promover la unificación de los centros nacionales de formación profesional e incidir en los contenidos de dicha formación profesional, basados en el C142 y Recomendación 195.	diferentes seminarios y talleres sindicales con la CUTA y CNT.
<b>Uruguay/URY802</b> Strengthened institutional capacity of workers' organizations	1	<p>Durante el 2012, se fortaleció el Observatorio de Negociación Colectiva que tiene como objetivo lograr que los distintos espacios de negociación colectiva, del Plenario Intersindical de Trabajadores y Convención Nacional de Trabajadores (PIT-CNT), el consejo superior de salarios y el consejo de salarios, tanto en grupos como en sub-grupos, recojan las propuestas impulsadas desde el sindicalismo para mejorar la calidad del empleo y condiciones de trabajo.</p> <p>Se establece una estrategia sindical sobre las agencias de trabajo temporal, en referencia al C181, y la Declaración Tripartita de la OIT sobre Empresas Multinacionales y Política Social de la OIT.</p>	<p>La OIT provee de asistencia técnica en tres talleres del Plenario Intersindical de Trabajadores y Convención Nacional de Trabajadores (PIT-CNT).</p> <p>Apoyo de la OIT para la elaboración de un Estudio sobre Tercerización mediante agencias de trabajo temporal en Uruguay. Asistencia técnica en el Seminario Regional sobre Estrategia sindical frente a Multilaterales realizado por el Grupo de Trabajo sobre Empresas Multinacionales de la CSA, donde se presentó el estudio de Uruguay.</p>
	2	Se elaboran pliegos a presentar a los consejos de salarios, una plataforma legislativa y el análisis y formulación de una propuesta salarial a presentar al poder ejecutivo.	A través del Instituto de Formación Cuesta Duarte, la OIT entregó asistencia técnica a: i) Las jornadas educativas del PIT-CNT, y ii) en actividades de formación del equipo de representación de los trabajadores en el Banco de Previsión Social (BPS).

**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 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
<b>Africa</b>			
<p><b>Mauritius/MUS802</b> Commitment of Worker's Union in decision making process to improve productivity is effective</p>	<p>1</p>	<p>Le rapport de Maurice dans le cadre du processus de consultation nationale pour la préparation du 2015 Post Agenda inclut les résultats de la réflexion des syndicats de travailleurs sur le thème "full and productive employment and decent work"</p> <p>La participation active des syndicats de travailleurs dans le processus de l'élaboration du PPTD de Maurice a été effective. Leur engagement dans la mise en oeuvre du PPTD a été confirmé par la signature des 4 syndicats de travailleurs regroupés au sein du CDS (Conseil des Syndicats).</p> <p>Les chantiers pour la promotion du travail décent</p>	<p>Appuis techniques dans :</p> <ul style="list-style-type: none"> <li>- la participation dans le processus de l'Agenda Post 2015</li> <li>- la mis en place d'un Conseil des Syndicats (CDS) et l'organisation de l'atelier pour aider le CDS à développer son plan de développement stratégique, ainsi que la contribution du CDS dans la mise en oeuvre du projet pour la promotion de la Déclaration des Entreprises Multinationales</li> <li>- l'organisation des ateliers pour la ratification des conventions.</li> </ul>

		<p>du pays ont été finalisés avec une présence et participation effective du CDS (Plan d'action national sur le Green Economy, ratification des conventions, politique nationale de lutte contre le VIH/Sida, etc.).</p> <p>Un plan de développement stratégique du CDS a été adopté lors d'un atelier de validation en juillet 2013.</p>	
	2	Les documents de politique et stratégies nationales respectent les normes internationales du travail et les conventions ratifiées par le pays.	L'appui technique dans la conduite des ateliers et séminaires en faveur du CDS.
<b>United Republic of Tanzania/TZA802</b> Strong and representative workers organizations influencing economic and social policies	1	<p>Workers organization contributed in improving reporting obligations under the ILO conventions on forced and child labour.</p> <p>Through the involvement of workers' organizations, the Decent Work Country Programme (DWCP) has been developed and is in place and implemented. Workers' priorities have been addressed in the DWCP.</p>	<p>Technical assistance and discussions on the CEACR's recommendations on Tanzania's implementation of forced and child labour conventions.</p> <p>Training of trade union leaders from both Zanzibar and Mainland on DWCPs. Now members of the formed DWCP technical team.</p>
	2	Time bound action plans are in place, in both Mainland and Zanzibar, to ensure that CEACR observations and/or recommendations on Tanzania are implemented.	<p>Facilitation and participation in consultation meetings for development of the time bound action plans.</p> <p>Workshops on Tanzania's international treaty</p>



			reporting obligations under the ILO Conventions on Child and Forced Labour.
<b>Cape Verde/CPV802</b> Strengthened institutional capacity of workers' organizations	1	<p>Grâce au dialogue sociale, un accord sur un salaire minimum de 11000 Escudos (en vigueur à partir du 11 janvier 2014), un accord sur un nouveau plan de carrières pour les fonctionnaires et une augmentation d'environ 3% du traitement de ces mêmes fonctionnaires (rétroactif au 11 janvier 2012) ont été adoptés.</p> <p>Les deux centrales, Union Nationale des Travailleurs Cap Verdiens-Central Syndical (UNTC-CS) et Confédération Capverdienne des syndicats libres (CCSL) se sont entendus sur le salaire minimum, après une formation sur le travail décent et le salaire minimum. Cela a contribué à un dialogue social apaisé pour obtenir les accords ci-dessus, ainsi que la participation des travailleurs à la gestion de la Prévoyance Sociale.</p>	Des activités de formation, de sensibilisation, et de conciliation du BIT entre les deux organisations syndicales, le gouvernement et les Employeurs ainsi qu'entre les deux organisations syndicales elles-mêmes.
	2	L'accord sur le salaire minimum mentionne explicitement la Convention internationale sur le salaire minimum 131 et la recommandation 135. Ces deux instruments ont été utilisés dans la préparation des syndicats et dans les argumentations pour la négociation de l'accord nationale sur le salaire minimum mentionné ci-dessus.	Facilitation et participation à la concertation intersyndicale.  Atelier sur la convention 135 et le dialogue social.

		La participation des travailleurs à la gestion de la Prévoyance Sociale a aussi contribué à la référence de la Convention internationale du travail 102.	
<p><b>Senegal SEN802</b> Strengthened institutional capacity of workers' organizations</p>	1	<p>La Confédération des syndicats autonomes (CSA), la Confédération Nationale des travailleurs du Sénégal (CNTS), la Confédération Nationale des travailleurs du Sénégal-force du changement (CNTS-FC), l'Union démocratique des travailleurs du Sénégal (UDTS) et l'Union des Syndicats Autonomes du Sénégal (UNSAS) ont pris part et influencé les travaux du comité en charge de la formulation et la validation du PPTD en juillet 2012.</p> <p>Validation par la Coalition des Centrales Syndicales d'un document de base intégrant les préoccupations des travailleurs sur la protection sociale qui ont été prises en compte dans la stratégie nationale sur la protection sociale.</p> <p>Les organisations syndicales ont élaboré un draft de Convention Collective Nationale Interprofessionnelle (CCNI) devant servir de document de base pour la renégociation de la CCNI actuelle.</p> <p>En matière de santé et sécurité au travail, 10 Formateurs de formateurs en SST diplômés en</p>	<p>Rencontres et ateliers de sensibilisation et de formation des organisations syndicales sur base du manuel « Les syndicats et les programmes par pays de promotion du travail décent », développé par ACTRAV.</p> <p>Assistance technique.</p> <p>Assistance technique et financière.</p>

		<p>2012 ainsi que 20 animateurs en Comité pour la santé et sécurité au travail.</p> <p>Validation en avril 2012 d'un document de base préparatoire aux Etats Généraux en SST au Sénégal.</p> <p>Quatres centrales, l'UNSAS, la CSA, la CNTS-FC et l'UDTS ont validé leur politique respective de SST et de lutte contre le VIH/Sida.</p>	
	2	<p>La référence et l'utilisation des conventions de l'OIT a été une constante dans les différentes activités énumérées ci-dessus. Tous les documents produits font référence aux conventions de l'OIT.</p>	
<p><b>Botswana/BWA802</b> Improved capacity for Workers' Organizations contribute to the respect for worker rights and influencing the policy environment.</p>	1	<p>Botswana Federation of Trade Unions (BFTU) leads the Botswana Decent Work Country Programme Priority 4 on Workers' Rights through chairing the thematic working group on workers' rights.</p> <p>The BFTU and the Botswana Federation of Public Service Unions (BOFEPUSO) leadership and affiliates have developed a plan of action for the application and promotion of International Labour Standards with a focus on the 8 core conventions.</p>	<p>Capacity building support to strengthen BFTU capacity to engage in social and policy dialogue as well as inclusion of ILS and fundamental principles and rights at work in policy outcomes, including in the implementation of the DWCP, the mid-term review of the National Development Plan 10, and revision of the GoB-UN Programme Operational Plan.</p> <p>A sensitization workshop for BFTU and BOFEPUSO affiliates (Oct 2013) with 30 participants, of whom 4 were women.</p>

	2	The BFTU developed an action plan to drive the DWCP thematic working group on workers' rights (DWCP priority 4) as mandated by the national steering committee, and developed a capacity building programme to strengthen BFTU capacity to report on ratified standards.	<p>Technical support to strengthen workers' organizations understanding of the ILO's international labour standard system and development of an action plan for workers organizations to drive the DWCP thematic working group on workers' rights.</p> <p>Workshop on international labour standards (Mar 2013) with 30 participants, of whom 5 were women.</p>
<p><b>Mozambique/MOZ802</b> Strengthened institutional capacity of workers' organizations</p>	1	<p>Organização dos Trabalhadores de Moçambique (OTM/CONSILMO) have extended and improved services for both existing and potential members with a focus on women workers and have a greater knowledge and appreciation of the decent work agenda as evidenced in their participation and contribution to the Post 2015 consultations which will influence the future UN strategy in the country.</p> <p>Key results include Joint OTM/Consilmo comparative study on provisions of C189 and R201 vis national legislation on domestic workers and Joint OTM/Conslimo capacity assessment of domestic workers' organizations.</p>	<p>Training on negotiation skills.</p> <p>Study on the conditions of women workers and the application of the Conventions 100 and 111.</p> <p>Lobby and advocacy for ratification of Convention 183.</p> <p>Study on Domestic Workers.</p>
	2	The above mentioned processes have included international labour standards.	Training on international labour standards delivered to ILO's tripartite constituents.

<p><b>Burkina Faso/BFA802</b> Strengthened institutional capacity of workers' organizations</p>	1	<p>Les organisations de travailleurs au Burkina ont apporté une contribution tout au long du processus de consultation, de formulation et de validation du PPTD 2012-2013 qui a abouti à sa signature en septembre 2012.</p>	<p>Appui technique pour la formulation et la validation technique du PPTD et notamment aux ateliers de validation pour permettre aux organisations syndicales d'affiner et consolider leurs contributions.</p> <p>Rencontres et ateliers de sensibilisation et de formation des organisations syndicales sur base du manuel « les syndicats et les programmes par pays de promotion du travail décent », développé par ACTRAV.</p>
	2	<p>Le PPTD du Burkina Faso prend en compte les aspects normatifs et y consacre un résultat attendu intitulé « Les mandants tripartites et autres acteurs clés consolident le dialogue social, ratifient les conventions, appliquent les normes internationales du travail et mettent en oeuvre les obligations constitutionnelles du Burkina Faso en matière normative ».</p>	<p>Formations sur les normes internationales du travail, la Déclaration sur les principes et droits fondamentaux au travail ainsi que sur les obligations constitutionnelles de faire rapport.</p>
	2	<p>Conventions 111, 87 and 98 were included in the implementation of the above mentioned processes.</p> <p>The GFBTU, in line with ILS, developed comments on the draft labour law and law on strikes proposed by the Parliament.</p>	<p>Technical assistance to meet the recent challenges mainly in follow up to the complaints presented to the ILO supervisory bodies.</p>

Arab States			
<p><b>Bahrain/BHR802</b> Strengthened institutional capacity of workers' organisations</p>	1	<p>The General Federation of Bahrain Trade Unions (GFBTU) efforts were successful in signing a <b>tripartite agreement</b> in Bahrain to reinstate (80%) of suspended and dismissed workers and proposed solutions to solve the issue of the dismissed workers based on C111 and C87.</p> <p>The GFBTU built their sectoral unions to better meet the increased pressure and to engage in fruitful dialogue with other social partners.</p> <p>The GFBTU, in line with international labour standards, developed comments on the draft labour law and law on strikes proposed by the Parliament.</p>	<ul style="list-style-type: none"> <li>• Technical advice, facilitation and sponsoring of the elaboration and signing of the tripartite agreement in Bahrain to solve the issue of the dismissed workers.</li> <li>• Technical support to GFBTU to build their sectoral unions.</li> <li>• Technical assistance to comment on the proposed labour legislations.</li> <li>• Training of GFBTU second tier union leaders to secure the continuity of the trade union work.</li> <li>• Technical support and assistance to GFBTU to hold their 2nd General Congress and present a comprehensive socio-economic agenda.</li> <li>• Technical advice and organized workshops for the trade unions leadership concerning collective bargaining, organizing women and youth.</li> </ul>
	2	<p>Conventions 111, 87 and 98 were included in the implementation of the above mentioned processes.</p>	<ul style="list-style-type: none"> <li>• Technical assistance to meet the recent challenges mainly in follow up to the complaints presented to the ILO</li> </ul>

			supervisory bodies.
		The GFBTU, in line with ILS, developed comments on the draft labour law and law on strikes proposed by the Parliament.	

**Asia and the Pacific****Malaysia/MYS802**

Strengthened institutional capacity of workers' organizations

1

Malaysian Trade Union Congress (MTUC) used ILO supervisory mechanisms to promote equal treatment for migrant workers. ILO CAS in June 2013 recommended a technical mission to Malaysia to advise the government to comply with C19.

MTUC has influenced a government policy (vision 2020) on increasing the income of low-income workers, by lobbying for the introduction of a new minimum wage of RM900 for Peninsula and RM800 for Sarawak and Sabah (Mar 2013). MTUC ensured that the ratification of ILO C87 is a key national agenda, by adopting four regional action plans for its ratification and articulating a national roadmap (Jul-Oct 2013). Thirty leaders from the Federation of Trade Unions of Employees in Banking and Financial Institutions (FEBFI) were trained on C87 and C98 and ILO supervisory mechanism. Before the general election (May 2013), MTUC leaders influenced the policy of the opposition party for the ratification of ILO C87.

MTUC has influenced the design process of the Unemployment Insurance scheme by engaging in the Tripartite Project Committee (TPC) and presented a union position paper to the National Tripartite Consultation Meeting (May 2012).

Support by the ILO GMS Triangle project to support the implementation of a MTUC action plan on the protection of rights and the implementation of minimum wage among migrant workers.

Support to MTUC leaders to attend Turin training courses on wage policies (Mar 2013).

Technical assistance to the regional workshops on ratification of C87 in Penang, Johor Bauru, Sarawak and in Sabah (Jul - Aug 2013), as well as to the national conference (Sep 2013).

Inputs to the four MTUC satellite meetings held in Subang Jaya, Kuala Lumpur, Johor Bauru, Penang, Kuching and Kota Kinabalu (Mar and May 2012).

Project on ASEAN UI contributed to the capacity building for the constituents through participation in the regional events.



	2	The promotion of international labour standards, especially on the ratification of C87 and the implementation of the ratified C98 is a key issue of the above-mentioned national development process	Technical inputs provided to MTUC in organizing the regional workshops, the national conference and the satellite meetings.
<b>Thailand/THA802</b> Strengthened institutional capacity of workers' organizations	1	<p>The State Enterprises Workers' Relations Confederation (SERC) used ILO supervisory mechanisms, by submitting complaints against dismissal of 13 railway union leaders (May 2013), violation of C19 in 2012-13 as well as violation of unfair dismissal of Linfox transport workers (Jun 2013).</p> <p>The 12 national unions have vigorously launched a ratification campaign on C87 and C98, through leadership training for 280 young unionists, the organization of a dozen of provincial forums on C87 and C98, and the dissemination of international experience on organising and FOA.</p> <p>The national unions adopted a petition to the government for requesting the ratification of ILO C87 and C98 at the ILO/Thai Trade Union Conference on the ratification and implementation of ILO C87 and C98 (Bangkok, 30-31 Aug 2012). Ratification of C87 and C98 included in the draft DWCP for Thailand (2012-2016).</p>	<p>ILO provided SERC with consultations and advices on its complaints.</p> <p>ILO organised a seminar on OSH and social dialogue in railways (Apr 2012), met senior government officials (Dec 2012) and expressed concern on the dismissal of the union leaders. ILO sent a letter to the labour minister concerning the dismissal.</p> <p>Technical assistance to national unions to conduct 12 leadership training courses and organise a dozen of regional forums to promote the ratification.</p> <p>Thai union leaders were invited to various ILO activities discussed on wage policies, which include the ACFTU/ACTRAV seminar (Bali, Apr 2013).</p> <p>The visit of a Thai union leader to Cambodia was supported (Feb 2012).</p> <p>The visit of the Lao Federation of Trade Unions to Thailand (May 2013) was supported to discuss the</p>

		ILO Multilateral Framework on International Labour Migration was used to protect the rights of migrant workers.	MOU.
	2	<p>The promotion, implementation and ratification of international labour standards, especially on C87 and C98 are mainstreamed in all union activities and policies.</p> <p>The united voice of the 12 registered national unions influenced the government and the employers to include the ratification of C87 and C98 in the draft DWCP for Thailand (2011-2015), endorsed in May 2013.</p>	<p>Technical assistance to boost trade union action.</p> <p>Facilitation of tripartite consultation meetings on the DWCP.</p>
<b>Fiji/FJI802</b> Institutional capacity of workers' organizations is strengthened	1	Trade unions filed a complaint to the CFA. The CFA/GB asked for a direct contact mission. Currently the unions have used the supervisory mechanism to ask for a commission of enquiry.	Training and education were held on international labour standards and the formulation of labour laws based on international labour standards.
	2	The CFA case was based on the application of Convention 87.	
<b>Solomon Islands/SLB802</b> Strengthened institutional capacity of workers' organizations.	1	The Solomon Islands Council of Trade Unions (SICTU) effectively contributed towards the consultation process for the compilation of the country context geared towards the formulation of the country's next DWCP.	The ILO CO Suva commissioned the context report to be compiled for the Solomon Islands by an independent local consultant. The pre-condition was that an extensive consultation will need to be undertaken with the Government and social

			partners.
	2	<p>Capacity building workshop has been organized by SICTU for new and existing members to effectively engage in union matters and contribute towards policy level discussions.</p> <p>International labour standards were included as a priority in the DWCP.</p>	<p>With technical support, SICTU has managed to organize and deliver a three day workshop with its executive members and full-time officials of member Unions and Associations (Honiara, 12-14 Dec 2012). As a result of the workshop, the capacity of the newly elected and recruited officials were built through basic training and skills development to more effectively engage in union matters and contribute towards policy discussions.</p>
<p><b>India/IND802</b> Strengthened institutional capacity of workers' organizations</p>	1	<p>Workers' Organizations participated and contributed to the following:</p> <ul style="list-style-type: none"> <li>- 12th Five Year Plan (2013-17)</li> <li>- United Nations Development Action Framework for India (2013-17)</li> <li>- Recommendation to include a separate Development Goal on Full and Productive Employment including particular reference to the Social Protection Floor was incorporated in the National Consultation Report of the UN on Post "2015 Development Agenda" India. The consultation process arrived at a consensus using the ILO governance documents on Post-2015 Development Agenda.</li> </ul>	<p>Technical support in capacity building activities (training workshops, campaigns, information dissemination on core labour standards, promotion of membership) to actively participate in the dialogues and contribute in these important processes.</p> <p>Capacity building activities on Social Protection Floor, HIV/AIDS, Domestic Work (including awareness on C189), Child Labour, Construction and Sanitation Workers with RBSA, US Department of Labour, Swedish and Special Programme Account funds.</p> <p>Facilitated establishment of Joint Action Forum in Tamil Nadu for promotion of core labour standards with Norway funded project.</p>

		<ul style="list-style-type: none"> <li>- Independent Evaluation of the Decent Work Country Programme for India (2007-12) and signed the tripartite statement for inclusion in the next cycle of Decent Work Country Programme.</li> <li>- The Poverty Reduction Strategy. Through the establishment of a joint platform for 11 national trade union confederations, the unions influenced the supervisory mechanism to negotiate a 10 points list of issues with the Government. The list included ratification of Convention 87 and 98 and the establishment of minimum wages and improvement in social security.</li> </ul>	<p>Facilitated establishment of Joint Committees of national trade unions in the states of West Bengal, Bihar, Jharkhand, Odisha to address elimination of child labour and other labour issues with the support of U- Department of Labour Funded project on Elimination of Child Labour in Hazardous Sectors.</p>
	2	<p>International Labour Standards are included in all the above Plan/framework for implementation.</p> <ul style="list-style-type: none"> <li>- 12th Five Plan - para 15.152 (Convention No188)</li> <li>- United Nations Development Action Framework for India (2013-17)</li> <li>- Recommendations on the Post-2015 Development Agenda includes ratification of core labour standards, gender equality, Social Protection Floor and other in line with International Labour standards.</li> </ul>	<p>Technical support in raising awareness on core labour standards, Recommendations 200 on HIV/AIDS, 202 on SPF, C188 on Fishing, C189 Domestic Work, C183 Maternity Protection, C102 on Social Security, C100 and C111 on discrimination.</p> <p>Technical support in promotion of MNE Declaration, OECD guidelines were provided to the trade unions to enhance their knowledge and information to apply these frameworks towards protection of workers' rights.</p>

**Europe**

<b>BGR802</b> Strengthened institutional capacity of workers' organizations	1	<p>Proposal issued for a framework agreement to be concluded with employers' organization based on findings of a study on atypical forms of work in Bulgaria and the ways to tackle them. Implementation at branch and companies level through a bipartite procedure agreed between employers' and TU organizations in a two years period.</p> <p>Proposal for amending and improving the existing legislation on atypical forms of work submitted to the ESC and Government based on bipartite assessment of the results of implementation of recommendations of the study. It is a result of framework agreements' implementation.</p>	<p>ToR issued and discussed with the trade unions.</p> <p>Study commissioned by the ILO DWT/CO-Budapest on Atypical forms of work in Bulgaria and the ways to tackle them. Study published in e-format.</p> <p>Validation seminar held.</p>
	2	<p>Specific attention given to vulnerable groups of workers (youth, women and elder workers) in the proposed bipartite framework agreement.</p> <p>Conclusions of the GJP Scan previously undertaken and the principles of Decent Work Agenda included.</p>	<p>Technical Assistance provided during drafting of the framework agreement and in the process of implementation.</p> <p>Assessment of the final version for submission to ESC and Government.</p> <p>It is planned to provide training on ILO Supervisory mechanisms and their use in protection and promotion of workers' fundamental rights.</p>
<b>Serbia/SRB802</b> Strengthened institutional capacity of workers'	1	Capacity of 34 trade union activists at company level was enhanced to mainstream gender through	Study on Collective bargaining at company level in

organizations		<p>collective bargaining in the Metal and Chemical sectors.</p> <p>Capacities were enhanced on ILO supervisory mechanisms and their use in protecting workers' fundamental rights, on collective bargaining processes at national, sector and enterprise level; and to effectively comment and react to proposals on Labour Code amendments and efficiently oppose to the increased level of flexibility in labour relations is strengthened.</p> <p>A sub-regional training seminar for trade union representatives in the auto industry will aim at enhancing the knowledge base on the ILO Declaration on MNEs and Social Policies.</p> <p>Contribution to the discussions on the DWCP for Serbia 2013-2017 and strengthening of its implementation.</p>	<p>Serbia, commissioned and validated.</p> <p>Capacity building and technical assistance on collective bargaining, gender mainstreaming and ILO supervisory mechanism.</p>
	2	<p>Special attention has been paid to ILO Fundamental Conventions and their use corroborated with ILO Supervisory Mechanisms for better promoting and protecting workers' fundamental rights.</p>	<p>Technical assistance and capacity building on gender mainstreaming through collective bargaining, ILO Supervisory Mechanisms and International Labour Standards.</p>
<p><b>Kazakhstan/KAZ802</b> Workers have strong, independent and</p>	1	<p>The Federation of Trade Unions of the Republic of Kazakhstan (FPRK) has been closely involved in</p>	<p>Workshops on informal economy, social security, gender equality, maternity protection (benefits)</p>

representative organizations		<p>the development of the new Employment Programme 2020 adopted in 2012. As part of its implementation the FPRK has developed an action plan supporting the transition from informal to formal employment.</p> <p>The FPRK has developed its position in the social sphere (maternity protection, pensions).</p> <p>The FPRK has been actively contributing in implementation of DWCP 2010-2012, its assessment in December 2012 and the development of priorities and outcomes for the new DWCP 2013-2015.</p> <p>After the strikes in the oil sector, an Action Plan was developed by FPRK on stabilization and renewal of trade unions activities in the Western Kazakhstan and the shift from industrial actions to social dialogue. The Kazakh Labour Federation and Confederation of Free Trade Unions have started the consolidation process; cooperation agreement signed aiming at uniting the trade unions.</p>	<p>(Astana, Apr 2013).</p> <p>Workshop on OSH for trade unions in the NIS region (ILO/ITUC/PERC, Astana, Jun 2013).</p> <p>Technical expertise (consultancy) by Lithuanian and EU experts on labour law/improvement of labour legislation.</p> <p>Technical expertise in developing trade union position on maternity protection, social issues and trade union modernization issues (Astana, Jul 2013).</p> <p>Tripartite meetings on DWCP monitoring, evaluation (Dec 2012) and development (Dec 2012 – Jan/Feb 2013).</p> <p>The ILO is facilitating the process of consolidation of trade unions in Kazakhstan. A strategic planning workshop organized for KSPK in Almaty (Jan 2013) and expertise provided for developing and signing cooperation agreement. A uniting/ consolidating event for TUs in the oil sector, and moving to sectoral agreements (Atyrau, May 2013).</p>
	2	Trade unions in Kazakhstan increased awareness on the international labour standards that are of special importance for strengthening social dialogue at all levels, prevention and resolution of	8 awareness-raising and capacity-building workshops on workers' rights and promotion of the ILO fundamental conventions organized.

		<p>labour disputes. Special attention was given to the promotion of the ILO Conventions 87, 98, 144.</p> <p>The FPRK has been campaigning on promotion of the International Labour Standards, including informal workers.</p> <p>The ILO Convention 183 was ratified in Kazakhstan, FPRK has played significant role in this process.</p>	<p>Workshop for trade union activists and trainers.</p> <p>Training on trade union representation in specific economic sectors and regions</p> <p>Capacity-building of trade union shop stewards in Ust-Kamenogorsk</p> <p>Training to improve the quality of sectoral agreements.</p> <p>Training on the principles of the ILO MNE Declaration (focus on oil sector, Western Kazakhstan: Aktau, Pavlodar).</p> <p>Special training provided on collective bargaining, prevention and regulation of labour disputes.</p> <p>Capacity-building for trade unions in the oil sector on the issues of mediation and conflict resolution and OSH standards (Aktau, Mar 2013).</p> <p>SWOT analysis and OSH workshops organized for the Western Kazakhstan oil workers (Mar 2013).</p>
<p><b>Russian Federation/RUS802</b> Strengthened capacity of trade unions in promoting and implementing the decent work agenda at the national and regional level</p>	<p>1</p>	<p>The Federation of Independent Trade Unions of Russia (FNPR) and the Confederation of Labour of Russia (KTR) were closely involved in the development of the new Employment Programme 2013-2020. The Russian trade unions prepared draft law on limitation and regulation of temporary</p>	<p>Conference: Promotion of the DW agenda in seven federal okrugs (Central, Siberian, Privolzhsky, Far East, Urals, North-West, North Caucasus Federal Okrugs), in conjunction with a high-level DW conference (Moscow, Dec 2012).</p>



	<p>labour agencies. The draft law is currently passing hearings in the Parliament.</p> <p>Amendments in the Labour Code on work councils and workers' representatives were adopted after consultations with trade unions.</p> <p>Significant political and technical contribution by trade unions to the international high-level Decent Work conference (Moscow, Dec 2012), including major input to its final documents and resolutions.</p> <p>The Russian trade unions prepared Decent Work standards for Russia and made the unions strong and principal commitment in adherence and promotion of DW agenda. More than 800 TU representatives from 8 Russian regions were covered during the DW campaign.</p> <p>The Russian trade unions actively participated and contributed in the process of the development of a new Programme of Cooperation 2013-2016 between the ILO and the Russian Federation (signed in Dec 2012). The new General Agreement to be signed by the end of 2013 included negotiating and promoting Decent Work agenda.</p> <p>Trade union position on medical insurance and pension report developed.</p>	<p>Conference: Trade unions' role in formation of social policy (Moscow, May 2013).</p> <p>Technical assistance by ILO specialists on employment, international labour standards and social security to the DW campaign.</p> <p>Workshop: Collective bargaining on wages for the Siberia region trade union association (Jul 2013).</p> <p>Technical expertise to develop the unions' position on medical insurance and pension report.</p> <p>Publication on "Putting Decent Work in the heart of social policies" reflecting the trade union's Decent Work campaign.</p>
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	2	<p>The Recommendations of the Committee of Experts regarding the complaint by KTR discussed and started to be applied.</p> <p>The updated list of the ILO Conventions for ratification suggested for inclusion to the new GA 2014-2016 (including C102). Special items on promotion and implementation of fundamental principles and rights at work place and list of the recommended ILO Conventions are included for ratification. On the request of Russian trade unions, the ILO C102 is included for ratification in the tripartite general agreement as a priority; FNPR has started active lobbying campaign.</p> <p>Situational analysis paper on Preparation of World-Cup developed.</p>	<p>Trainings for FNPR and KTR on international labour standards, including on newly ratified conventions (Jul, Oct, Dec 2012).</p> <p>Tripartite Conference for SUR on entry into force of the ILO Maritime Labour Convention 2006 (Moscow, Dec 2012).</p> <p>Technical support in organizing a regional meeting on legal protections of workers for the Siberian regional FNPR leaders, lawyers, Office of the Prosecutor, labour inspection, regional authorities (Jan 2013).</p> <p>Seminar for Central Okrug "The role of trade unions in representing and protecting workers' rights" (Moscow region, Apr 2013).</p> <p>Conference on Decent Work - Decent Wages for Siberian Federal Okrug (Aug 2013).</p> <p>Publications on "Use of international mechanisms in protecting workers' and trade unions rights" and "Russian labour legislation and international labour standards" (2012).</p> <p>Support in developing situation analysis paper on preparation of World-Cup.</p>
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**Americas**

<p><b>Plurinational States of Bolivia/BOL802</b> Capacidad institucional de las Organizaciones de Trabajadores fortalecida</p>	<p>1</p>	<p>La Confederación Obrera Boliviana (COB) ha fortalecido su capacidad técnica con un mayor dominio de las Normas Internacionales del Trabajo (NIT ´s), para incidir en la conformación de un nuevo marco jurídico laboral. Dirigentes de la COB han elevado su intercambio sobre temas normativos con el gobierno teniendo como base el contenido de los convenios ratificados o no por Bolivia.</p>	<p>La Oficina de la OIT realizó dos seminarios taller para miembros del Ejecutivo de la COB y otras organizaciones, como la de las trabajadoras remuneradas del hogar, para capacitar y actualizar su formación sobre el sistema normativo de la OIT</p>
	<p>2</p>	<p>El pliego anual de peticiones de la COB base de negociación con el gobierno, tiene entresus referencias, el contenido de las NIT ´s</p>	<p>La OIT contribuyo al estudio normativo del fenómeno del avasallamiento; y otros aspectos referidos a la aplicación de las NIT ´s a los trabajadores y trabajadoras de la economía informal y para la promoción del trabajo decente.</p>
<p><b>Colombia/COL152</b> Mejorada la capacidad de las Organizaciones de Trabajadores para desarrollar programas para estimular la afiliación sindical y la negociación colectiva</p>	<p>1</p>	<p>La Confederación de Trabajadores de Colombia ( CTC), la Central Unitaria de Trabajadores (CUT) y la Confederación General de Trabajadores (CGT) mantienen una activa participación para hacer efectivos los derechos a la libertad sindical y negociación colectiva, en particular para el sector público, y en el ámbito de la Comisión Bipartita. Por primera vez en la historia de Colombia, se logra un Acuerdo Marco Nacional unificado, con lo cual se materializa parte importante de los derechos consagrados en los convenios 98 y 151. Se ha brindado cooperación al programa de</p>	<p>La Oficina ha propiciado y facilitado con su programa de asistencia técnica el proceso de dialogo bipartito, en el marco de la coordinación establecida con la Internacional de Servicios Públicos (ISP) Andina. Se ha realizado una jornada nacional pedagógica sobre el Decreto 1092. La OIT ha contribuido con asistencia técnica al crecimiento y fortalecimiento sindical. De la misma manera, ha OIT ha contribuido a profundizar el dominio sobre los mecanismos de control normativo y el seguimiento a las decisiones de los órganos de control normativo. La OIT ha</p>

		<p>crecimiento sindical de la CUT, habiéndose logrado un pequeño incremento en la sindicalización y el fortalecimiento de los equipos promotores en el interior del país. La CTC ha creado subdirectivas regionales que corroboran el fortalecimiento sindical.</p>	<p>estimulado el acceso a CETCOIT para la solución a través del dialogo y la mediación de casos referidos a la libertad sindical y negociación colectiva.</p>
	2	<p>Las organizaciones sindicales mantienen una activa participación para hacer efectivos los derechos a la libertad sindical y negociación colectiva, en particular para el sector público, y en el ámbito de la Comisión Bipartita. Las centrales sindicales participan del proceso de diálogo en la Comisión Permanente de Concertación y en las Sub Comisiones Departamentales, espacios desde los cuales se incide en la promoción del trabajo decente y el combate a la pobreza, así como de promoción y respeto a los derechos fundamentales. Con todo ello, logran la aplicación y puesta en práctica de la negociación colectiva y consulta sindical.</p>	<p>La Oficina ha propiciado y facilitado con su programa de asistencia técnica el proceso de dialogo bipartito, en el marco de la coordinación establecida con la ISP Andina. La OIT ha contribuido con asistencia técnica y fondos destinados al fortalecimiento de la participación en los procesos de diálogo nacional y departamental.</p>
<p><b>Ecuador/ECU802</b> Capacidad institucional de las Organizaciones de Trabajadores fortalecida</p>	1	<p>Las centrales sindicales que integran el Frente Unitario de Trabajadores (FUT) y la Unión General De Trabajadores de Ecuador (UGTE), y otras más, ampliaron la formación de cuadros sindicales en el uso y aprovechamiento de las NIT 's para la defensa de los derechos, y para la inclusión en el proyecto de reforma normativa elaborado por el</p>	<p>El trabajo realizado por la OIT ha estado centrado en actividades de formación y asesoramiento sindical para el diálogo social y en el conocimiento y aprovechamiento del sistema normativo. Se ha brindado asistencia técnica para la revisión del marco normativo laboral vigente y la elaboración</p>

		FUT y la UGTE. Ese mismo colectivo de organizaciones al igual que la Central Sindical de Trabajadoras y Trabajadores de Ecuador (CSE), y la Central Ecuatoriana de Organizaciones Clasistas (CEDOC CLAT), han fortalecido su capacidad para el dialogo social. Organizaciones sindicales del sector público afiliadas a la Internacional de Servicios Públicos, ISP y a la Internacional de la Educación, IE hacen un mayor y mejor uso de los medios de control normativo de la OIT.	de propuestas.
	2	Iniciativa de los Trabajadores de la Nueva Regulación laboral presentada a los Asambleístas y otras autoridades. De la misma manera, han establecido un amplio espectro de relaciones con otras organizaciones del sector universitario y no gubernamental, para incidir en la reforma laboral.	Asistencia técnica brindada a través de reuniones y seminarios de trabajo, en materia normativa y de acceso a otras experiencias de regulación laboral.
<b>Peru/PER129</b> Organizaciones sindicales fortalecidas para elevar el nivel de diálogo y unidad de acción para incidir ante la Autoridad del Trabajo en la legislación laboral con énfasis en libertad sindical y negociación colectiva	1	Las organizaciones sindicales han participado activamente en el sistema de control normativo de la OIT formulando observaciones sobre la aplicación y cumplimiento, presentando quejas por las violaciones a la libertad sindical y Reclamaciones por considerar que se ha dado una falta generalizada de cumplimiento a los convenios 71 y 81. Han puesto en movimiento las capacidades de diálogo desarrolladas ante el Consejo Nacional del Trabajo, fundamentalmente.	La OIT ha brindado asistencia técnica sobre el funcionamiento del sistema normativo a las centrales sindicales y mantiene la cooperación al Equipo Intersindical de NIT. Así, se ha contribuido a través de un proceso de formación al desarrollo de las capacidades de diálogo social de un colectivo de cada una de las 4 centrales sindicales más importantes del país.

	2	Las organizaciones sindicales han incidido en el proceso de debate nacional y legislativo de la Ley de Servicio Civil. La insatisfacción con el resultado les ha llevado a gestionar una reunión de trabajo con el Presidente de la Republica, y se ha conformado una mesa de diálogo para la reglamentación de dicha Ley y otros aspectos concernientes.	Cooperación técnica brindada por la OIT a través de actividades de formación, y en particular, de múltiples reuniones de trabajo para facilitar su coordinación y definición de estrategias.
<b>El Salvador/SLV802</b> Fortalecida la capacidad institucional de las organizaciones de trabajadores	1	Las organizaciones sindicales cuentan con una agenda de trabajo decente adoptada por "El Movimiento de Unidad Sindical y Gremial de El Salvador" (MUSYGES) y la Confederación Sindical de Trabajadoras y Trabajadores de El Salvador (CSTS), y con una propuesta sindical para el Pacto Mundial por el Empleo (PME) de El Salvador, difundida e integrada en las actividades de capacitación sindical de las centrales, y puesta en perspectiva con la estrategia de lucha contra la pobreza. Las organizaciones, en este marco, cuentan con nuevos conocimientos sobre los mecanismos de control de la OIT, difundido entre sus bases y filiales. Las organizaciones sindicales ejecutan mini-programas de trabajo infantil que forman parte del UNDAF de El Salvador en el componente de erradicación del trabajo infantil como estrategia de lucha contra la pobreza.	La OIT brindó asistencia técnica a través de una consultoría (abril 2012) y 2 talleres de formación y difusión de materiales (junio 2012, 60 sindicalistas) para el fortalecimiento de la agenda de acción sindical en materia de mecanismos de control de la OIT sobre libertad sindical y negociación colectiva, y en materia de empleo en el marco de la estrategia nacional de lucha contra la pobreza. La OIT y con el apoyo Gobierno de Estados Unidos, auspició un taller nacional con MUSYGES y CSTS (marzo 2013) para elaborar miniprogramas de erradicación del trabajo infantil (julio 2013) con ambas entidades sindicales, y ha provisto los recursos necesarios a las centrales para su ejecución.

	2	La estrategia de difusión de la propuesta sindical para el Pacto Mundial para el Empleo (PME) salvadoreño, publicada por las centrales, incluye la promoción de un paquete de Normas Internacionales para coadyuvar, a través del diálogo social, al desarrollo del mundo del trabajo desde la perspectiva del trabajo decente.	La OIT brindó asesoría técnica, a través de sesiones de trabajo con las centrales (junio-agosto 2012), para apoyar la estrategia de difusión de la propuesta sindical de Pacto Mundial para el Empleo (PME) para el país.
<b>Guatemala/GTM802</b> Fortalecida la capacidad institucional de las organizaciones de trabajadores	1	Las organizaciones sindicales elaboraron una Agenda Sindical del Trabajo Decente (marzo y abril 2012), con énfasis en la libertad sindical y la negociación colectiva, y la sometieron a consideración de Gobierno y empleadores durante el proceso de construcción del PTDP de Guatemala que apoyó la OIT (desde mayo a octubre del 2012), y que finalmente fue incorporada de forma muy aceptable para las centrales al PTDP firmado tripartitamente en octubre de 2012. Dicha agenda sindical va a ser también el referente para las acciones de cooperación técnica de la OIT o de otros cooperantes con el sindicalismo guatemalteco en la implementación del PTDP.	Con el apoyo técnico de la OIT se logró la elaboración de la Agenda Sindical de Trabajo Decente, a través de un proceso de acompañamiento técnico directo, y de reuniones técnicas y talleres de capacitación en las materias propias de los 4 objetivos estratégicos de la OIT. La OIT llevó a cabo 10 reuniones técnicas y 3 talleres (de enero a octubre de 2012), capacitando a 100 sindicalistas.
	2	En la Agenda Sindical de Trabajo Decente hay referencias específicas de acción para la promoción y ratificación de convenios OIT, así como en el PTDP de Guatemala, y también en el plan de implementación del PTDP se incluyen acciones para reforzar el cumplimiento de los	La OIT llevó a cabo 10 talleres (de enero a octubre 2012), capacitando a 300 sindicalistas en materia de mecanismos de control normativo de la OIT, de libertad sindical y de negociación colectiva, con apoyo financiero del Gobierno de

		convenios ratificados, en especial los relativos a los derechos sindicales.	Estados Unidos.
<b>Panamá/PAN802</b> Fortalecida la capacidad institucional de las organizaciones de trabajadores	1	Las organizaciones sindicales del Consejo Nacional de Trabajadores Organizados (CONATO), y la Confederación Nacional de Unidad Sindical Independiente (CONUSI), desarrollaron una agenda sindical de trabajo G1decente (desde enero a abril 2012), con énfasis en la libertad sindical y la negociación colectiva, y la sometieron a consideración del Gobierno y empleadores en reuniones de trabajo auspiciadas por la OIT (marzo-abril 2012, febrero-marzo 2013). La CONUSI/Sindicato de la Construcción (SUNCTRACS) integró en sus programas de capacitación sindical un enfoque OIT en materia de seguridad y salud en el trabajo, aplicado a los mapas de riesgo de las empresas de construcción, y a la negociación colectiva sectorial. Conjuntamente con CONATO, han integrado este enfoque en la agenda sindical de trabajo decente que han presentado a Gobierno y empleadores.	La OIT brindó apoyo técnico a las centrales sindicales para la elaboración de la agenda sindical de trabajo decente, a través de un proceso de acompañamiento con reuniones técnicas y talleres de capacitación en las materias propias de los 4 objetivos estratégicos de la OIT. La OIT llevó a cabo 3 reuniones técnicas y 3 talleres (marzo y abril 2012), y 2 reuniones técnicas y un taller (febrero 2013), capacitando en total a 200 sindicalistas. La OIT prestó apoyo en la elaboración del documento de diseño del programa de formación Seguridad y Salud en el Trabajo (SST), financiado con fondos RBSA, y presentado a los actores del tripartismo, y trabajado con el sector sindical la planificación educativa en materia de SST en 2 misiones de apoyo técnico (junio y julio 2013) al efecto.
	2	Las organizaciones sindicales cuentan en la agenda sindical de trabajo decente con referencias sobre la Declaración de Principios y Derechos Fundamentales del Trabajo, y la Declaración sobre la Globalización Equitativa y la Justicia Social.	La OIT llevó a cabo 2 talleres (marzo y abril 2012. Total: 60 sindicalistas), y 3 reuniones técnicas (abril y julio 2013. Total: 60 sindicalistas) capacitando a 120 sindicalistas en el enfoque del trabajo decente de la OIT, y tomando como marco referencial la Declaración de Principios y Derechos



			Fundamentales del Trabajo, y la Declaración sobre la Globalización Equitativa y la Justicia Social.
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