

**USAID Development
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**History and Scope of USAID-Supported Labor Programs under the DG S.O.
(Response to an Information Request)**

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USAID Development Information Services
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All information below was compiled from the Solidarity Center's Program Implementation Plans, ACILS Annual Reports and Solidarity Center Semi-Annual Reports.

AFRICA

Kenya

Objective 1: Promote the adoption and effective enforcement of Core Labor Standards

- 1.3: Better legal advocacy: Support is provided to the Central Organization of Trade Unions (COTU) in their implementation of an intensive, three-week training for members of COTU affiliates. Participants are trained to serve their respective unions as paralegals.

Objective 3: Increased citizen participation in policy processes, implementation and oversight of public institutions

- 3.2: Increased advocacy for government transparency: In partnership with PSI, KNUT and UASU, the Solidarity Center conducts workshops on trade union advocacy and lobbying. The workshops are targeted to the public and education sectors and serve to update union branch leaders on new labor laws and their impacts on public sector employees and provide instruction on effective lobbying and advocacy strategies. KNUT and UASU are actively engaging in a variety of lobbying efforts and advocacy programs.

Objective 4: Increased institutional and financial viability of labor unions and labor NGOs

- 4.2: Improved financial management and accountability systems: Two workshops financial and administrative management workshops are conducted in partnership with COTU. One workshop targets new leaders and officers from COTU affiliates on the national level and reviews current internal policies on financial management and some administrative practices. The second workshop is targeted to branch leaders and is aimed at improving financial and administrative management at the branch level.

Objective 6: Strengthened democratic culture and gender equity

- 6.5: Improved gender equity: A one-day informal strategic planning roundtable discussion is supported by the Solidarity Center and COTU's Women's Department. The discussion is with ten top union women leaders and NGOs and will focus on issues related to HIV/AIDS and sexual harassment and violence against women in the workplace. Additionally, a three-day program led by female union leaders is held for branch leaders from unions which have a predominantly female workforce and have problems of violence against women in the workplace. Union leaders and shop stewards followed-up on the workshop by drafting a policy on sexual harassment, violence, and trafficking to present to the federation's Congress.

Additional activities include a march in the Labor Day rally to promote the end to violence against women in the workplace and an evaluation to measure the progress made and to plan for the 2006 COTU Congress.

Objective 7: Support anti-sweatshop activities

- 7.1: Substantial reduction of abusive labor conditions: In partnership with the ITGLWF, The Solidarity Center Trade Union Mentorship Project matches experienced trade unionists with the Tailor and Textile Worker's Union (TTWU) in Kenya in an effort to develop the capacity of the TTWU to meet the challenges of negotiating contracts, integrating their shop floors into the structures of the TTWU. Small group trainings are held by a trade union mentor for TTWU staff and are aimed at increasing capacities in collective bargaining, research, organizing, union administration and lobbying. The project works in conjunction with the Trade Union Strengthening office of the Solidarity Center and other field offices focused on AGOA and phase of the MFA.

Objective 8: Promote broad-based, equitable economic growth

- 8.1: Improved economic literacy of workers: Support is provided to PSI in conducting an economic literacy workshop for national and branch leaders from PSI affiliates. Instruction is provided on gathering and analysis of economic and labor market data and emphasis is given on how that data can best be used in negotiating contracts, advocating public policy positions and educating workers.

Nigeria

Objective 1: Promote the adoption and effective enforcement of Core Labor Standards

- 1.1: Improved law and regulations: No specific programs identified
- 1.4: Recognition of and adherence to CLS by government, business and labor: Support is provided for workshops on advocacy that are aimed at informing workers about their rights both nationally and in the work place and strengthening democratic trade unions. The workshops inform and prepare trade unionists and their civil society partners for advocacy campaigns. The Solidarity Center also supports two national advocacy campaigns at the state, regional and national levels. One is focused on gender equity and the other on anti-casualization. Instruction on how to engage government and employers to begin a process of democratic and transparent dialogue is provided.

New legislation signed in 2005 is in violation of ILO standards and conventions and has dramatically affected the way Nigerian trade unions are now allowed to operate. Additional programming has focused on bringing unions together for strategic planning sessions to address the new issues they face.

Objective 6: Strengthened democratic culture and gender equity

- 6.5: Improved gender equity: Support is provided to the Women in the Trade Union Congress (WIT) and NLC National Women's Commission (NWC) to promote gender equity and enhanced participation. The program aims to promote collaboration between the leaders of the federations and strengthen the capacity of leadership to advocate for support for gender programs and train new leaders in critical areas. Planning and program monitoring workshops are conducted that facilitate dialogue among the leadership in the following areas: health and HIV/AIDS; Education of leaders on the

promotion of defense of workers rights; promotion of union-wide consensus on gender equity.

South Africa

Objective 1: Promote the adoption and effective enforcement of Core Labor Standards

- 1.4: Recognition of and adherence to core labor standards by government, business, and labor: Support is provided to COSATU's membership mobilization and recruitment campaign for a service sector affiliate in three provinces by: holding a strategic planning session; training shop stewards in how to conduct basic research on economic variables and organizing opportunities; assisting in the consolidation of a single comprehensive report for participating affiliates to present to the union's executive board.

Objective 4: Increased institutional and financial viability of labor unions and labor NGOs

- 4.5: Improved management systems and external relations: Trade union exchanges between South African and US unions are supported with the goal of enhancing and supporting other existing activities including: national and regional approaches to trade policy and economic empowerment; innovative methods in developing financial and economic literacy skills; pension fund investment, education and shareholder activism techniques; collective bargaining and recruitment strategies.

Objective 7: Support anti-sweatshop activities

- 7.1: Substantial reduction of abusive labor conditions in foreign factories producing consumer goods for the US market: As part of a process to engage women working in the agriculture sector (wine industry), a year-long internship is co-facilitated with the Labor Research Service organization. The internship will train women in economics, collective bargaining, the agricultural economy of the region, trends and changes in the wine industry, and research on wine production and markets. The training will also pay attention to the improvement of labor standards and alleviation of sweatshop-like conditions for workers in the wine industry.

Objective 8: Promote broad-based, equitable economic growth

- 8.3: Increased capacity to advocate for policies: In an effort to increase participation of unions in economic transformation, the Solidarity Center works with the Center for Working Capital (CWC), the South African Development Institute for Training, Support and Education for Labor (DITSELA) to continue efforts to develop and implement a South African trustee education program.

SATULA/SATUCC

Objective 4: Increased institutional and financial viability of labor unions and labor NGOs: In cooperation with TransAfrica Forum the Solidarity Center support aims to strengthen the Southern African Trade Union Coordination Council (SATUCC) through developing the Southern African Trade Union Leadership Academy (SATULA).

- 4.1: Improved strategic planning: Support is provided through TransAfrica Forum, in conjunction with regional consultants, to build SATUCC's capacity to oversee and

administer SATULA. Assistance is focused on: engaging necessary educational, international and funding partners; producing reports and materials for distribution; compiling materials used in schools; and incorporating regional and local input into the development process. Furthermore, planning sessions are conducted to finalize the operational design of SATULA, identify and begin to secure resources for operation, and define and establish the necessary infrastructure and oversight.

- 4.7: Increased capacity to manage indigenous: Support is provided for SATULA to conduct schools in conjunction with affiliates in four countries. Participants are from both host countries as well as neighboring countries, as appropriate. SATULA works with local union federations within SATUCC in identifying and incorporating local trainers and crafting trainings and materials targeted to the needs of local unions. Additionally, new trainers are trained, as part of the SATULA program, which are available to assist and lead future educational efforts.

ICFTU-AFRO

Objective 1: Promote the adoption and effective enforcement of Core Labor Standards

- 1.2: Improved enforcement of laws that protect, promote, and strengthen core labor standards:
 - Ethiopia: Support is provided to two phases of the joint Solidarity Center/ICFTU-AFRO “Promoting Human and Trade Union Rights in Ethiopia Project.” In collaboration with the Confederation of Ethiopian Trade Unions (CETU) and key members of civil society, phase one consists of the development of a study on current worker rights in Ethiopia and their conformity with internationally recognized standards. Phase two supports a CETU leadership workshop to review the findings of the study and develop an advocacy strategy.
 - Kenya, Tanzania, and Uganda: Support is provided to two phases of the joint Solidarity Center/ICFTU-AFRO “Trade and Trade Unionism Project.” Phase one consists of workshops to: increase participants’ awareness of the East African Community (EAC) Customs Union Protocol and its impacts on their respective countries; assess the impact of the Multi Fiber Arrangement phase-out, track changes in EAC member-countries’ labor laws resulting from regional labor law harmonization efforts.

Objective 5: Enhanced free flow of information

- 5.1: Enhanced free flow of information: As a continuation of Solidarity Center support for the redesign and reorganization of the ICFTU-AFRO website in 2004, the Solidarity Center supports the ICFTU-AFRO communications department with skills training on effectively utilizing the Internet as a medium of communication and advocacy tool for worker’s rights.

Objective 6: Strengthened democratic culture and gender equity

- 6.5: Improved gender equity: Support is provided for ICFTU-AFRO to conduct “raising awareness” workshops for relevant trade unions from Kenya, Uganda, Tanzania, and Ethiopia on the issues of trafficking for labor exploitation. Workshops focus on an exploration of the extent of the problem and identifying strategies to combat it.

Objective 8: Promote broad-based, equitable economic growth

- 8.3: Increased capacity to advocate for adoption of policies that expand opportunities for all members of society: Limited support is provided to ICFTU-AFRO to hold a trade union workshop aimed at assessing the implementation of PRSP 2004 Country Action Plans for Kenya, Tanzania, and Uganda and developing the capacity of trade unions from those countries to effectively engage in the implementation of evaluation of their national PRSPs.

Southern African Regional Campaign against Sweatshops

Objective 7: Support anti-sweatshop activities

- 7.1: Substantial reduction of abusive labor conditions: The Solidarity center provides support for a training course aimed at building the capacity of key trade union staff in collective bargaining, research, and the establishment and use of Industry Bargaining Councils. Participants are drawn from textile and apparel sector unions in Swaziland, Lesotho, Mauritius, Madagascar, Botswana, Namibia, Malawi, and Mozambique. Malawi's textile and garment union became a self-sufficient organization and established the country's first ever Industry Council. Four participating countries developed collective bargaining agreements during 2005, which should result in improved working conditions.

In addition, the Solidarity Center co-sponsors, in cooperation with the International Textile Garment and Leather Worker's Federation and the Global Union Federation, a trade union mentorship program that focuses on anti-sweatshop issues. The third key activity of the Center is the support for a program aimed at sharing strategies for exposing sweatshop conditions outside the textile and apparel industry.

Zimbabwe (Associate Award—not part of Core Grant)

Objective: Strengthen the capacity of civil society to promote activism, democratic participation, rule of law and freedom of association. Programming to support this objective includes:

- Election Monitoring and Observation: The Solidarity Center supports ZCTU in its efforts to organize its own structures to field observers and conduct a thorough and independent review of the election process. ZCTU was not officially invited by government to participate in election observation and identified various issues of concern that were not covered by most of the international observer reports.
- Improved Information Dissemination Strategy: The Solidarity Center supports the production of ZCTU's publication "The Worker". Assistance is also provided to improve ZCTU's use of ICT, including training journalists in "guerilla media" tactics, and to support events such as a Labor Day protest.
- Enhanced Lobbying and Legal Capacity: Facilitation and support is provided for the development of a permanent legislative internship program for ZCTU members with the Congress of South African Trade Unions.

- **Economic Literacy, Worker Support and Organizing:** The Solidarity Center supports training to develop economic literacy resource persons and assists in the identification of a team of trade unionists that can serve as specialists on economic literacy for the ZCTU. Support is also provided to the Labor and Economic Development Research Institute of Zimbabwe to increase its capacity to provide reliable economic data to ZCTU for policy debate and discussion purposes.
- **Engagement with the Informal Economy and Other Disaffected and Marginalized Workers:** Support is provided to ZCTU's Informal Economy Project, which aims to bring the unemployed, underemployed and informal workers into associations. Workshops and campaigns highlighting the issues of informal and unemployed workers are also supported.
- **Exchange and Outreach Program:** The Solidarity Center supports ZCTU leadership to attend the ILO's annual meeting. Additionally, assistance is provided for exchange programs between senior union leaders of Zimbabwe, South Africa, Namibia, Zambia, Mozambique, and Botswana and for visits to Zimbabwe by U.S. trade unionists. Exchange programs facilitate key skills transfers and technical assistance, as well as build support for democracy in Zimbabwe. The programs also helped to strengthen the profile of the ZCTU and increase their international support. This resulted in an unsuccessful attempt by the Government of Zimbabwe to change the leadership within the ZCTU and has kept international attention on the continuing violations of human rights by the Government.

Scope of USAID-Supported Labor Programs under the DG S.O.

All information below was compiled from the Solidarity Center's Program Implementation Plans and Semi-Annual Reports.

Benchmarks: Program benchmarks are included below, by country and objective with the following indications: **Bold** indicates that the benchmark has been met; *italic* indicates that progress has been made; regular type indicates that there was no reporting on the particular benchmark.

ASIA

India

Objective 1: Promote the adoption and effective enforcement of core labor standards

- 1.1: Improved laws and regulations codifying core labor standards recognized in the ILO 1998 Declaration on Fundamental Principles and rights at Work and its follow-up: The Solidarity Center supports the work of Social Awareness and Voluntary Education (SAVE) to organize garment workers. Activities towards this end include: meetings to promote ILO core labor standards; training programs on leadership development and worker rights; multi-stakeholder dialogues on the post-MFA scenario; a workshop on post-MFA issues and challenges; research on the impact of garment production mobility in Tamil Nadu; and production of a monthly electronic newsletter.

Benchmarks:

- 1) Garment workers who were educated on leadership and worker rights will increase knowledge of the union and their rights at work, contribute to improving the leadership skills of the elected leaders and advocate for their rights and entitlements under the law and regulations and obtain improvements in wages and benefits and working conditions. These actions will be monitored and reported by SAVE to the Solidarity Center.
- 2) As an outcome of the multi-stakeholder dialogues on the post-MFA scenario and an assessment of labor standards in post-MFA period for representatives from trade unions, employers, civil society and government will be formed, and a plan of action will be developed to address the impact of the phase out of the MFA.
- 3) A national workshop on post-MFA issues and challenges in the garment industry for representatives from trade unions, employers, civil society and government will result in at least one position paper on recommended solutions to address the challenges in the garment industry as a result of the MFA phase out.
- 4) Research findings on the impact of garment production mobility in Tamil Nadu will be used to strengthen SAVE arguments for pro-worker measures, and adoption of mechanisms for better enforcement of core standards and national laws that will be distributed to relevant individuals and organizations, i.e., academicians, trade unions, labor rights groups, activists, NGOs, policy makers, labor department officials and others to obtain concrete commitments.
- 5) Some 3,000 concerned individuals and organizations will be made aware of the issues and challenges in the garment industry as a result of the MFA phase out through SAVE's electronic newsletter; they will actively participate in the various activities conducted by SAVE to improve enforcement of core labor standards. These actions will be reported by SAVE to the Solidarity Center.
- 6) A coalition of trade unions, employers association and civil society organization working for the protection of labor rights will be established with the network built by SAVE's Labor Resource Center and promoted by Solidarity Center. The Labor Resource Center will assist two factories in designing worker supportive policies to be incorporated in their collective bargaining agreements.

- 7) Thematic discussions, seminar programs and the dissemination of materials on the MFA using the information collected through the database, will enable trade union leaders, activists and employers to face the challenges in the post-MFA environment in 2005. This information will be used in pushing for reforms in the existing government policy and procedure to improve enforcement of core labor standards.
- 1.2: Improved enforcement of laws that protect, promote, and strengthen core labor standards: Programming under this objective is directed at the hotel industry and has a strong emphasis on child labor issues. The Solidarity Center supports capacity building workshops for hotel workers on labor rights, occupational hazards and their role in the abolition of child labor. It facilitates social dialogues and advocacy efforts with key stakeholders on the issue of child labor in hotels. In cooperation with Peace Trust, the SC supports awareness campaigns, anti-child labor awareness desks in hotels, and the creation and maintenance of a database of adult workers available to replace child labor.

Benchmarks:

- 8) *All participants who took part in various Peace Trust awareness campaigns - hotel workers, trade unions, other labor rights organizations, employers and implementing agencies - will advocate for the elimination of child labor and ratification of Convention 182, or the inclusion of the hotel and catering industry under the worst forms of child labor.*
 - 9) Peace Trust will gain more support from members of the community as a result of the various campaigns initiated and the community will pressure the government to ratify ILO Convention 182, or the inclusion of the hotel and catering industry under the worst forms of child labor.
 - 10) Four more anti-child labor awareness desks will be set up in selected hotels, and as a result, the identified hotels will commit to not using child labor in their respective hotels, and substitute adult employees for child labor.
 - 11) Utilization of the Peace Trust data bank of adult manpower by the hotel and catering industry will be tracked during the course of the program and the number of children removed from this workforce will be tabulated.
 - 12) The Peace Trust database will be used to track and monitor the action taken by the government and civil society to implement ILO Convention 182, including any legal changes and activities aimed at ending child labor. Information from the database will assist trade unions and civil society leaders in influencing politicians to endorse ratification of Convention 182.
 - 13) As a result of the above activities, a coalition of stakeholders such as the trade unions, employer associations, media, student groups, NGO networks, and women's forums, will be strengthened based on the number of individuals and organizations participating in the coalition. At least one position paper will be submitted to the appropriate authorities recommending the inclusion of child labor in the hotel catering industry under the worst forms of child labor.
- 1.4: Recognition of and adherence to core labor standards by government, business and labor: The Solidarity Center supports the Information Technology Professional's Forum (ITPF) in their effort to promote ILO core labor standards on issues identified by IT workers. A curriculum for training on organizing and communication will be developed and workshops are supported. [No activities occurred on this objective in first half of 2005]

Benchmark:

- 14) The ITPF will sustain their membership drive in 2005, using the 40 IT professionals who received training on organizing and communication; 100 new members will join the ITPF. Also the ITPF will utilize these graduates to conduct future programs.

Objective 5: Enhanced free flow of information

- 5.1: Increased use of information technology by unions and labor NGOs and others resulting in greater access to, and unencumbered flow of information to the general public: With support from the Solidarity Center, the South Asia Research and Development Initiative (SARDI) works to build the capacity for dialogue of central trade union federations. A one-time rapid needs assessment on the labor conditions and unionization of security guards was produced. The survey findings assisted the trade union leaders to initiate a debate, strategize their campaign, and lobby government for the safety and working conditions of the security guards.

Benchmarks: SARDI, with the consultation of the Field Representative, re-programmed the initially planned activity. New benchmarks were not set.

Objective 6: Strengthened democratic culture and gender equity

- 6.5: Improved Gender Equity: Support is provided to Sakshi, a resource and legal aid center focusing on gender harassment and discrimination, to work with complaints committees to strengthen their capacity, create new complaints committees, conduct capacity-building and sexual harassment workshops, and hold intervention programs with trade union activists.

Benchmarks:

- 1) Sakshi's work with existing complaints committees will help strengthen their capacity and create at least two new committees in the corporate sector.
 - 2) Two organizations that took part in the workshop will have developed policies that they will implement with input from the participants from management, trade unions, national centers, international organizations, government offices and public and private sectors.
 - 3) Students and faculty of law colleges and social work schools in Karnataka who were educated about sexual harassment issues will share the information gained with their colleagues.
 - 4) The intervention programs held with trade union activists and NGOs to promote complaint committees at the workplace will result in the formation of at least six complaint committees at their respective organizations.
- 6.6: Increased political participation representing marginalized populations, such as women, children, migrant workers and religious, ethnic and racial minorities: With Solidarity Center support, The Global Citizen Trust organizes advocacy meetings for stakeholders to address issues affecting migrant workers, installs migrant information desks and district level government offices, and develops and distributes information in Tamil on migrant rights and welfare schemes.

Benchmarks:

- 5) Through the advocacy meetings and the establishment of the three migrant information desks the migrant workers and their families will benefit in the newly announced welfare measures and new insurance policy reach at least a minimum of five percent among the total ECR (Emigration Clearance Required) category registered at the Emigration Department for the program period in Tamil Nadu.
- 6) Migrant worker concerns will be increasingly addressed in the yearly Pravasi Bharatiya Divas (non-resident Indian day) organized by the central government.
- 7) A total of one thousand direct beneficiaries and twenty-five thousand indirect beneficiaries will benefit from information disseminated through posters and pamphlets in Tamil language on migrant rights and welfare schemes and distributed through the migrant information desk, by using the information to obtain their rights under law.

KS: No reporting on actual "benefits" resulting from assistance/information

Objective 10: Improve health through workplace and peer-to-peer health education and prevention programs

- 10.1: Increase the availability of workplace HIV/AIDS education and prevention programs: Through INTUC and other trade union centers, the Solidarity Center supports HIV/AIDS education and prevention programs in the workplace and the development of a non-discrimination policy based on ILO guidelines.

Benchmarks:

- 1) *The follow-up training held for the INTUC sub-committee members involving 20 of its leaders will result in the development of INTUC workplace policy to address HIV/AIDS.*
- 2) *INTUC and affiliates will build coalitions with other parts of civil society including the government implementing agencies such as the SACS and NACO, which will result in their ability to access technical and financial support from these agencies.*
- 3) *The resource centers that INTUC and its sub-committee members established in selected areas will be used by workers and other organizations to collect information materials for their training programs on HIV/AIDS.*

Philippines

Objective 1: Promote core labor standards

- 1.1: Improved laws and regulations codifying core labor standards recognized in the ILO 1998 Declaration: The Solidarity Center supports the Trade Union Congress of the Philippines (TUCP) and its coalition partners to enhance their representational and organizational capacity. Activities include strategic planning roundtables to discuss implications of Arroyo administration labor policy and a national policy forum to develop a national policy agenda and action plan for trade unions.

Benchmarks:

- 1) **Input generated at the grassroots level will be used as basis in crafting a national labor policy paper and will enable trade unions to build broad-based support for its campaign to compel government to review and revise its anti-worker and anti-union policy provisions in the MTPDP.**
 - 2) *The TUCP-developed policy recommendations and action plan will be used as a source document by the government policy-making agencies, including the DOLE and NEDA, in the review of the labor policy framework in the MTPDP. The TUCP paper will also be presented to the Tripartite Industrial Peace Council and members of the Philippine Congress and will be used as a reference in the crafting of policy and legislative agenda. In both instances, new policies or revisions of existing policies will be based on these recommendations.*
- 1.2: Improved enforcement of laws that protect, promote and strengthen core labor standards: With support from the Solidarity Center, the TUCP conducts refresher courses on core labor standards that also provide updated information on new developments and issues involving the enforcement of CLS and national labor laws. Through TUCP, the SC also supports monitoring of compliance with core labor standards by union activists. The TUCP also received support for CLS orientation meetings and public events to draw attention to the oppressive labor policy in the county's development plan.

Benchmarks:

- 3) *The number of union activists participating in the TUCP's CLS campaign will increase by at least ten, including three women.*
- 4) **At least seven new local unions will be registered, and some 2,000 workers would benefit from**

- higher pay and improved health and safety conditions at the workplace as a result of the TUCP campaign. In addition, information gathered by trained union activists will be used by the TUCP as basis in advocating for changes in the government policy and procedures to improve enforcement of core labor standards. In addition, union organizers and activists would have provided technical assistance to at least five more enterprises, which are facing labor disputes or threatened with closure, and helped refer these enterprises and their workers to the QRT (quick reaction teams) for appropriate assistance.*
- 5) *At least 250 new union local leaders and activists will be identified and trained at the enterprise level to protect workers' rights at the workplace. These newly trained unionists will assist experienced TUCP organizers and activists in disseminating information on core labor standards and national laws, and strengthen workers' resolve in target economic and industrial zones to assert their right to form organizations and bargain collectively. Information on CLS will be disseminated and organizing campaigns initiated in at least five facilities.*
 - 6) *At least 100,000 Filipinos will be made aware of the workers' issues and will support the union's position. Government officials from the DOLE, NEDA, and other policy-making agencies will commit to support the labor sector's position as a result of the wide media coverage (radio, television and print) of this activity.*
- 1.4: Recognition of and adherence to core labor standards by government, business and labor: The SC, in cooperation with TUCP, conducts focus groups on wages and productivity for labor representatives to the Regional Wages and Productivity Boards (RTWPBs) from 17 regions. The discussion served to help them develop trade unions' input in the public debate on the minimum wage and related issues.

Benchmarks:

- 7) **The discussions will enable union leaders and labor representatives to the tripartite wage boards to develop recommendations for a rational and practical wage policy, focusing on safety nets, while paying attention to productivity. Labor's position and recommendations to address sector-specific (i.e., garments, electronics, public sector) issues and challenges will also be developed and submitted to the appropriate agencies. The government will review labor's recommendations and incorporate some or all of those recommendations into the country's wage policy.**

Objective 9: Human capacity built through education and training

- 9.1: Improve skills of workers so that they can better participate in the global economy: The Solidarity Center supports TUCP's work to convince DOLE to formalize the government's commitment to expand employment opportunities and training for displaced workers and unemployed women and youth. The SC and TUCP hold community level coordinating meetings that help community-based coalition partners monitor their progress and develop coordinated action plans, as well as community-building workshops to equip community leaders with the skills to counsel displaced workers and train workers in computer literacy. SC support also allows TUCP to support computer internet service in two cafes that enable displaced workers and job seekers to access government labor market information.

Benchmarks:

- 1) *Memorandum of Agreement (MOA) will be signed between the TUCP, PESO, DOLE-BLE, TESDA and PEZA, that commits the partners to joint efforts and defines the roles and functions of the respective organizations toward the promotion of employment opportunities, training, and income for displaced workers and unemployed women and youth. Joint efforts will result in government-funded training and jobs for at least 1,000 workers, and/or establishment of at least 50 micro-enterprises for displaced workers, women, and youth.*

- 2) Counseling will be strengthened an integral part of PESO services in at least ten target areas. PESOs in these areas will be compliant with the national registry requirements either for off-line or for real-time access to jobs and skills data. At least 2,000 people will receive counseling services, and two more databases will become operational as a result of the training conducted for PESO officers and community leaders. A sample of PESOs will be polled to determine their compliance with the registry requirements.
- 3) **At least three communities will develop an action plan to make their employment oriented activities and PESOs more systematic in their approach. At least 1,000 displaced workers, women, and youth will be listed in the local manpower registry, and half of them will be placed in gainful employment by the end of the year, as a result of joint efforts by the unions, PESOs, and other key national and local government agencies.**
- 4) **At least two pilot communities will have access to the national job registry through off-site computers in I-café's.** At least 250 job seekers will register using the facilities of the I-cafes and at least 30 percent of them will find jobs.

Sri Lanka

Objective 1: Promote the adoption and effective enforcement of core labor standards

- 1.4: Recognition of and adherence to core labor standards by government, business and labor: The Solidarity Center provides support to Help Centers for garment workers in the three main Free Trade Zones (FTZs). In addition, they organize workshops to train workers who man the Help Centers and provide information on alternate employment, retraining and micro-credit, anti-trafficking, access to legal aid and counseling for lost wages/payments. The Help Centers, with support from the Solidarity Center, develop materials on worker's rights, with a focus on termination of employment and closure of factories, and conduct one-day education programs for women garment workers on a regular basis. Longer trainings addressing paralegal skills and anti-trafficking are also organized by the Help Centers and supported by the Center.

The Solidarity Center also coordinates with the National Association for Trade Union Research and Education, National Trade Union Federation, The Employers Federation of Ceylon, and the Ministry of Labor to organize programs on industrial relations, focusing on negotiation, communication and collective bargaining. This cooperation includes the development of a training curriculum, workshops on management, union specific training of trainers on negotiations and communications, collective bargaining and mediation, and alternative dispute settlement, workshops to discuss the implementation of the labor laws, and trainings on conflict resolution. The conflict resolution workshops review how conflict management concepts are applied in the labor market, address issues of transparency, accountability and anti-corruption strategies, and aim to link the struggle of trade unions with the democratic process. [Reporting indicates these activities did not occur in the first half of 2005]

Benchmarks:

- 1) *Reports received from the partners will show that at least 25% of the garment workers in the FTZs will access the Help Centers, directly or indirectly; at least half of these workers will be referred to support organizations and another half will be able to seek justice or recover lost wages and benefits.* **KS: This assumes that half the workers need referrals and half need assistance with recovery of wages and benefits. Is that accurate? How is the 25% measured? Is there a total number of garment workers available.**
- 2) Support organizations that took part in a one-day meeting will have a clear understanding on their roles

- and have developed effective ways to work collectively as service providers. **KS: This does not serve as a measure for any of the activity described. There is no mention of support to the service providers—only to the Help Centers.**
- 3) *Reports received from partners will indicate that approximately 100,000 garment workers (including their family members) will be directly or indirectly reached through the programs and will be equipped to face the aftermath of the MFA phase-out confidently. **KS: Where does this number come from and how will they measure being “equipped”?***
 - 4) Participants and their organizations who took part in various education programs will conduct follow-up informal meetings on their own and disseminate the knowledge they gained to their co-workers in the FTZs, reaching and benefiting an additional 6,000 workers.
 - 5) Participants of the training programs and workshops and/or through their unions will be able to negotiate with the management in a realistic manner, concerning management’s legal obligations to workers in the context of the MFA phase-out.
 - 6) Various support organizations will gain recognition as a result of their active participation in providing support to the garment workers and will sustain their support beyond the life of the project.
 - 7) Reports from partners will indicate that the tripartite initiatives started by the Solidarity Center with the National Association for Trade Union Research and Education (NATURE), National Trade Union Federation (NTUF), the Employers Federation of Ceylon (EFC) and the Ministry of Labor (MoL) will be sustained by the various organizations through follow up activities involving them, which will lead to better industrial relations.
 - 8) The training curriculum developed by NATURE, NTUF, EFC and MoL will be used by the graduates who took part in the training as well as their respective organizations, including members of the Board of Investment (BOI) and the various chambers of commerce for future activities. **KS: Is use of the curriculum a results based benchmark?**
 - 9) Members of the NTUF and NATURE who were trained on negotiations and communications, collective bargaining and mediation, and alternative dispute settlement will be equipped to represent their organizations and/or be part of future labor-management dialogues. In addition, the graduates will use the skills gained to educate their co-workers, formally or informally.
 - 10) The tripartite national workshop for government labor officials, trade unionists and employer representatives on industrial relations and labor standards enforcement, including the ILO Declaration on Fundamental Rights at Work and the Global Compact will lead to a better understanding of their role in the implementation of the country’s labor laws. This will be reflected in the number of labor disputes resolved by the concerned organizations.
 - 11) Members of the Confederation of Public Service Independent Trade Unions (COPSITU), the Sri Lanka Local Government Trade Union Federation (SLLGTUF) and the Health Sector Trade Union Alliance (HSTUA) who took part in the training programs will be equipped to conduct future activities of their respective organizations. Furthermore, it is expected that information shared by experts from the Peoples Action Forum for Free and Fair Elections (PAFFREL) and the Sri Lanka chapter of Transparency International (TI) on conflict mitigation, transparency, accountability and anti-corruption strategies will become part of the topics that will be discussed by the graduates in future activities. Furthermore, participants will become advocates in reducing corruption in the public service. The program staff of the Solidarity Center will monitor the anticipated changes.

Asian Labor Network on IFIs (ALNI)

Objective 8: Promote broad-based, equitable economic growth

- 8.1: Improved economic literacy of workers:
 - Thailand: The Solidarity Center provides support to ALNI for the revision of the Economic Literacy Training (ELT) curriculum and for the implementation of ELT workshops. ALNI also uses SC support for the production of newsletters and pamphlets that promote issue-specific education.

Benchmarks:

- 1) The revised curriculum could be reviewed and critiqued by the SC Global Department; a

survey could be done at the end of the year to document the frequency that the curriculum was used (and feedback from the participants), and a network of the 105 participants will be set up to determine their actual use of the training by the end of the year.

- 2) ALNI/Thailand's research will be referenced in news articles over the course of the year in Thai and English. ALNI/Thailand will track the incidences of media coverage over the course of the year and issue an end-of-year report on media coverage. The ALNI newsletter will highlight three key advocacy issues that the network is focusing on and will inform at least sixty percent of all members of ALNI/Thailand member organizations about issues on which ALNI is currently conducting advocacy. A survey at the end of the year will determine the articles that were read and used by the ALNI/Thailand members in programs.

- Philippines: ALNI conducts study sessions and strategy meetings on policy advocacy issues with trade union members, women leaders, and economic policy advocates.

Benchmarks:

- 3) At least 20 additional advocates will be developed and will be actively involved in disseminating ALNI/Philippines issues to workers and members at the grassroots level as well as to various targeted advocacy audiences. A network of the 60 participants will be canvassed to report back on their successes and impediments to their advocacy efforts.

- Indonesia: The Solidarity Center supports ALNI in the production of bi-monthly economic issues papers. The SC also provided one trainer for a workshop on developing advocacy campaigns and resource materials with the goal of implementing activities that impact on economic decisions.

Benchmarks:

- 4) At least three of the economic issues papers will appear in the public press, in full or abbreviated form. Positive press coverage will be collected and collated, producing a report on the effectiveness of this activity.
- 5) ALNI members will conduct at least one advocacy campaign to provide civil society input regarding economic policies of the Indonesian Government that directly affect labor conditions.

- 8.2: Enhanced consideration of worker rights in WTO, UN, World Bank, IMF, and international and regional financial institutions:

- Philippines: The Solidarity Center support ALNI efforts to review and strengthen the draft survey instrument to monitor and assess compliance with core labor standards and other national labor laws and standards in IFI-financed projects. Support is also provided to ALNI to hold advocacy/networking meetings to generate support for the adoption of policy recommendations and to participate in forums on WTO related issues.

Benchmarks:

- 6) *Baseline information will be established on the status of compliance with core labor standards* and related national legislation in at least two development projects funded by the IFC and ADB. This information will be published by ALNI/Philippines to remedy any distortions or exemplify as best practices.
- 7) The target advocacy audience, including the IFC and ADB, will adopt policy recommendations advanced by ALNI/Philippines and publicly affirm support for the Network's campaign to promote effective compliance with CLS and other aspects of

decent work in IFI-funded projects and programs.

- Indonesia: ALNI, in cooperation with the SC, conducts direct discussions with the IFIs on improving the implementation/adherence to core labor standards on IFI-financed projects, as part of a continued dialogue with the WB. A study on ADB policies in Indonesia and their impact on labor rights and welfare awaits release.

Benchmarks:

- 8) At least five of the short analysis papers will appear in the public press, in full or abbreviated form. The World Bank and ADB will make specific procedural changes to assure their projects conform to Core Labor Standards. *ALNI representatives will be recognized and consulted by the World Bank and ADB for civil society input regarding project design and labor standards.*
- 9) The ADB will respond to the findings of the study, officially reconfirming its support for the Core Labor Standards in Indonesia, and formally including ALNI in its procedures to insure civil society input on the projects it funds.

- 8.3: Increased capacity to advocate for adoption of policies that expand economic opportunities for all members of society:
 - Thailand: ALNI receives support from SC to hold monthly executive meetings to discuss ALNI activities and topical issues affecting the labor movement and the economy. Support is also provided to ALNI to maintain their website as a vehicle for information dissemination.

Benchmarks:

- 10) ALNI/Thailand advocacy initiatives will receive favorable coverage in electronic and written media outlets.
- 11) *ALNI/Thailand website (in Thai and English) will be frequently consulted by IFI staff in Thailand, media, ALNI member organizations, and interested citizens; increased international networking with other ALNI national chapters and international organizations. This will be measured by the number of monthly 'hits' on the website.*

- Philippines: Support is provided to ALNI to maintain their website as a vehicle for information dissemination. Monitoring and evaluation meetings and planning workshops for members of the Task Forces and Executive Committee were also supported to assess progress of the advocacy campaign and develop a plan of action.

Benchmarks:

- 12) *Information on ALNI/Philippines' initiatives will be widely disseminated to various interest groups, including the IFIs. This will be measured by the number of monthly 'hits' on the website. KS: 257 hits reported during the first half of 2005 (not a wide audience/usage). What is their target usage?*
- 13) *ALNI/Philippines's role as the leading voice in pressing for worker-friendly reforms in the policies and programs of both the government and IFIs will be evidenced by the inclusion of worker-friendly reforms into the policies and programs of the IFIs, especially to improve compliance with CLS and other aspects of decent work, and for the Philippine government to institute policy reforms to ensure wide coverage of social security and health benefits for disadvantaged workers and family members, particularly those affected by the government's structural adjustment program.*

- Indonesia: ALNI plans to use SC support to produce a study on the impact of WTO policies on labor conditions and workers rights in Indonesia. Support is provided to ALNI to hold plenary meetings of its members.

Benchmarks:

- 14) The Indonesian government will seriously consider and debate ALNI policy initiatives with the final effects of these policies, in whole or in part, being incorporated into the government's position.
- 15) **ALNI/Indonesia member organizations will remain informed of recent activities completed by the network, and reports by ALNI/Indonesia members will ascertain that the organization will continue to function within its bylaws.**

Scope of USAID-Supported Labor Program in Cambodia

The information below was compiled from the Solidarity Center's project proposals and workplans for Cambodia. Benchmarks have been detailed below, but no reporting materials on the status of meeting objectives are currently available.

The Solidarity Center program in Cambodia (concentrated in Phnom Penh and Siem Reap regions) focuses on providing assistance in six key areas to support democratic and professional union development in Cambodia. They are:

- **Local Union Leader Development:** Basic training sessions on the principles and practices of union-building, including organizing, union administration, labor law, and collective bargaining, are conducted in the garment, education, tourism, and construction sectors—the sector focus has been expanded to also include health care, transportation, beer promotion workers, and food processing. Specific training is also provided to women union members on leadership, mentoring, and advocacy for women's issues. A one hour, weekly union education radio program teaches union principles and practices to the general public.
- **National Union Leader Development:** Training is provided to national union leaders in the garment, tourism, and education sectors on the principles and practices of democratic unions, organizing and education strategies, union administration, and staff development. Construction and teacher union leaders from northwest Cambodia and Phnom Penh participate in exchange programs to share experiences in union-building and bargaining and to build cross-union relationships. National union leaders from neighboring Asian countries visit Cambodian national unions to exchange ideas and conduct trainings. Technical and financial assistance is provided directly to the Tourism Workers Federation, the CITA's provincial teachers unions, and the Garment Worker's Federation.
- **Union Education and Communication:** Train the trainers programs are supported for union educators in the construction, garment, tourism, and education sectors that train educators on how to develop and run effective union education programs, and on how to develop and publish guides for train the trainer programs on organizing, collective bargaining, and labor laws. Support is provided to union educators to produce newsletters.
- **International Labor Standards and International relationships:** National union leaders from the construction, garment, tourism, and public sectors connect with Asia, U.S., and European companies and labor rights organizations.
- **Public Advocacy and Legislation Briefing:** Support is provided for unions to organize legislative briefing sessions with national leaders (forums are non-partisan). Training is provided to union leaders on labor policy advocacy and legislations on issues such as economic development, wage policy, health and safety, government budgets, and civil service reform.
- **Legal Assistance:** The SC supports the Lean Chinda Law Firm (LCLF) to take on important labor cases at the Ministry of Labor, Arbitration Council, and civil cases and the Municipal and Provincial Courts. Training is provided on basic labor code and practice and union leaders are trained in the preparation for and processing of dispute resolutions cases.

Benchmarks for the current (October 2005-September 2006) program activities are:

- 1) Education programs result in larger and better-trained group of union leaders. 10 new enterprise-or province-level unions in 05-06 and 2,000 new members. 6000 workers and leaders participate in training sessions in 05-06. 200 participants in small group meetings and 200 participants in formal seminars with SC staff.
- 2) Training for trade union women results in an increase in the number of women in union leadership positions.
- 3) Unions develop improved organizing strategies, educational programs, and communication plans. Media coverage of union activities and SC partners.
- 4) An increase in the number and strength of collective bargaining agreements. 10 new collective bargaining agreements in 05-06.
- 5) An increased number of labor disputes and key court cases resolved fairly and quickly. Court actions (12 cases in 05-06) and consultations (300), collective bargaining sessions (50) and improvements in labor policy are tracked by law firm.
- 6) Greater internal democracy in unions.
- 7) Unions participate in the political process in a more non-partisan way. Participation in accountability and policy sessions with elected officials.
- 8) Improved co-operation among Cambodia's unions and with unions in the region.
- 9) Development of educational materials and training programs on the danger of trafficking

History and Scope of USAID-Supported Labor Programs under the DG S.O.

All information below was compiled from the Solidarity Center's Program Implementation Plans and ACILS Annual Reports.

Benchmarks: Program benchmarks are included below, by country and objective with the following indications: **Bold** indicates that the benchmark has been met; *italic* indicates that progress has been made; regular type indicates that there was no reporting on the particular benchmark.

LATIN AMERICA

Brazil

Objective 1: Promote the adoption and effective enforcement of Core Labor Standards

- 1.1: Improved Laws and regulations codifying core labor standards recognized in the ILO 1998 Declaration on Fundamental Principles and Rights at Work: Support is provided to help prepare unions and labor support organizations to take advocate for the legislations of core rights. No activities reported in first half of 2005.

Benchmarks:

1) The promotion activities of the public sector unions will be successful in making their position heard by the government on the right to strike and negotiate collectively. Those rights will be incorporated into the reforms. Should inclusion not be achieved, further evaluations will be conducted and strategies developed to promote their positions.

- 1.2: Improved enforcement of laws that protect, promote, and strengthen core labor standards: Training and support is provided to prepare unions and labor support organizations to become stronger advocates for improved enforcement of laws to protect core labor standards. For example, The Inter-American Trade Union Institute for Racial Equality (INSPIR) coordinated meetings and sub-commissions around the Affirmative Action Policy for Afro-Brazilian are supported by the Solidarity Center (SC). Sub-commissions conduct assessments on the status of work to improve education, health, employment, income generation, public services, and access to legal services for Afro-Brazilians and present finding and recommendations to the San Paulo Coordinating Commission for Affirmative Action Policy. Additional meetings around the affirmative action, such as addressing the quota program at the University of Rio de Janeiro, are coordinated by INSPIR and support by the SC.

Benchmarks:

- 1) The INSPIR racial equality promotion activities will be recognized by the Ministry of Labor and the Congress as policy input and will help ensure that upcoming labor reforms strongly address the core standards of equal opportunity and non-discrimination in employment.
- 2) **At least three new clauses regarding equal opportunity and non-discrimination will be incorporated into collective bargaining agreements or policies regulating public institutions or private sector work sites.**
- 3) *Regional union leaders will use the lessons from the seminars to contribute to an action strategy for the CNM National Collective that will ensure the promotion and enforcement of racial equality within the new trade union and labor reforms.*

- 1.4: Recognition of and adherence to core labor standards by government, business, and labor: Continued training of trade union activists is supported to ensure that young workers are prepared to continue the on-going task of advocating for labor rights. Support is provided for seminars aimed at recruiting new union members, identifying potential new leaders, and addressing the issue of child labor.

Benchmarks:

- 1) **New trade union members will be recruited from throughout the state of Sao Paulo through attendance at this seminar. At least five of the female participants in the seminar either will become union representatives or will work for the SINTETEL directorate. The majority of participants who complete the seminar will evaluate it as a positive introduction to the trade union movement, SINTETEL and the rights and demands of its call center workers.**
- 2) *Forca Sindical central will use the results of the assessment to develop a plan of action to determine what additional information their affiliates would need in order to become better activists on behalf of the rights of children and youth.* This activity will lead to an increase in the number of trade unionists who sit on councils to defend children's rights. More Forca Sindical unions will include clauses on the rights of children and adolescents in their collective agreements. The assessment will be completed in 2005 and will result in the production and dissemination of at least one videotape on trade union efforts to eradicate child labor.

Objective 2: Establishment of legal frameworks to protect and promote civil society

- 2.1: Improved laws and legal environments in which NGOs, media, trade unions, and other participants of civil society can flourish: Support is provided to the Unitary Central of Workers (CTU) union to improve their organizing, representation, and collective bargaining strategies in accordance with new NGO laws and to then develop a publication detailing the two-year process and outlining a tool-kit for how to implement legislative reforms at the workplace level. No activities reported in first half of 2005.

Benchmark:

- 1) The CUT will restructure its organizing, representation and collective bargaining frameworks and strategies in accordance with the new laws.
- 2) A publication detailing the two-year process will be completed and distributed so that successful strategies can be replicated and pitfalls avoided. Successful implementation of the program activity will provide unions with a tool for how to translate changes mandated by legislative reform into practice at the workplace level.

Objective 4: Increased institutional and financial viability of labor unions and labor

- 4.1: Improved strategic planning to better guide institutional decision making: In an effort to better prepare unions to participate in, what is currently, a key decision-making period for the trade union movement in Brazil, assistance is provided to unions in the formulation restructuring plans, culminating in a draft agreement on a new structure. No activities reported in first half of 2005.

Benchmark:

- 1) Participating CNM base unions will make contributions to a restructuring plan and will present them to their confederation leadership. A draft agreement on a new structure will be formulated in 2005.

- 4.10: Increased cooperation between organization working toward common goals and objectives: International exchanges of union leaders are supported between AFL-CIO and Brazilian unions to increase cooperation on issues of common interest. No activities reported in first half of 2005.

Benchmarks:

- 1) Two international exchanges of union leaders will be held.
- 2) Joint plans for strategic action will be developed and adopted.
- 3) In 2005, special efforts will be made to include Afro-Brazilian and/or younger female trade unionists in the exchanges and international events in order to have diverse perspectives represented when strategies and materials are produced.
- 4) The study on the multinational corporation will guide informed action for engagement by the trade union organizations in support of application of core worker rights. As a result of such action the multinational will respond to the unions' proposals for effective respect and enforcement of labor rights.
- 5) The study on the priority social issue will be endorsed by the trade union organizations and disseminated. It will receive positive media coverage and some or all of it will be referenced and adopted in designing policy governing public institutions, state activities or private enterprises.

Objective 6: Strengthened democratic culture and gender equity

- 6.6: Increased political participation representing marginalized populations, such as women, children, migrant workers, and religious ethnic and racial minorities: A seminar was supported to better understand the trade union reforms in the chemical workers sector and prepare to explore the effects of the reforms on youth, women, Afro-Brazilians, and special needs populations.

Benchmarks:

- 1) *In 2005, there will be a self-assessment conducted with participants prior to and after they have attended the seminar and used the materials.* The self-assessment will elicit any qualitative changes in participants' knowledge, skills, attitudes and behaviors for promoting and defending their labor rights. The results of the assessment will help inform the next phase of these activities, which will include collective action plans for using the skills learned.

Objective 8: Promote broad-based, equitable economic growth

- 8.3: Increased capacity to advocate for adoption of policies that expand economic opportunities for all members of society: Support is provided to assist unions in increasing their female representation in capacity building activities, as trainers, and in leadership and membership structures. In addition, efforts to increase the number of collective bargaining agreements that contain clauses on racial equality in employment are supported, as are strategies for equal access and opportunity and for balancing the protection of worker's rights with expanding economic opportunity.

Benchmarks:

- 1) *Within the grant period CONTRACS will increase by three percent its overall female representation in capacity building activities, as trainers, and in leadership and membership structures.*
- 2) In 2005, union leaders who have undergone this training will ensure that an increased number of collective bargaining agreements contain clauses on racial equality in employment. At the end of the year the Forca Sindical will produce a short report detailing the number of new clauses and the nature of those clauses contained in newly negotiated bargaining agreements.
- 3) The formation of the National Secretariat of Commercial Workers of Forca Sindical will be voted on and approved at the 2005 Forca Sindical Congress.

- 4) The Secretariat will develop legislative and collective bargaining proposals and will help formulate collective bargaining clauses, strategies for equal access and opportunity, and balancing the protection of worker rights with expanding economic opportunity.
- 8.4: Strengthened collective bargaining mechanisms at national and international level: The CUT distance learning course on effective collective bargaining is supported by the SC. A regional workshop, based on ILO Conventions 100, 111, and 156, is supported that trains woman trade union leaders as negotiators at state levels.

Benchmarks:

- 1) The curriculum project activity will prove itself successful by demonstrating an increase, as measured in the CUT evaluation reports, in unionists who have access to the CUT portal, take the course, pass it and learn how to do effective collective bargaining through distance education. The CUT SNF will seek an agreement with national universities to offer certification for passing the course.
- 2) *Each woman, in order to complete the negotiator course, will have to demonstrate through discussion and role play an understanding of how to negotiate clauses that comply with ILO Conventions 100, 111, and 159 into collective agreements.*
- 3) At least ten percent of the women trained will participate at a negotiating table within a year of completing the course and will help to negotiate clauses guaranteeing women's rights.

Objective 9: Human capacity built through education and training

- 9.1: Improve the skills of workers to better enable them to participate in the global economy: The SC sponsored a training workshop for young trade unionists from various states. The workshop served to: strengthen capabilities of new trainers; evaluate results of 2004 workshop; discuss participatory training methodology and continuous training to emphasize the role of education for social transformation among young Brazilians; and build leadership for outreach to young workers. Activities of Osasco Metalworkers' program aimed at assisting Brazilian youth to address personal and social development issues and to increase their knowledge of communications as a means for accessing education and information (digital communication, text production, community radio, and newspaper) are supported by the SC.

Benchmarks:

- 1) **Evaluations will be done to determine what the youth have learned and how well they know how to use the new skills and information in work, school, social and community environments.**
 - 2) Individual plans will be created with each graduate to encourage him/her to do at least one of the following: 1) get an internship or job; 2) return to school; 3) become involved in community work; or 4) become engaged in the trade union.
 - 3) **Benchmarks for this new phase of the program (Osasco Metalworkers' EREMIM) will include successful completion of the course by the majority of participants and the launching of at least one community outreach communications project using the skills they learned.**
- 9.2: Expand the availability and quality of worker training programs in industries that are undergoing reorganization and contraction: A training program organized by the National Confederation of Bank Workers is supported by the SC. The seminar aims to provide young workers with an understanding of the history and functioning of their sector within the global economy and to provide them with skills to become trade union leaders. No activities reported in first half of 2005.

Benchmarks:

1) The youth who complete the seminar should be able to demonstrate an understanding of the restructuring of the banking and financial system of production and its impact on the labor market in Brazil. They should be able to translate union history and theory into practical strategies for collective bargaining in the sector under the new trade union and labor laws. This will be measured by an evaluation by the program trainers of the skill levels upon entrance and exit from the training program.

Central America

Objective 4: Increased institutional and financial viability of labor unions and labor NGOs

- 4.10: Increased cooperation between organizations working toward common goals and objectives: The facilitation of direct communication between national organizations and their local and international allies is supported through the formation of working groups. Specifically, SC convened and participated in an international working group to support apparel industry workers in Guatemala. The working group helped the local union overcome the challenges faced by anti-union attacks and draw international attention to abusive labor conditions. The SC also provides support to the Centro de Estudios y Apoyo Laboral (CEAL) in El Salvador. CEAL works with a union-made small enterprise, Just Garments, to support training opportunities for employees and works to further coordination between the union of textile workers (STIT) and international labor organizations.

Benchmarks:

- 1) **Two working groups will be formed to support on-the-ground organizing efforts in the Central America region. One will be at the international level in support of the various national organizing campaigns and the second one at the national level in Guatemala.**
 - 2) *The working groups will provide access to networks and direct communication between national organizations and their local and international allies thereby contributing to effective engagement with employers and brands in support of freedom of association, workplace based union representation and collective bargaining.*
- 4.6: Strengthened organizational capacity: Support is provided to unions in El Salvador and Guatemala to develop and execute plans for developing organizing campaigns, legalization, gender equity in union membership and leadership, and the negotiation of collective bargaining agreements. The SC worked with Jones Apparel Group (JAG) to develop a sustainable and effective worker-centered approach to assessing code compliance and to building local and internal capacity to both identify violations and work towards correcting them. The first assessment was conducted at a supplier factory in Guatemala by a team of SC representatives, local labor rights specialists, and a labor law expert. SC will also support the implementation of remediation plans developed from the assessments.

Benchmarks:

- 1) *At least three unions will develop and execute plans for their own organizing campaigns.*
- 2) *Three new unions, representing a majority of workers in the selected work sites will be organized and legalized during the course of the grant.*
- 3) *All of the new unions organized during the course of the grant will reflect the gender composition in the worker population, in both leadership and membership positions.*
- 4) *All of the new unions organized in the implementation period will incorporate the goal of gender equality into the founding principles of their organizations.*

- 5) *Two new collective bargaining agreements will be negotiated during the grant period reflecting the needs and interests of both men and women members of the unions and the priorities for workers demands in the negotiation processes will be defined through democratic and participatory processes.*

Dominican Republic

Objective 4: Increased institutional and financial viability of labor unions and labor NGOs

- 4.6: Strengthened organizational capacity: The SC supports the National Council of Trade Union Unity (CNUS) in a variety of activities. The legal department represented workers from 56 workplaces at a total of 70 hearings and obtained favorable results for the workers in 14 cases. CNUS's legal department also helped to shape union strategies to promote women and youth participation in trade union leadership structures. The CNUS demonstrated effective internal organizing processes in their attempt to advocate for the full application of the minimum wage for workers in the country's free trade zones, though the Free Trade Zone employers association and the Government agreed not to implement the second recommended 10% increase.

Benchmarks (A):

- 1) **The CNUS Legal Department will participate in thirty mediation sessions and seventy hearings in the labor courts and tribunals.**
- 2) *Five new collective bargaining agreements will be negotiated, and ten current agreements will be renegotiated.*
- 3) *At least four trade union structures will incorporate gender proportionality (proportion of female leadership matches proportion of female members) in their bylaws.*
- 4) **Policy recommendations based on research data and analysis from the CNUS research department presented to members of the legislative and executive branch and employers will be read, weighed and factored into the calculation of the minimum wage in 2005.**
- 5) Policy recommendations based on research and analysis from the CNUS research department presented to members of the legislative and executive branch and employers will be read, weighed and factored into the debate on the full implementation of the Social Security Law.
- 6) A mechanism will be in place to monitor statistics of women's participation in trade union leadership structures, both in CNUS supported activities as well as in CNUS affiliated federations.
- 7) CNUS as a confederation will adopt gender proportionality into its bylaws.

Benchmarks (B):

- 1) A National Federation of Port Workers will be created by incorporating two existing federations in the CNTD and three trade unions in the CASC. The organizational structure will be rationalized to create a trade union and a collective bargaining agreement for each port.
- 2) Ten new associations of public servants will be constituted. These associations will affiliate with the national public sector federation.
- 3) Twenty trade unions will be organized at the Bavaro hotels, Puerto Plata, Samana, Las Terrenas, Barahona and Guayacanes and they will also be affiliated with the only unified federation of the sector.
- 4) Three trade unions will be constituted in the FTZs.
- 5) Local trade union leaders will participate in bipartite (labor-management) and tripartite (government-labor-management) meetings that have direct relevance to the welfare of their members, with particular emphasis on direct negotiations with employers.
- 6) A national federation for the health care sector will be created.
- 7) New collective bargaining agreements will be signed in each of the following sectors: public, sugar, hotels, FTZs, and health care.
- 8) Proposals put forward in the negotiation of new collective bargaining agreements will be based on worker surveys that reflect interests and concerns of both men and women workers in the workplace.
- 9) New collective bargaining agreements negotiated in the FTZ, food, health and public sector will contain specific articles on gender issues identified as particular concerns to workers at the sites (e.g., sexual

harassment, violence against women at work, wage equality).

Mexico

Objective 2: Establishment of Legal Frameworks to Protect and Promote Civil Society

- 2.3: Better legal advocacy and protection of rights of individuals, NGOs, the media, trade unions, minority groups, and women: With SC support the Labor Lawyers Network prepared and presented a number of cases to international bodies. Support was provided to the Center for Labor Reflection and Action (CEREAL) to carry out a total of 41 workshops on areas relating to: Social security reform; collective bargaining in the petroleum industry; Labor law reform and workers' rights; and gender equity. The SC assisted the Farm Labor Organizing Committee (FLOC) to increase its membership; develop union representation committees and assist migrant workers through a collective bargaining agreement.

Benchmarks:

- 1) *Domestic and international media will reflect increased attention to worker rights violations as a result of cases presented by the Labor Lawyers Network.*
- 2) **Two cases of systemic worker rights violations will be documented and presented to international bodies.**
- 3) Independent unions will obtain registration before both local and federal Conciliation and Arbitration Boards and will achieve *secret ballot elections in union representation cases and internal union elections.*
- 4) *Democratic movements within the petroleum and electrical utility industries will be strengthened by the increased advocacy for transparency and democratic practices of workers who have been trained through this program. This will be reflected in gains by democratic activists in internal union elections and court cases enforcing workers' rights to due process, financial transparency, and other democratic rights.*
- 5) *More effective trade union advocacy on behalf of migrant workers will be reflected in policy proposals by unions to the executive branch and the Congress and in media coverage of union advocacy efforts.*

Objective 4: Increased institutional and financial viability of labor unions and labor NGOs

- 4.6: Strengthened organizational capacity: The Solidarity Center worked with counterpart funding to support a number of activities that strengthened Mexican unions' collective bargaining capacity by linking them to international trade union structures. The Yucatán Workers Support Committee (CATY) held monthly meetings with a group of six labor rights promoters to a) investigate full-package garment production at factories producing for major apparel brands, b) support the formation of worker committees at various factories, and c) train the promoters in defense of labor rights. Promoters have begun visiting workers in a number of rural communities to educate them about labor rights. The Authentic Workers' Front (FAT) organized a workshop to train workers from several independent unions on procedures to ensure that workers participate effectively in company profit-sharing plans. The Solidarity Center assisted the Independent Union of Confidential Employees of the State Employees' Social Security Institute (SINTCISSSTE) to promote new leaders and engage in sustained, orderly membership recruitment, conducted a second training on membership recruitment strategies and, in conjunction with the Authentic Labor Front (FAT), participated in leadership training for national elected leaders on principles of collective bargaining, internal democratic processes and teamwork.

Benchmarks:

- 1) *The CAT will train at least 50 worker leaders to implement a strategy for winning independent union representation and collective bargaining agreements in at least two facilities.*
- 2) *Ten organizers will be trained and supported to work in maquiladora organizing campaigns in the border states, including Tamaulipas, Coahuila, and Chihuahua. The CFO will have the organizational capacity to direct these campaigns, reflected in an active local organizing committee in each campaign. These efforts will lead to at least one successful union organizing campaign.*
- 3) *Two organizers will be trained on organizing techniques for leading campaigns at maquiladoras in Yucatan. The CATY will have the organizational capacity to direct these campaigns, as reflected in an active local organizing committee in each campaign. Newly trained organizers will help research plants and will serve as volunteer organizers in campaigns.*
- 4) *Professional training in organizational and collective bargaining skills will result in smoother resolution of labor disputes and improved collective bargaining results.*

Objective 6: Strengthened democratic culture and gender equity

- 6.5: Improved gender equality: Activities planned for second half of 2005

Benchmarks:

- 1) As a result of these workshops, clauses promoting gender equity will be incorporated into collective bargaining agreements and will be more effectively enforced.

Objective 8: Promote broad-based, equitable economic growth

- 8.3: Increased capacity to advocate for adoption of policies that expand economic opportunities for all members of society: The Labor Studies Institute (IET) continues to function as an important information resource for Mexican trade unions and the Solidarity Center has worked to link the various resources to worker organizing, advocacy and education efforts conducted by other Center partners. With counterpart support, the Solidarity Center organized a three-day research training for unions and labor rights NGOs from Mexico's private sector, where participants were trained in industry research methodology and designed basic research plans to either bolster their collective bargaining strength or help win new organizing campaigns. Additionally, the SC organized a seminar on globalization and collective bargaining for 20 leaders from national and state federations of the CROC, focused on changes in the structure of the Mexican economy and labor force, their impact on unionization and collective bargaining, and strategies that unions have used to respond to these changes.

Benchmarks:

- 1) *Access to high-quality research* will enable unions to better prepare for both collective bargaining and participation in public policy debates. This preparation will be reflected in the results of collective bargaining and legislation.
- 2) **Four organizers, union staff, and/or volunteers from Mexican unions and labor NGOs will be trained in research techniques.** Research skills will be utilized to obtain information necessary to effectively organize and represent workers in collective bargaining and public policy settings.
- 3) At least one researcher will report improvements in organizing or collective bargaining as a result of research carried out using newly acquired skills.

Southern Cone

Objective 8: Promote broad-based, equitable economic growth

- 8.2: Enhanced consideration of worker rights in WTO, UN, World Bank, IMF, and international and regional financial institutions: The Solidarity Center supported

participation by The Southern Cone Common Market (MERCOSUR) labor centers to present workers' perspectives in the 30th meeting of the Economic and Social Consultative Forum (FCES). Support was also provided for a plenary meeting of the Coordinating Committee of Southern Cone Unions (CCSCS) in Montevideo. The CCSCS plenary reviewed proposals of the Productive Development Commission (CDP) and discussed the plan proposed under CGT Argentina's direction to produce quantitative indicators of the impact of each of CCSCS key sectors on the region's economy in terms of: impact on the GDP, impact on employment and import-export levels. Additionally, with SC support, the CDP met to hear presentations and analyses of various sector strategies, including: Electric Energy, Metalworking, Education, Public sector, Health, Telecommunications, Air Transportation, Commercial Workers, Construction, and Chemical.

Benchmarks:

- 1) *FCES documents and/or resolutions will reflect trade union concerns regarding key themes such as regional integration, gender equality, coordination of macroeconomic policies, productive development, migration of workers, occupational certification and employment generation.*
 - 2) *In plenary meetings, the CCSCS will evaluate and revise its sectoral strategy. The CCSCS will produce a document that reflects this strategy and serves as a guide to the region's trade union movement in promoting core labor standards in specific sectors. Documents and reports produced as a result of these meetings will reflect these exchanges between trade unions.*
 - 3) **The CDP will produce regional sectoral reports during 2005 that reflect the input and interests of the union representation. Aside from presenting and reporting on an overall sectoral strategy for the sub-region, the reports will analyze sectoral issues from a gender and youth perspective. The CDP will coordinate the input of CCSCS member unions to generate proposals to be discussed in the Sub-Working Group No.7 for six new competitiveness forums.** At least two new forums will begin to function in 2005, producing tripartite proposals for these sectors.
 - 4) **The CCSCS website will be up-dated and new material will be incorporated in 2005. Using a website counter, the CCSCS Center will provide data on the number of visitors to the web site. At least six new documents will be posted at the website.**
- 8.3: Increased capacity to advocate for adoption of policies that expand economic opportunities for all members of society: The Solidarity Center supported the First Meeting of the Young Workers of the Southern Cone and a meeting of the CCSCS Youth Commission (CJ). The CJ/CCSCS decided to initiate a process of training and leadership development for young union leaders in order for them to participate more effectively in the discussions of the CCSCS, to defend issues related to youth at work and to represent young workers in the institutional organs of MERCOSUR. Additionally, the Solidarity Center supported two meetings, attended by delegates from the eight participating trade union centrals, of the CCSCS Youth Commission to discuss the recent creation of the ORIT-ICFTU hemisphere-wide Youth Commission. With SC support, The Mercosur Union Post (MUP) distributed six issues during 2005, one per month, reaching 1800 subscribers.

Benchmarks:

- 1) **By the end of 2005, CCSCS will have identified and worked with a core of young leaders. CCSCS will issue a policy on young workers.**
- 2) *The CCSCS will also include youth issues in programs beyond those set up by the Youth Commission. CCSCS publications will include young worker perspective on a wide range of issues.*
- 3) *The Youth Commission activities and documents will reflect participation of young women leaders.*

- 4) The distribution of the Mercosur Union Post will reach a broad base of workers through the hundreds of organizations in the Americas that subscribe to this service.
 - 5) **The Solidarity Center will report on the number of individuals and organizations that receive the Mercosur Union Post.**
 - 6) *The Solidarity Center will cite selected illustrative items published in the Mercosur Union Post that provide information relevant to the exercise of basic labor rights for unionists facing similar labor market, employment and trade union concerns throughout the Americas.*
- 8.4: Strengthened collective bargaining mechanisms at national and international level: The Solidarity Center supported a series of coordinated organizing workshops in cooperation with Union Network International (UNI) for call center workers in Argentina, Chile, and Paraguay. With support from the Solidarity Center, the workers delegates to Uruguay's National Board of Employment held a national meeting to evaluate last year's work and plan for specific sectoral work in the remainder of 2005. Additionally, SC supported workshops held by the Uruguayan Federation of Commercial and Service Workers (FUECI) in the Department of Maldonado with the objective of launching an organizing campaign with commercial workers. The workshops allowed, workers, local union leaders and FUECI national leaders the opportunity to develop a coordinated work plan, hold numerous assemblies to discuss basic labor rights, and unionize fifteen cleaning service workers and 79 supermarket workers. The SC also supported PIT-CNT planning and execution of an assembly of mineworkers to begin organizing and collective bargaining activities.

Other support for workshops includes: participation of CCSCS members and its Women's Commission at the 13th Special Meeting of MERCOSUR Women in Asunción; CCSCS participation in the 17th Social Labor Commission (CSL) meeting and 21st Meeting of Sub Working Group N° 10 on "Labor Relations, Employment and Social Security;" the 8th regional meeting of the Southern Cone Coordinating Body of Healthcare Unions; and the participation of the CCSCS sectoral commissions in Montevideo to discuss the progress of CCSCS sectoral plans regarding MERCOSUR institutional participation, coordination of efforts with multinational corporations, and the work of the Productive Development Commission.

Benchmarks:

- 1) Participants will produce research and strategic organizing/ bargaining plans for at least two industrial sectors. *At least one plan will focus on a sector with presence of a single employer or company in more than one country in the region.*
- 2) The research training program will lead to high quality research output that will be used by national organizations.
- 3) As a result of the implementation of the strategic plans by the national organizations new unions will be formed in at least eight work sites and at least four collective bargaining agreements will be achieved.
- 4) Each sectoral commission will produce a regional industrial proposal. These proposals will be reflected in at least two of the Competitiveness Forums. Proposals will reflect gender considerations, will promote effective union representation for both men and women workers, and will incorporate concerns of both men and women in the bargaining demands and negotiation processes.
- 5) At least two GUFs will participate in the work of the sectoral commissions.
- 6) The trade union movement in the region will continue to contribute to all areas of the MERCOSUR institutions with the goal of transforming the Social-Labor Declaration into a Social Charter in the MERCOSUR, which will serve as a social and political framework for collective bargaining.

- 7) MERCOSUR institutions will act on resolutions resulting from the Regional Conference on Employment.
- 8) In the Social-Labor Commission, further analyses will be conducted on implementation of the Social-Labor Declaration in six areas: freedom of association, collective bargaining, right to strike, migrant workers, occupational health and safety, and social security.
- 9) Through SGT-10 meetings, the CCSCS, the trade union movement will introduce language in defense of ILO standards in these areas. Approximately seven union representatives will attend each of the four meetings.