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## I. Presentation of the programme per outcome

### A. Contacts

#### 1. Contact details for the outcome's ANGC reference person in Belgium

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Confidentiality:	List: Yes

#### 2. Contact details for the outcome's ANGC reference person or their representative in the field

Organization <sup>2</sup> :	N/A
Name <sup>3</sup> :	N/A
Telephone:	N/A
Email:	N/A
Confidentiality:	List: Yes

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<sup>1</sup> In the event of a change, the accredited actor will ensure that the administration is promptly informed.

<sup>2</sup> If there is no ANGC reference person in the field, it is expected that the contact details of a person authorized to represent that ANGC (e.g. reference member of a local partner, etc.) will be communicated.

<sup>3</sup> In the event of a change, the accredited actor will ensure that the administration is promptly informed.

## B. Identification of the outcome

### 1. General

**Outcome start date**

01/01/2022 - 12:00

**Outcome end date**

12/31/2026 - 12:00

**Region**

Asia, regional

**Title of the outcome – French or English (mandatory)**

OTR 8 Droits du travail en Asie (ACV-CSCi)

**JSF**

Yes

**Sectors**

**Sector**

16070 - Social Infrastructure & Services - Labour Rights

**Percentage**

35%

**Sector**

16080 - Social Infrastructure & Services - Social Dialogue

**Percentage**

35%

**Sector**

15180 - Government & Civil Society - Ending violence against women and girls

**Percentage**

15%

**Sector**

41010 - General Environment Protection - Environmental policy and administrative management

**Percentage**

15%

**Strategic target involved**

1. Promouvoir le travail décent pour un développement durable, équitable, solidaire et inclusif : créer des emplois, garantir les droits au travail, étendre la protection sociale et promouvoir le dialogue social pour toutes et pour tous

**Thematic/geographical**

THEMATIC JSF

**Approaches or sub-targets concerned**

Approaches Partner CSO (see JSF DWp p.59-61):

\* sub-target 1: creation of decent jobs: 1.1, 1.2, 1.3, 1.4, 1.5

\* sub-target 2: labour rights: 2.1, 2.2, 2.3, 2.4

\* sub-target 3: social protection: 3.1, 3.2, 3.3, 3.4, 3.5, 3.6

\* sub-target 4: social dialogue: 4.1, 4.2, 4.3, 4.4, 4.5, 4.6

## 2. Geographic location of the outcome's intervention zone

GPS coordinates for Jakarta, Indonesia

Partner: XXX

GPS coordinates for Phnom Penh, Cambodia

Partner: YYY

GPS coordinates for Manilla, Philippines

Partner: ZZZ

## 3. Outcome summary

### Description of the outcome

This Asia outcome seeks to strengthen negotiation, organisational and institutional capacities for social dialogue of Indonesian, Cambodian and Philippine trade union partner organisations (PO) towards promotion of workers' rights for workers in precarious labour situations within multinational enterprises (MNE) operating in Asia and their supply chains (SC) - which include domestic companies and informal economy workers. To this end PO provide for sensitization, training and mobilisation of their members, leaders and (para)legal staff. They organise and/or participate in regional workshops for the sake of benchmarking of good practices on organisation of workers and negotiation of their rights within MNE ; they participate in international workshops organised by ACV-CSCi for all trade union PO of ACV-CSCi and WSM towards joint influencing of relevant normative processes within the ILO.; and they participate in national, regional and international political actions of WSM's multi-actor INSP!R networks. Ultimately, PO engage in social dialogue at various national, regional and international levels ensuring practical and political change for the intended beneficiaries. In line with these beneficiaries' priorities, the focus will be on improved income security, restitution for gender based violence at the work place and the reduction of environmental/ecological footprints of work places. Overall, the outcome will mostly contribute to formalisation of the informal economy, sustainable production, freedom of association and collective bargaining, decent work for all and reduction of poverty - in line with SDG targets 8.3, 8.4, 8.8, 8.5 and 1.1 - as well as to SDG targets 5.1 and 5.c on claiming gender rights and gender friendly legal frameworks, 12.1, 13.2, 13.3 and 13.2 on sustainable consumption and production, national adaptation and Just Transition plans, and reduction of greenhouse gas emissions, 16.3 and 16.b on equal access to justice, and 17.9 on partnerships.

### Formulation of the outcome

Strengthened trade union PO of Cambodia, Indonesia and the Philippines, have in a sustainable way promoted a transformative extension, application and implementation of workers' rights for workers in precarious labour situations within multinational enterprises (MNE) operating in Asia and their supply

chains (SC) (which include domestic companies and informal economy workers) – with specific and crosscutting attention for gender and environment (in contribution to SDG targets 8.3. to 8.8).

### Description of the target groups

Target groups consist of direct beneficiaries of capacity strengthening activities for improved social dialogue on behalf of the final beneficiaries : more than 3500 members, activists, leadership and (paralegal) staff (including gender counsellors, gender auditors and climate activists) of local trade union PO in Indonesia, Cambodia and the Philippines (47% women) as well as about 150 trade union leaders of other countries within the region.

#### 4. Sensitive and confidential information

#### Policy of ACV-CSCi on exclusion of information for publication within the framework of the joint programme 2022-2026

Publishing data on partner organisations, collaborators and Belgian actors, should not give rise to risks for workers, militants, leaders and staff involved. Special care needs to be taken when it concerns human rights-based interventions - especially when it comes to publishing information on IATI.

ACV-CSCi is acutely aware of the threats being posed by disclosure of data on IATI to local partner organisations and their members. As social movements fight a daily battle for social and other human rights within their partner countries, as well as at continental and international levels, economic and political actors often consider them to be opponents. Exposing these organizations and their members may put them at risk of being persecuted, threatened or sabotaged in their work and/or lives.

Also, the publication of specific budgets for specific organizations, may lead to transfers of funds being blocked or confiscated by local authorities as well as social movements being prevented from functioning at all. And even Belgian staff may be at risk, such as of being prohibited from entering specific partner countries.

Within a context of shrinking civic space, countries which today are free of persecution, threat or sabotage, may tomorrow face similar problems. Therefore, ACV-CSCi want to take precautionary measures and have decided to protect the following data by not allowing for their publication :

- I.A.1 : Identification of contact persons in Belgium ;
- II.A.2 : Identification of contact persons in the field ;
- II.E : Identification of one or several partners, as well as attached partnership agreements, fact sheets on partnerships and country profiles ;
- II.F: Identification of collaborations, as well as attached conventions, MoU (Memorandums of Understanding) and fact sheets on collaborations.

#### 5. Categorization: Sustainable Development Goals

						Notes logical framework
Type	Icon	SDG code	SDG name	Target code	Target description	Indicators
Main SDG mandatory		8	Decent work and economic growth	8.8	Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	<b>8.8.2.</b> on freedom of association and collective bargaining <b>x2</b>

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Secondary SDG (optional)		8	Decent Work and economic growth	8.3	Formalisation of the informal economy	---
Secondary SDG (optional)		1	No poverty	1.1	By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than \$1.25 a day	<b>1.1.1.</b> on poverty reduction
Secondary SDG (optional)		5	Gender equality	5.1	End all forms of discrimination against all women and girls everywhere	<b>5.1.1.</b> on claiming gender rights <b>x2</b>
Secondary SDG (optional)		5	Gender equality	5.c	Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels	<b>5.c.1.</b> on the development of legal frameworks for gender equality and empowerment of women
Secondary SDG (optional)		8	Decent work and economic growth	8.4	Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental	<b>8.4.1.</b> on sustainable production
Secondary SDG (optional)		12	Responsible consumption and production	12.1	Implement the 10-Year Framework of Programmes on Sustainable Consumption and Production Patterns, all countries taking action, with developed countries taking the lead, taking into account the development and capabilities of developing countries	<b>12.1.1.</b> sustainable consumption and production
Secondary SDG (optional)		13	Climate action	13.2	Integrate climate change measures into national policies, strategies and planning	<b>13.2.1</b> on national adaption or just transition plans
Secondary SDG (optional)		13	Climate action	13.2	Integrate climate change measures into national policies, strategies and planning	<b>13.2.2</b> on reduction of greenhouse gas emissions <b>x2</b>
Secondary SDG (optional)		13	Climate action	13.3	Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	<b>13.3.1</b> on national adaptation and just transition plans
Secondary SDG (optional)		16	Peace and inclusiveness	16.3	Promote the rule of law at the national and international levels and ensure equal access to justice for all	16.3.1 reporting of violence
Secondary SDG (optional)		16	Peace and inclusiveness	16.b	16.b Promote and enforce non- discriminatory laws and policies for sustainable development	16.b.1 reporting discrimination
Secondary SDG (optional)		16	Peace and inclusiveness	16.7	16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels	---
Secondary SDG (optional)		4	Quality education	4.3	By 2030, ensure equal access for all women and men to affordable and	<b>4.3.1.</b> on (in)formal training

					quality technical, vocational and tertiary education, including university	of youth and adults
Secondary SDG (optional)		17	Partnerships for the goals	17.9	Enhance international support for implementing effective and targeted capacity-building in developing countries to support national plans to implement all the Sustainable Development Goals, including through North-South, South-South and triangular cooperation	<b>17.9.1</b> on the need for partnerships

## 6. Categorization: Markers & Tags

Markers	
<p><b>Cadre :</b> Les directives du CAD de l'OCDE expliquant l'utilisation des Markers <a href="#">sont disponibles ici</a> (en anglais uniquement) :</p> <ul style="list-style-type: none"> <li>Pp. 34-50 : Policy Markers (Gender, Environment, Good Governance, RMNCH, Trade development).</li> <li>Pp. 51-82 : Rio Markers (Biodiversity, Climate, Desertification).</li> <li>Les markers HIV et Children's Rights sont liés à des objectifs belges en la matière. Comme les Markers du CAD de l'OCDE, ils visent à identifier si la problématique concernée est l'objectif primaire [2], un objectif secondaire [1] ou n'est pas ciblée par l'outcome [0].</li> <li><b>Rappel :</b> Outre les directives du CAD relatives aux Policy Markers, les conditions d'utilisation du Marker Genre sont décrites de manière détaillée dans le « <a href="#">Manuel Relatif au Marqueur de la Politique d'Aide à l'Appui de l'Égalité Homme-Femme</a> » établi par le CAD-OCDE aux pages 10 et 11.</li> </ul>	
1. Gender Equality	2
2. Aid to Environment	2
3. Participatory Development / Good Governance	2
4. Trade development :	1
5. Biodiversity :	0
6. Climat Change – Mitigation :	2
7. Climat Change – Adaptation :	2
8. Desertification :	1
9. RMNCH - Reproductive, Maternal, Newborn and Child Health :	0
10. HIV / AIDS :	0
11. Children's Rights :	1

Tags	
<p><b>Cadre :</b> Les Tags ont pour seule vocation de mettre en évidence un lien entre l'outcome et une problématique identifiée par la Coopération belge au développement. Lorsqu'il n'y a pas de lien, il faut utiliser la mention « non ».</p>	
1. D4D – Better use of big data :	No
2. D4D – Digital for inclusive societies :	Yes
3. D4D – Digital for inclusive and sustainable economic growth :	Yes
4. Private Sector Development :	Yes
5. Health – Sexual and reproductive health :	No
6. Health – Quality medicines :	No
7. Health – Health financing and Universal Health Coverage :	Yes
8. Refugees :	No
9. Covid-19 :	Yes

## 7. Categorization: Positioning with regard to the objectives of Belgian Development Cooperation, as described in its strategy papers



## 7.2 BE strategy paper on Child Rights - “Respect for the rights of children in development cooperation”

This Asia outcome’s (OTR8) final beneficiaries consist of workers in precarious labour situations within Multinational Enterprises (MNE) and their Supply Chains (SC). In Asia, **child labour** is a common phenomenon within the lower tiers of these supply chains (SC) - mostly consisting of **informal economy** workers. The situation is worsened by the COVID **pandemic**, with children being forced to seek employment to help provide for the family income.

The local PO are part of trade unions that fought for the **universal ratification of ILO Convention 182** of August 2020 (protecting children from the worst forms of child labour). PO will be overseeing the **transposition of C182 into national law** (cfr. §74 and §75 of the strategy paper) - making sure that a clear distinction is made between **legal and illegal** child labour (cfr. §73).

Part of the outcome consists of PO setting up **Human Rights Due Diligence** processes within targeted MNE and their SC. These **mechanisms** will automatically also entail protection of child rights with **sensitization** of employers, detection of illegal child labour (cfr. §76), and **measures** to redress the situation (cfr. §10 on the need for 3 types of action).

Thus child labour will be part of the agenda of the **social dialogue** processes which the outcome aims to develop in order to promote workers’ rights within targeted MNE and their SC. As the main focus is on increased **income security** (see OTR8\_OVI\_1), the effects of the outcome are likely to include families having sufficient resources to send their children to school and keep them away from harmful/illegal child labour.

Ultimately, the outcome will also be contributing to **SDG target 8.7** on elimination of child labour in line with the 4 conditions identified by the International Trade Union Confederation (ITUC) on the subject : local PO will mainly be fighting for decent jobs, respect for workers’ rights, universal and free social protection and quality education for children.

## 7.4 BE strategy paper on Development Education (*no specific title*)

This Asia outcome (OTR8) will greatly contribute to development education for the sake of international solidarity and a fair distribution of wealth with focus on **Decent Work** in pursuit of **SDG 8** - a major **priority for the Belgian Development Cooperation**.

In **synergy** with 8 other actors of the **Decent Work Coordination Platform** (CPDW), ACV-CSCi and its local PO will engage in joint learning and joint advocacy trajectories (see R3 and OVI R3.1 of this outcome, as well as R6, OVI R6.1 and OVI R6.2 of the **‘Belgium’ programmes of the CPDW actors** and the bonus text on shared outcomes across programmes). Part of the joint learning and advocacy objectives are pursued with the help of a host of **multiplying Belgian actors**.

These include other **actors of the Belgian development cooperation** sector, such as actors of geographic JSF as well as members of relevant working groups of 11.11.11. and the advisory committees for policy coherence and gender. On behalf of Asian PO, growing attention is paid to influencing Belgian multinationals by connecting trade union militants in Belgian and Asian companies of the same supply chains (Clean Clothes Campaign), as well as to reacting to international calls for solidarity in reaction to gross abuse of workers’ rights in partner countries.

Other groups of multiplying Belgian actors consist of (a) **more than 1000 ACV-CSC militants** with whom PO had intensive consultations during the course of the ACV-CSC congress in October 2020 - which led to the adoption of thematic priorities for the international dimension of trade union work - which are reflected in this outcome’s priorities ; and (b) **ACV-CSC leaders and trainers** who have been sensitized by ACV-CSCi on the preoccupations of the outcome’s beneficiaries - for the sake of further internal awareness raising efforts with more than 3000 ACV-CSC professionals and 80 000 militants in companies and administrations - who in turn ensure sensitization and training of the 1,6 million members of ACV-CSC.

### 7.5 BE Strategy paper on Environment and Climate Change : “Environment in the Belgian Development Cooperation”

Climate change forms the biggest threat to workers and their families in South East Asia, while environmentally/ecologically unsustainable production methods form an important **trade-off** of SDG 8 (on decent work) with SDG 13 (on climate change). Therefore, this Asia outcome will support the world of work’s **agents of change** (workers, employers and governments) in making positive contributions to **protection of the environment** and **Just Transition** in the light of climate change.

As “There are no jobs on a dead planet”, trade unions have for more than a decade been calling for green and decent jobs. But the ILO’s “Guidelines for a just transition” (2015), also stress the need to secure the livelihoods of those who might be negatively affected by the green transition (in order to LNOB).

Based on an analysis of realities and challenges using the **KLIMOS tool**, the outcome’s capacity strengthening processes will include **sensitization, training and mobilisation** of workers and social partners on the need for sustainable production and positive climate action (see OVI R3.3.) for enhanced **environmental governance** through social dialogue.

**Specific environmental attention** of social dialogue processes on Occupational Safety and Health (OSH) at company level (see OVI R1.3.) will mostly be on **toxic waste**, while the partner organisations will also be making contributions to the development of national adaptation/mitigation policies, and of a new instrument on **biohazards** within the ILO.

These social dialogue processes on OSH will also be used as an inroad to social dialogue on the greening of work spaces with environment friendly products, reduction of emissions, and recycling/re-using of materials (see OVI R2.3. as well as OTR8\_OVI\_3). In addition, the outcome will **mainstream attention for climate change** within capacity strengthening processes, while pleading for social protection for job loss due to climate change and/or green transition (see OVI R3.1. and OTR8\_OVI\_1).

### 7.6 BE strategy paper on Gender - “Gender in the Belgian Development Cooperation”

This Asia outcome (OTR8) greatly contributes to **empowerment of women workers** and **gender equality in support of SDG 5**, using a **rights based approach** that builds on relevant ILO conventions such as C100 and 111 banning all forms of discrimination, as well as the most recent C190 on violence and harassment - which includes gender based violence (GBV).

In line with the need for a **dual track approach**, specific actions are mixed with gender mainstreaming. **Specific actions** include sensitization of workers and employers in multinational enterprises (MNE) and their supply chains (SC) as well as training and activation of militants, leaders and paralegal/juridical service providers of trade union PO. These are aimed at the development of gender friendly legal frameworks (see SDG indicator 5.1.1.), and enhanced reporting of incidences of GBV (see SDG indicator 5.1.2.). These specific actions are reflected in the use of specific indicators - OTR8\_OVI\_2 as well as OVI R1.2, R2.2 and R3.2.

Meanwhile, **mainstreaming** strategies include attention for equal pay, paid maternity leave and specific matters of OSH (such as the need for work that is suited to the physical abilities of women, as well as for special protective gear, separate toilets, changing areas, and breast feeding facilities) in trainings, policy proposals and collective bargaining. Such is evident in the formulation of indicator OTR8\_OVI\_1 on improved income security and OVI R1.3 on occupational safety and health). Another mainstreaming strategy consists of using quota for final beneficiaires, as well as for direct beneficiairies of trainings, workshops and exchanges. Such is evident in the use of indicators aggregated by sex - OTR8\_OVI\_1\_and\_2, as well as OVI R2.2.

The use of **quota for training**, workshops and exchanges, is complemented by the use of quota for representation within **decision making structures** of PO, which is enhanced through membership of women/equality committees and the organisation of gender audits.

**7.8 BE strategy paper on digitalisation : “Digital for Development’ (D4D) for the Belgian Development Cooperation”**

This Asia outcome (OTR8) will contribute significantly to **digitalisation for inclusive societies**. Over the past decade, digitalisation was introduced in several industrial sectors of the Asian economies, and the pandemic has accelerated this process. Unfortunately, many workers are being **left behind** (especially in the informal economy ), while others are being pushed into the informal economy’s digital platform work. Here unfair labour practices have led to increased vulnerability - due to the lack of contracts, labour rights, adequate social protection and/or democratic participation/representation.

Therefore, partner organisations will be negotiating new workers’ rights as well as **training** in digital skills within social dialogue processes on behalf of the outcome’s intended beneficiaries. Special attention will be paid to millions of platform workers from delivery and distribution sectors. These workers are excluded from national and international worker’s rights, even though the ILO Centenary Declaration of 2019 calls for a Human Centred approach which ensures that all workers enjoy these rights.

Negotiation of adequate workers’ rights as well as skills training will also ensure that the productivity and quality of the work force match the needs of digital production processes. Thus the outcome will indirectly also be contributing to the companies’ competitiveness, and (ultimately) to **digitalisation for inclusive and sustainable economic growth**.

Furthermore, partner organisations will continue their own accelerated digitalisation efforts - beyond the development of electronic databases on their membership, and the use of social media to reach a larger and younger public. The sanitary COVID regulations have been pushing the organisations to adopt the use of virtual **communication technology and platforms** for training, coordination, consultation, assistance and negotiation purposes - ensuring continued access to service delivery for the outcome’s beneficiaries.

**7.9 BE strategy paper on health care : “The right to health and health care”.**

This Asia outcome will greatly enhance **equal access to efficient, sustainable, qualitative, accessible, and comprehensive health care systems** in partner countries. As part of their efforts to enhance the beneficiaries’ income security, partner organisations will be engaging in social dialogue in MNE and their Supply Chains on the extension, application and implementation of the right to social protection. (The latter pillar of the Decent Work Agenda is an important workers’ right, which includes the provision of social security with health care systems. Meanwhile, it is also important to note that social dialogue is the most sustainable and **democratic pathway of change** when it comes to social security.)

Basically, partner organisations will **strengthen their countries’ health care systems** by negotiating access to social security systems for large groups of newly affiliated informal economy and platform workers (see OTR8\_OVI\_1). In the meantime, these new members’ social security contributions will enhance the **financial sustainability** of the social security and health care systems. Additionally, partner organisations will be providing members with **quality information** on the health care systems, as well as engage in social dialogue on Occupational Safety and Health (OSH) within enterprises and at national levels (see OVI R1.3). Modern and efficient regulations and measures on OSH, will **decrease the incidence of occupational illnesses and injuries** - which will **decrease costs** for the health care systems as well as decrease loss of income for workers. This in turn will increase **reduction of poverty** as well as the population’s **wellbeing**.

Being part of WSM’s national, regional and international networks on the Right to Social Protection, partner organisations will be supported in the development of other **system strengthening international partnerships**, and will be able to build on international exchanges of good practices concerning financial mechanisms for social protection.

**7.10 BE strategy paper on the private sector : “The Belgian Development Cooperation and the local private sector : promotion of sustainable human development”.**

Through promotion of **decent work** in targeted Multinational Enterprises (MNE) and their Supply Chains, this Asia outcome (OTR8) will greatly contribute to development of the **local private sector** as well as to **sustainable economic growth** in general in South-East Asia (SDG8). Typically, Supply Chains consist of many **medium and small domestic enterprises** (MSME). But while MSME most usually contribute to healthy economies as they aim to provide full, productive and decent employment, 60% of MSME in Supply Chains are part of the informal economy which is characterised by poor working conditions, poor pay and lack of social security for workers. Typically, trade union presence is weak, while freedom of association and collective bargaining rights are neglected (in violation of basic ILO Conventions C87 and C98).

Hence the need for local partner organisations to negotiate decent workers' rights within targeted MNE and their Supply Chains through organisation of the outcome's beneficiaries in local trade unions (see OVI R2.1), and the establishment of social dialogue (see OVI R1.1) - thus contributing to **formalisation of the informal economy**. Social dialogue processes will consist of collective negotiations and dispute settlement within the context of **human rights due diligence** requirements for MNE and their Supply Chains. They will aim to improve workers' rights with relation to occupational safety and health (OSH) (see OVI R1.3), material/ecological footprints (see OTR8\_OVI\_3), gender based violence and harassment (see OVI R1.2 and OTR8\_OVI\_2), and income security (including through social protection) (see OTR8\_OVI\_1).

Thus the outcome's social dialogue processes will contribute to sustainable social, economic and ecological **human development** goals, including with **reduction of poverty** (SDG1) and **inequality** (SDG10), and the promotion of **gender equality** (SDG5), **climate action** (SDG13) and **peaceful/inclusive societies** (SDG16).

## 8. Subsidy bonus allocation: priority themes and strategic priorities

### 8.1 Human rights-based approach

The Asia outcome OTR8 implements a rights based approach to the promotion of **workers' rights** with relation to income security (OTR8\_OVI\_1), **gender** based violence (OTR8\_OVI\_2) and environmental/ecological footprints (OTR8\_OVI\_3) for workers in precarious labour situations in targeted Multinational Enterprises (MNE) and their Supply Chains (SC). Local trade union partner organisations (PO) (rights holders) will be organising workers in local unions (OVI\_R2.1) while starting up social dialogue processes on their behalf within enterprises and with local authorities (duty-bearers), as well as at sectoral, national and international/ILO levels (OVI\_R1.1, 1.2, 1.3).

Further specific and crosscutting attention for **gender equality** and for **empowerment of women** lies with (1) negotiation of gender friendly frameworks (OVI\_R1.2.), (2) negotiation of equal pay for equal work and paid maternity leave (see OTR8\_OVI\_1 on income security), and (3) negotiation of provisions for work that is suited to the physical abilities of women, special protective gear, separate toilets, changing areas, breast feeding facilities (see OVI\_R1.3 on occupational safety and health - OSH).

Meanwhile, the outcome defines quota for women workers among the final beneficiaries (see OTR8\_OVI\_1), as well as for the direct beneficiaries of trainings, workshops and exchanges (see OVI\_R2.2), while human rights due diligence monitoring processes will prevent, detect and remedy the occurrence of forced and child labour.

Thus the outcome will provide for progress on all **5 sets of fundamental workers' rights** as defined in the universally accepted ILO Declaration on Fundamental Principles and Rights at Work (2008), and the ILO Centenary Declaration (2019) : freedom of association and collective bargaining (in line with C87 and 98), abolition of forced labour (with C29 and 105), abolition of child labour (with C138 and 182), elimination of discrimination (with C100 and 111), and OSH (with C155, 161 and 187).

### 8.2 Decent and sustainable work

This Asia outcome (OTR8) will be making important contributions to the implementation of the **Decent Work Agenda** for formal and informal economy workers of targeted Multinational Enterprises and their Supply Chains in South-East Asia - including for new types of workers (such as platform workers and workers in green jobs). Among the 4 pillars of the Decent Work Agenda, this outcome will mainly and most directly be promoting ‘workers’ rights’ and ‘social dialogue’, while indirectly making important contributions to ‘employment creation’ and ‘social protection’.

**Trade union** partner organisations in Indonesia, Cambodia and the Philippines, will aim at the transformative extension, application and implementation of the target group’s **workers’ rights** in the realm of income security (OTR8\_OVI\_1), gender based violence (OTR8\_OVI\_2), and material/ecological footprints (OTR8\_OVI\_3). Such is mainly done through **social dialogue** (collective bargaining and dispute settlement) based on human rights due diligence requirements. Social dialogue processes will be developed at local, company, sectoral, national and international/ILO levels, and will be supported through lobby and advocacy work.

With relation to income security (OTR8\_OVI\_1, the outcome aims to further a number of **social protection** benefits for its target group : (access to) paid and/or expanded maternity and pandemic leave, acceptance of COVID as a professional disease, severance payment guarantees in case of loss of jobs beyond one’s own control - such as due to pandemics, digitalisation, climate change or just transition. Additionally, company level negotiations on climate adaptation and mitigation as well as national negotiations on the implementation of just transition policies, will result in the **creation of new green jobs** and the upskilling of workers (for them to be able to function in their new jobs).

### 8.3 Gender

As women constitute the majority of workers in precarious labour situations within Multinational Enterprises and their Supply Chains, this Asia outcome (OTR8) implements a **dual track approach** on gender equality and empowerment of women with specific results as well as mainstreaming strategies. Partner organisations will be engaging in social dialogue processes towards **inclusive protection of workers’ rights** as well as **reduction of gender based violence (GBV)**.

**Specific results** include negotiations with government and employers in favour of **non-violence policies** in line with ILO C190 on GBV (OVI\_R1.2), **training** of negotiators, conflict mediators, gender promoters and gender auditors of PO on women workers’ rights in general, and GBV in particular (OVI\_R2.2), and the ratification of ILO C183 on **protection of maternity**, C189 on **domestic work**, and **C190** on GBV (OVI\_R3.2). These results will significantly contribute to an environment in which women are sufficiently aware and feel sufficiently safe to **report cases** of GBV, and paralegals as well as juridical services of partner organisations have sufficient knowledge and skills to **claim restitution** from legal frameworks (ILO, labour courts, and other types of judicial and non-judicial processes) (OTR8\_IOV\_2) - thus contributing to SDG indicators 5.1.1, 5.c.1, 16.3.1 and 16.b.1).

**Mainstreaming strategies** include attention for elements of gender equality when it comes to income security (OTR8\_IOV\_1) with negotiations on **equal pay** and (paid) **maternity leave**. The same is true for **issues of particular concern** to women when it comes to occupational safety and health (R1.3) with negotiations on provisions for work that is suited to the physical abilities of women, special protective gear, separate toilets, changing areas, and breast feeding facilities. On top of that, quota for the number of women among direct and final beneficiaries are reflected in the use of **indicators aggregated by sex** (OTR8\_OVI\_1&2 and OVI\_R2.2).

### 8.4 Environment

As workers in targeted multinational enterprises and their supply chains are already facing the adverse effects of environmental degradation and climate change, local trade union PO of this Asia outcome (OTR8) have developed a clear **plan of action** based on the ILO’s “Guidelines for a just transition” of 2015. PO will engage in improved social dialogue, lobby and advocacy work in favour **paid temporary leave or severance packages** in case of job loss due to related factory closures (see OTR8\_OVI\_1 on income security) and in

favour of **national adaptation plans** with green jobs, just transition, and upskilling programmes aimed at 'leaving no-one behind' (OVI\_R3.3 in contribution to SDG indicator 13.3.1).

**KLIMOS-analyses** confirmed the additional need to **directly counter/mitigate** environmental degradation and climate change to really assist the outcome's final beneficiaries. Such is all the more necessary as the outcome's intervention itself risks having further negative impacts : enhanced workers' rights will most probably have a positive effect on economic growth, but will also enhance the use of damaging and unsustainable production methods which are characteristic of newly industrialised countries. These production methods are known to significantly add to pollution of air and water, the wasting of materials and energy, and the release of carbon emissions and toxic waste.

Therefore, the outcome will develop actions, lobby and advocacy work in favour of **sustainable consumption and production** (OVI\_R3.3 in contribution to SDG indicator 12.1.1), engage in social dialogue on **reduction of the use of harmful products or procedures** (within the realm of occupational safety and health) (OVI\_R1.3) and on **reduction of material/ecological footprints** of workplaces (through greening initiatives, saving of energy and recycling of water and waste) (OVI\_R2.3 and OTR\_IOV\_3 in contribution to SDG indicators 8.4.1 and 13.2.2).

### 8.5 Bonus - Joint outcome within a joint programme - Asia

In Asia, the joint programme implements an **integrated programmatic approach** with **structured synergies** between the 2 continental outcomes of WSM (OTR7) and ACV-CSCi (OTR8) (also see the attachment on the joint programme's collaboration strategy).

These synergies mainly concern the **strengthening of capacities** of PO through peer-to-peer as well as triangular activities, training and exchanges. In order to strengthen capacities for service delivery and political actions, **WSM** finances and supports national and continental capacity strengthening activities for **all PO of both outcomes** within the multi-actor networks of INSP! R. And in order to strengthen capacities for social dialogue in favour of workers' rights, **ACV-CSCi** finances and supports continental and international capacity strengthening activities for **all trade union PO of both outcomes**.

These synergies are reflected in **results R3 of both Asian outcomes**, and are also reflected in the **R3.1 indicators of both outcomes** on the number of opportunities for joint activities, training and exchanges in relation to the priority themes of PO and INSP! R networks, as financed and technically supported by WSM and ACV-CSCi (in contribution to SDG indicator 17.9.1).

Finally, just like for the period 2017-2021, **results R1, R2 and R3** for the period 2022-2026 of the 3 continental **outcomes of ACV-CSCi** (including the present OTR8 for Asia) and of the **Africa outcome of BIS-MSI** (OTR4) have been **harmonised**. This was done in line with the trade union consensus on the need for 3 types of capacities to be strengthened for the optimisation of social dialogue processes : negotiation capacities (see R1), organisational capacities (see R2) and institutional capacities (see R3) (as explained in part 3.3.2. of the ToC of this OTR8).

### 8.6 Common outcome between distinct programmes

WSM/CM-MC, ACV-CSCi and BIS-MSI, as well as of FOS, SOLSOC, UNMS-NVSM and IFSI-ISVI, together engage in joint learning and joint advocacy trajectories. This constitutes a synergy between 2 programmes of the Coordination Platform Decent Work (CPDW), for which they share a common result with two indicators under the thematic outcome 'Belgium'.

The synergy, the result and the indicators were identified and formulated by all actors starting from :

- recommendations 1, 2, 5 and 6 of the **special evaluation** of the JSF DW 2017-2021 (2020, p. 68) regarding the CPDW, in which the evaluators propose for additional financial and human resources to be made available to meet the needs of other development cooperation actors ;
- the **joint ToC** of the JSF Decent Work, which describes collective learning and advocacy approaches of the actors involved in relation to approaches of targets B and C of the JSF 'Belgium' ;

- the JSF Decent Work which has been approved by the Minister and describes the **synergies on collective learning and advocacy work** (p.92-94 and 104) and the complementarity with the JSF BE.

Thus it clearly concerns a '**thematic synergy result**' carried by the whole of the CPDW. This means that responsibility for the joint result is shared between the 8 actors involved (see the collaboration agreement) and is not limited to the actors of a single programme. The financing too is shared between the budgets of the 8 actors of the 2 joint programmes - to which end ACV-CSCi has made provisions in its budget joint programme coordination budget.

The **local partner organisations (PO)** of this Asia outcome also contribute to the achievement of the joint result through collective learning based on their own intervention strategies as well as through the joint advocacy work. At the same time, the learning trajectories of the CPDW will contribute to the strengthening of capacities of the PO . These realities are reflected in this Asia outcome's **result 3 and indicator 3.1**.

<b>8.7 Areas of complementarity and synergy with the intervention of ENABEL</b>
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N/A

## C. Description of the outcome, results and strategy

### 1. Strategic targets to which the outcome contributes/General objective

Promouvoir le travail décent pour un développement durable, équitable, solidaire et inclusif : créer des emplois, garantir les droits au travail, étendre la protection sociale et promouvoir le dialogue social pour toutes et pour tous

### 2. Description of the expected results

Narratif		Baseline	Target An 3 – 31/12/2024	Target An 5 – 31/12/2026
<b>Outcome :</b>	OTR8 - Strengthened trade union PO of Cambodia, Indonesia and the Philippines, have in a sustainable way promoted a transformative extension, application and implementation of workers' rights for workers in precarious labor situations within multinational enterprises (MNE) operating in Asia and their supply chains (SC) (which include domestic companies and informal economy workers) – with specific and crosscutting attention for gender and environment (in contribution to SDG targets 8.3. to 8.8).			
Indicateur 1 : Titre - 500	OTR8_OVI_1_Income_security	Baseline	Target An 3	Target An 5
Description -500	PO have facilitated improved income security for <b>356.414</b> workers ( <b>F49%</b> ) among the final beneficiaries through obtainment of access to equal rights, written contracts, (higher) minimum wages, (improved) social protection (including for improved maternity or pandemic leave) and compensation for job loss due to climate change adaptation/mitigation (in contribution to <b>SDG indicator 1.1.1.</b> on poverty reduction).	Achievements of PO for the period 2017-2022 :  Indonesia 40.850 Cambodia 85.800 Philippines 53.000 Total : 179.650	Indonesia 111.778 Cambodia 107.500 Philippines 185.500 Total : 404.778	Indonesia 159.064 (F36%) Cambodia 123.000 (F70%) Philippines 254.000 (F47%) Total : 536.064 (F49%)
Indicateur 2 :	OTR8_OVI_2_Gender	Baseline	Target An 3	Target An 5
Description	Paralegals and juridical services of PO have assisted final beneficiaries in claiming restitution for <b>395</b> cases ( <b>F100%</b> ) of Gender Based Violence or other violations of women's rights through trade union labour centres and legal frameworks ( <i>ILO, labour courts, judicial and non-judicial processes</i> ) (in contribution to <b>SDG indicators 16.3.1. and 16.b.1</b> on reporting of violence and victimisation as well as <b>SDG indicator 5.1.1.</b> on gender rights).	Achievements of PO for the period 2017-2022 :  Indonesia 30 Cambodia 20 Philippines 0 Total : 50	Indonesia 192 Cambodia 60 Philippines 27 Total : 279	Indonesia 300 (F100%) Cambodia 100 (F100%) Philippines 45 (F100%) Total : 445
Indicateur 3 :	OTR8_OVI_3_Environment/climate			
Description	PO have negotiated MoU on the reduction of environmental/ecological footprints in <b>107</b> workplaces of final beneficiaries in favour of the introduction of climate friendly transport systems and other company practices (recycling, banning of dangerous chemicals, plastics) (in contribution to <b>SDG indicator 8.4.1.</b> on sustainable production as well as <b>SDG indicator 13.2.2</b> on reduction of greenhouse gas emissions).	Achievements of PO for the period 2017-2022 :  Indonesia 2 Cambodia 1 Philippines 0 Total : 3	Indonesia 7 Cambodia 24 Philippines 40 Total : 71	Indonesia 10 Cambodia 40 Philippines 60 Total : 110



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<b>Résultat 1 :</b>	OTR8_R1 - Human and structural negotiation capacities of members as well as activists, leadership and staff of local trade union PO in Indonesia, Cambodia and the Philippines have been strengthened.			
Indicateur 1.1 :	OTR8_OVI_R1.1_Freedom_of_association	Baseline	Target An 3	Target An 5
Description :	Local trade union PO have managed to negotiate agreements (CBA or MoU) on behalf of final beneficiaries in <b>131</b> work places of targeted MNE and their SC (in contribution to <b>SDG indicator 8.8.2.</b> on freedom of association and collective bargaining).	Achievements of PO up to June 2021 : Indonesia 0 Cambodia 3 Philippines 0 Total : 3	Indonesia 45 Cambodia 13 Philippines 22 Total : 80	Indonesia 76 Cambodia 20 Philippines 35 Total : 131
Indicateur 1.2. :	OTR8_OVI_R1.2_Gender	Baseline	Target An 3	Target An 5
Description	PO have engaged in <b>260</b> national and company level consultations with government and employers on behalf of final beneficiaries for the introduction/improvement of gender friendly legal frameworks and/or non violence policies to combat Gender Based Violence (GBV) (in contribution to <b>SDG indicator 5.1.1.</b> on claiming gender rights).	Achievements of PO for the period 2017-2022 : Indonesia 19 Cambodia 3 Philippines 0 Total : 22	Indonesia 112 Cambodia 17 Philippines 50 Total : 179	Indonesia 175 Cambodia 27 Philippines 80 Total : 282
Indicateur 1.3	OTR8_IOV_R1.3_Environment/climate	Baseline	Target An 3	Target An 5
Description	On behalf of final beneficiaries, PO have negotiated <b>64</b> company <i>CBA, MoU, sectoral agreements and government policies with clauses</i> on occupational safety and health (OSH) as well as on protection of the environment and climate friendly practices (in contribution to <b>SDG indicator 8.8.2.</b> on freedom of association and collective bargaining as well as <b>SDG indicator 13.2.1</b> on national adaption or just transition plans).	Achievements of PO for the period 2017-2022 : Indonesia 1 Cambodia 0 Philippines 0 Total : 1	Indonesia 18 Cambodia 11 Philippines 14 Total : 43	Indonesia 29 Cambodia 16 Philippines 20 Total : 65
<b>Résultat 2 :</b>	OTR8_R2 - Representativeness within MNE operating in Asia and their SC, internal participation, and financial autonomy of local trade union PO in Indonesia, Cambodia and the Philippines have been strengthened.			
Indicateur 2.1 :	OTR8_OVI_R2.1_Recruitment_of_members	Baseline	Target An 3	Target An 5
Description :	PO have created <b>313</b> local unions <i>at company level and at grassroots level (within the informal economy) for the organisation of final beneficiaries</i> within targeted MNE and their SC (in contribution to <b>SDG indicator 8.8.2</b> on freedom of association and collective bargaining).	Achievements of PO for the period 2017-2022 : Indonesia 0 Cambodia 0 Philippines 0 Total : 0	Indonesia 135 Cambodia 41 Philippines 14 Total : 190	Indonesia 225 Cambodia 66 Philippines 22 Total : 313
Indicateur 2.2. :	OTR8_OVI_R2.2_Gender	Baseline	Target An 3	Target An 5
Description	<b>PO have trained 3.500</b> of their own activists, organisers, negotiators, conflict mediators, paralegals, gender promoters, and gender counsellors ( <b>F47%</b> ) on women's rights in general as well as on specific issues like expanded maternity leave, C190 and Gender Based Violence (in contribution to <b>SDG indicator 4.3.1.</b> on (in)formal training of youth and adults).	Achievements of PO for the period 2017-2022 : Indonesia 0 Cambodia 40 Philippines 0 Total : 40	Indonesia 1.760 Cambodia 270 Philippines 210 Total : 2.240	Indonesia 2.790 (F40%) Cambodia (F90%) 400 Philippines 350 (F61%) Total : 3.540 (F47%)
Indicateur 2.3.	OTR8_OVI_R2.3_Environment/climate	Baseline	Target An 3	Target An 5
Description	PO have reduced the footprint of <b>191</b> of their own local, regional and national offices with the introduction of environment friendly policies	Achievements of PO for the period 2017-2022 :	Indonesia 105 Cambodia 13	Indonesia 174 Cambodia 13

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	and practices (in contribution to <b>SDG indicator 8.4.1.</b> on sustainable production as well as <b>SDG indicator 13.2.2</b> on reduction of greenhouse gas emissions).	Indonesia 3 Cambodia 5 Philippines 0 Total : 8	Philippines 12 Total : 130	Philippines 12 Total : 199
<b>Résultat 3 :</b>	OTR8_R3 - Local trade union PO's capacities for advocacy and political actions at national, continental and international levels have been strengthened in collaboration with partner organisations of WSM and BIS-MSI, coalitions of local trade unions and other relevant allies., other actors of the Decent Work Coordination Platform and other relevant parties.			
Indicateur 3.1.	OTR8_OVI_R3.1_Synergies			
Description	PO have engaged in <b>40</b> peer-to-peer & triangular activities, trainings and exchanges at continental and international levels on at least 5 thematic priorities within the various trade union networks of ACV-CSC, ACLVB-CGSLB, ITUC/TUDCN and ITUC AP as well as multi-actor networks of INSP!R and the Decent Work Coordination Platform - as financed and technically accompanied by WSM, ACV-CSCi & BIS-MSI (in contribution to <b>SDG indicator 17.9.1</b> on the need for partnerships).	Achievements of PO for the period 2017-2022 : 5  Thematic priorities 2022-2026 : Financial Mechanisms for Social Protection, Health in all policies (OSH), Just Transition (Climate) and Gender issues	<b>28</b>	<b>45</b>
Indicateur 3.2.	OTR8_OVI_R3.2_Gender	Baseline	Target An 3	Target An 5
Description	On behalf of final beneficiaries, PO have participated in <b>61</b> activities ( <i>campaigns, meetings, consultations, exchanges, workshops, conferences, actions, projects and alliances</i> ) in collaboration with specialised CSO in favour of ratification of conventions C183 on maternity protection, C189 on domestic work and C190 on (gender) based violence (in contribution to <b>SDG indicator 5.c.1.</b> on the development of legal frameworks for gender equality and empowerment of women).	Achievements of PO for the period 2017-2022 : Indonesia 4 Cambodia 5 Philippines 0 Total : 9	Indonesia 16 Cambodia 12 Philippines 18 Total : 46	Indonesia 25 Cambodia 15 Philippines 30 Total : 70
Indicateur 3.3.	OTR8_OVI_R3.3_Environment/climate	Baseline	Target An 3	Target An 5
Description	On behalf of final beneficiaries, PO have made <b>160</b> contributions ( <i>policy proposals, lobby activities, interviews, articles, press conferences</i> ) to campaigns of specialised CSO in favour of the development of integrated national adaptation and just transition plans (in contribution to <b>SDG indicator 13.3.1</b> ) as well as sustainable consumption and production (SCP) patterns (in contribution to <b>SDG indicator 12.1.1</b> ).	Achievements of PO for the period 2017-2022 : Indonesia 20 Cambodia 5 Philippines 0 Total : 25	Indonesia 75 Cambodia 23 Philippines 18 Total : 116	Indonesia 112 Cambodia 43 Philippines 30 Total : 185

### 3. Classification of activities

Confidentiality:	
<p><b>This Asia outcome provides for national capacity strengthening activities at/by PO</b> which include listed synergies (see G8) and consist of : (1) <b>studies/research</b> linked to issues to be negotiated on behalf of final beneficiaries, (2) <b>strategic mapping</b> of MNE companies and their supply chains (SC), (3) <b>publications &amp; social media campaigns</b> for awareness raising and promotion of workers’ rights, (4) <b>training</b> of members, activists and leadership of PO on trade union work, social dialogue, legal issues (rights, legislation, mandates, dispute settlement, legal processes, ILO conventions), negotiation techniques and advocacy, gender (mainstreaming, equality, maternity leave, violence and harassment at the work place (including gender based violence), occupational safety and health (OSH), environment, climate and just transition, (5) <b>representations</b> for regional negotiations within targeted MNE and their SC, regional advocacy campaigns, and networking with other CSO, ITUC, ITUC-Asia, and participation in conferences of the ILO, (6) <b>awareness-raising campaigns</b> with employers, authorities, national institutes (including for the ratification of relevant conventions), (7) <b>membership recruitment drives</b> and membership administration, (8) <b>provision of legal support</b> and dispute resolution (especially for women victims of violence) and other support services, (9) <b>investments</b> in communication facilities, and (10) <b>MEAL</b> activities.</p> <p><b>The outcome further provides for continental and international capacity strengthening activities</b> organized by the outcome’s lead Indonesian PO for all trade union PO of WSM and ACV-CSCi as well as other trade unions : (1) <b>regional workshops, exchanges, sectoral meetings, seminars, and research</b> on topics and good practices linked to social dialogue and networking in MNE and SC, and (2) <b>international workshops</b> aimed at identification and documentation of good practices, and development of common positions on existing ILO standards and those to be developed.</p>	

### 4. Target groups and beneficiaries

Target group(s):	Target groups consist of direct beneficiaries of capacity strengthening activities for improved social dialogue on behalf of the final beneficiaries : more than <b>3500 members, activists, leadership and (paralegal) staff</b> (including gender counsellors, gender auditors and climate activists) of local trade union PO in Indonesia, Cambodia and the Philippines ( <b>47% women</b> ) as well as about 150 trade union leaders of other countries within the region.
Beneficiaries:	Final beneficiaries of workers’ rights negotiated by PO consist of at least <b>356.414 workers (49% women)</b> in precarious labour situations in targeted Multinational Enterprises (MNE) and their Supply Chains operating in Indonesia, Cambodia and the Philippines. Special attention is paid to victims of gender based violence, platform workers and self-employed informal economy workers as well as workers losing out due to climate change effects, adaptation and mitigation.

### 5. Theory of Change associated with the outcome

**Title of the reference annex**

ACV-CSCi\_Asia\_C5\_TOC\_22-26

### 6. Analysis of risks associated with the outcome

**Title of the reference annex**

ACV-CSCi\_Asia\_annex\_risks

**7. Description of tasks among associate ANGCS**

N/A

## D. Outcome budget

### 1. T4 – Operational costs

O.C. - OPERATIONAL COSTS PER OUTCOME						
RD 2016 - Art. 1, 10° "operational costs": the costs necessary and indispensable to achieve one or more results of the development cooperation intervention. These costs disappear as soon as the intervention ceases or ends;						
RD 2016 - Art. 20, §2, 1°: the operational costs are detailed by outcome, specifying, where appropriate, the following budget headings :						
a) the amounts which are <b>made available to partners</b> on the basis of a partnership agreement or a memorandum of understanding;						
b) the amounts <b>made available</b> to a third party organisation on the basis of a <b>collaboration</b> agreement;						
c) amounts <b>committed by a local coordination office</b> of the applicant organisation;						
(d) amounts <b>committed at the headquarters</b> of the applicant organisation.						
HEADINGS	2022	2023	2024	2025	2026	TOTAL
<b>1. TOTAL PARTNERS</b>	363 895	386 260	368 075	393 470	428 081	1 939 782
1.1 Investments	8 000,00	9 000,00	7 500,00	7 500,00	6 000,00	38 000
1.2 Operations	299 894,97	320 260,42	302 575,34	326 970,38	362 081,31	1 611 782
1.3 Staff <sup>1</sup>	56 000,00	57 000,00	58 000,00	59 000,00	60 000,00	290 000
<b>2. TOTAL COLLABORATIONS</b>						
2.1 Investments						
2.2 Operations						
2.3 Staff <sup>1</sup>						
<b>3. TOTAL FIELD OFFICE</b>						
3.1 Investments						
3.2 Operations						
3.3 Staff <sup>1</sup>						
<b>4. TOTAL HEADQUARTERS</b>	16 750	16 750	51 750	16 750	51 750	153 750
4.1 Investments						
4.2 Operations	8 000,00	8 000,00	43 000,00	8 000,00	43 000,00	110 000
4.3 Staff <sup>1</sup>	8 750,00	8 750,00	8 750,00	8 750,00	8 750,00	43 750
<b>TOTAL OPERATIONAL COSTS FOR THE OUTCOME</b>	<b>380 645</b>	<b>403 010</b>	<b>419 825</b>	<b>410 220</b>	<b>479 831</b>	<b>2 093 532</b>
TOTAL INVESTMENTS	8 000	9 000	7 500	7 500	6 000	38 000
A. Purchase of vehicles						
B. Furniture, ICT	8 000	9 000	7 500	7 500	6 000	38 000
C. Other						
TOTAL OPERATIONS	307 895	328 260	345 575	334 970	405 081	1 721 782
A. Travel	103 530	114 665	103 740	101 509	99 580	523 024
B. Field office						
C. Other	204 365	213 595	241 835	233 461	305 501	1 198 758
TOTAL STAFF <sup>1</sup>	64 750	65 750	66 750	67 750	68 750	333 750
A. Headquarters salaries*	8 750	8 750	8 750	8 750	8 750	43 750
B. Expatriates' salaries*						
C. Local staff salaries*	56 000	57 000	58 000	59 000	60 000	290 000
D. Other costs						

<sup>1</sup> Staff salaries: gross amounts including social security charges and other related costs



## E. List of partnerships for the outcome

List of partnerships for the outcome
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**Acronym**

YYY

**Full name**

Cambodian Labour Confederation

**Budget available**

2022	2023	2024	2025	2026	TOTAL
106 300,00	105 900,00	105 900,00	105 882,42	105 800,00	529 782,42

**Acronym**

XXX

**Full name**

Konfederasi Serikat Buruh Seluruh Indonesia

**Budget available**

2022	2023	2024	2025	2026	TOTAL
224 345,00	247 110,00	263 925,00	254 338,00	324 031,00	1 313 750,00

**Acronym**

ZZZ

**Full name**

Kilusang Mayo Uno

**Budget available**

2022	2023	2024	2025	2026	TOTAL
50 000,00	50 000,00	50 000,00	50 000,00	50 000,00	2500

## F. List of collaborations for the outcome

N/A

## G. Presentation of the outcome and justification

### 1. Description of the Relevance

#### 1. Contribution to local, national, regional/continental, and international policies

This Asia outcome (OTR8) will be contributing to several priorities of the **Belgian Development Cooperation** laid down in the law of 19 March 2013 and confirmed by Minister Kitir : decent work, human/workers' rights, social protection, strengthening of capacities, specific and crosscutting attention for gender and environment, a rights-based approach, sustainable and inclusive human development, economic growth and democratic practice, and eradication of poverty, discrimination and inequality - in contribution to the Agenda 2030 and the SDGs.

This outcome fully subscribes to de ILO's **Decent Work Agenda**, while making significant contributions to **SDG8 on Decent Work and sustainable economic growth**. Its main focus is on labour rights and social dialogue in contribution to SDG **target 8.8.**, but important contributions will also be made to SDG targets **8.3.** (through formalisation of the informal economy), SDG target **8.4** (through promotion of sustainable production methods), and **8.5** (decent work for all).

In addition, the outcome will be making **interlinked contributions** to a good number of other targets of **SDG 1** on elimination of poverty, **SDG 5** on gender equality, **SDG 12** on responsible consumption and production, **SDG13** on positive climate action, **SDG 16** on peace, justice and strong institutions, and **SDG 17** on partnerships for the SDGs. Such is clear from the use of indicators (OVI) which have been formulated in direct contribution to specific indicators of listed SDGs. For more information, see points 3.3.1 and 3.3.2 of this outcome's Theory of Change (ToC).

#### 2. Global/national contexts and thematic priorities

As advised by South Research in conclusion of the midterm evaluation for WSM/CM-MC, ACV-CSCi and BIS-MSI, this Asia outcome for the period 2022-2026 will continue to **build on positive results** of the period 2017-2021, while adapting to rapidly **changing contexts and norms**. In complementarity with WSM/CM-MC, the outcome will continue to focus on two important pillars of the Decent Work Agenda : **workers' rights and social dialogue** - in contribution to the strategic goal of the Decent Work JSF.

Intended final beneficiaries will continue to consist of workers in precarious labour situations within **multinational enterprises (MNE) and their supply chains (SC)** operating in Asia - which include workers in domestic companies and informal economy workers. But for the period 2022-2026, the focus will be on new Indonesian, Cambodian and Philippine groups within this wider category.

On behalf of these final beneficiaries, the main focus will continue to be on enhancement of **income security**, but specifics concerning income security will be about integration of shock absorbing measures in light of **shrinking civic space**, the rapid growth of **digital workers**, and adverse effects of **climate change**, Just Transition and **COVID 19**. Adaptive measures include equal treatment of permanent and short term workers, hiking of minimum wages, and provision of severance payment schemes or compensation for unexpected leave.

For the period 2022-2026, the outcome will also be focussing on mitigative measures, such as on **reduction of the environmental/ecological footprint** of work places. And in line with new ILO Recommendation 206 and Convention 190 on violence and harassment in the work place, a new major focus will also be on **gender based violence**.

Thematic **priorities** have been decided on by local trade union partner organisations in line with their congress resolutions (i.e. developed in consultation with their membership). Their importance is being underlined by the **ILO's COVID Resolution** of 2021, the **Bali Declaration** of the Asia Pacific regional meeting of 2016, the **Decent Work Country Programmes** for Indonesia (2020-2025), Cambodia (2019-2023) and the Philippines (2020-2024), the ITUC's communications over the past few years, and ITUC Asia Pacific's programme priorities.



### 3. Alignment with the outcome's Theory of Change (ToC)

Chapters 1 en 2 of the outcome's continental ToC are based on the ToC of the Decent Work JSF, and pertain to the joint programme of WSM/CM-MC, ACV-CSCi and BIS-MSI. Parts 3 and 4 consist of a contextualisation for this specific Asia outcome.

As explained under points 1.1 and 3.1 of the ToC, this Asia outcome will primarily focus on **workers' rights** through **social dialogue** (pathway of change I) - in complementarity with the focus of WSM/CM-MC's Asia outcome OTR7.

The outcome's **sphere of interest** lies with a transformative extension, application and implementation of workers' rights through social dialogue involving **social partners** for the political and practical benefit of the specific groups of **workers** who are to benefit from the outcome (the final beneficiaries)- see figure 1 and 2 and point 3.3.1 of the ToC.

In the meantime, its **sphere of influence** lies with an improved practice of social dialogue by **trade union PO** who have strengthened their capacities for effective representation of the intended final beneficiaries - see figure 1 and 2 and point 3.3.2 of the ToC.

And finally, its sphere of control pertains to **ACV-CSCi** collaborating with **WSM/CM-MC and BIS-MSI** within the joint programme, and partnering with **trade union PO in Indonesia, Cambodia and the Philippines** for the implementation of an outcome that focuses on strengthening capacities of these PO (the outcome's target group or direct beneficiaries) - see figure 1 and 2 and point 3.3.3. of the ToC.

### 4. Strengthening of capacities for improved social dialogue

Strengthening capacities for social dialogue, invariably involves the strengthening of **negotiation, organisational and institutional capacities** - in line with modalities explained under point 3.3.2 of the ToC. The outcome's activities mainly consist of (a) **trainings** organised at/by individual PO for their members, leaders and (para)legal staff ; (b) **regional networking activities** within MNE and their SC, and **regional workshops** for peer-to-peer exchanges organised by the lead PO of Indonesia ; and (c) **international workshops** for triangular exchange organised by ACV-CSCi towards the adoption of common positions and proposals for an effective influencing of normative processes at national levels and within the ILO.

### 5. Gender and environment/climate change

Women form the majority of the target group's workers, as well as the majority of the victims of violence and harassment. Specific attention for gender issues is reflected in the use of **gender specific indicators** concerning prevention and remediation of **gender based violence** (OTR8\_OVI\_2 and OVI\_R1.2, R2.2 and R3.2). In the meantime, mainstreamed attention for empowerment of women involving issues such as **equal pay for equal work**, (paid) **maternity leave** and **specific matters of OSH** is reflected in the **gender sensitive wording** of the outcome indicator on income security (OTR8\_OVI\_1) and of the result indicator on Occupational Health and Safety (OSH) (OVI\_R1.3). On top of that, quota for the number of women among direct and final beneficiaries are reflected in the use of **indicators aggregated by sex** (see OTR\_OVI\_1 and 2 and OVi\_R2.2).

Likewise, specific attention for protection of the **environment and climate friendly actions** in favour of the health and wellbeing of the final beneficiaries, other workers, and their families, is reflected in **specific indicators** on OSH and on reduction of environmental/ecological footprints (see OTR8\_IOV\_3 and OVI\_R1.3, R2.3, R3.3). Additionally, the need for measures in the realm of social protection when facing **loss of work** because of climate change or other environmental issues, is recognised in the **environment/climate sensitive wording** of the outcome indicator on income security (see OTR1\_OVI\_1).

## 2. Description of Coherence

### 1. Internal coherence

All of ACV-CSCi's past, present and future contributions to development cooperation aim at the promotion of **workers' rights** for workers in **precarious labour situations** in the informal and formal economy - through **improved social dialogue**, and with special (specific and crosscutting) attention for **gender** equality, empowerment of **women**, protection of the **environment** and **Just Transition**.

Such is true for (a) its contributions to the JSF Decent Work, (b) its 3 continental outcomes co-financed by DGD, (c) its contributions to the JSF Belgium in collaboration with WSM, (d) its active involvement in the working groups on Trade and Social Protection of 11.11.11. and CNCD, (e) its active membership of the Belgian Consultative Council for policy coherence, and (f) all of its other endeavours.

In all of its undertakings, ACV-CSCi adheres to the ILO's Centenary Declaration of 2019 as well as to the ILO's norms, standards and Decent Work Agenda. Relevant norms and standards for this outcome include C(onventions) 87 and 98 on freedom of association and collective bargaining, C100 and 111 on elimination of discrimination, C 190 on violence and harassment, C102 and R 202 on social protection floors (cfr. maternity leave), R 204 on formalisation of the informal economy, R 205 on adaptation to changing environments, C 155 on Occupational Safety and Health, and C144 on social dialogue.

### 2. External coherence

This Asia outcome (OTR8) is one of 8 continental outcomes defined within the **joint programme of WSM/CM-MC, ACV-CSCi and BIS-MSI**.

As explained in the outcome's ToC under point 1.1, each Belgian actor within the joint programme has its own **specific (complementary) focus and expertise** when it comes to the 4 overlapping pillars of the ILO's Decent Work agenda. WSM/CM-MC mainly focuses on extension of the right to **social protection**. In the meantime, both ACV-CSCi and BIS-MSI focus on strengthening of capacities for social dialogue. But whereas ACV-CSCi thus aims to promote **workers' rights** using social dialogue as an instrument, BIS-MSI seeks to promote **social dialogue** as an instrument and a goal.

BIS-MSI does not operate in Asia, but ACV-CSCi and WSM/CM-MC have one Asia outcome each. These involve 2 shared partner organisations in 2 shared partner countries (Indonesia and Cambodia). Therefore, special care is taken to divide tasks and responsibilities along the principles described in the previous paragraph - allowing for complementarity, cooperation and added value. Such is guarded by the joint programme's **coordination committee** (which is presided by WSM).

Within the wider context of the **JSF Decent Work**, this Asia outcome is the only Belgian outcome for the period 2022-2026 that is explicitly and exclusively focussing on the promotion of **workers' rights** concerning **income security**, gender **based violence** and reduction of **environmental/ecological footprints** of workplaces **within MNE and their SC**.

Complementarity with the Decent Work outcomes of Belgian NGA **Oxfam** (focussing on food production and processing chains in Cambodia) and **IFSI-ISVI** (focussing on actions in the Indonesian garment sector by federations of XXX and other trade unions) are **co-ordinated** and harmonised at the level of the joint Decent Work **Coordination Platform**.

The platform also takes special care towards ensuring its representation within all strategic dialogues of geographic JSF as this helps in ensuring complementarity with its own outcomes. Such is clear from the approaches described in both the JSF Decent work and the **approaches of the geographic JSF** - and is demonstrated in the country profiles which have been added to the attachments as per the special request of DGD.

Additionally, the Asia desk officer of ACV-CSCi participates in structural consultations organised by ITUC, ITUC Asia Pacific and TUDCN as this helps ensuring complementarity with worldwide trade union and CSO initiatives in the realm of Decent Work.

### 3. Description of Effectiveness

#### 1. Strengthening of capacities as a central strategy

As explained under point 3.3.2 of the outcome's ToC, the central strategy towards obtainment of this Asia outcome (OTR8) in terms of transformative extension, application and implementation of the final beneficiaries' rights, consists of local trade union organisations (PO) **strengthening their capacities for an improved practice of social dialogue** (consisting of both collective negotiations and dispute settlement).

More than 100 years of global trade union experience, have revealed the general need for **3 types of capacities** to be strengthened in order to improve the practice of social dialogue : negotiation capacities, organisational capacities and institutional capacities. The **outcome's results** (3) have been formulated in line with these 3 levels. As is more extensively explained under point 3.3.2 of the Toc :

- Negotiation capacities pertain to negotiation skills and thematic knowledge on issues and realities of importance to the final beneficiaries ;
- Organisational capacities are about enhancing representativeness among final beneficiaries (which strengthens one's position in social dialogue processes), enhancing democratic trade union practices (in order to correctly capture the complaints and wishes of final beneficiaries) and enhancing financial resources in order to be able to sustain social dialogue efforts ;
- Institutional capacities are about enhancing one's knowledge and savoir faire, seeking public support, and strengthening one's position through joint lobby and advocacy work with other specialised CSO.

Since it has become apparent that discrimination and ecological adversity are counterproductive for the wellbeing of workers, their families, and economic growth, strengthening these 3 types of capacities also requires **specific as well as crosscutting** attention for strengthening capacities on **gender**, empowerment of **women**, protection of the **environment**, and Just Transition in the context of **climate** change - see point 3.2 of the ToC.

#### 2. Capacity strengthening activities and division of roles

As explained in greater detail under 'relevance' (point 4), ACV-CSCi mostly finances capacity strengthening activities organised at/by PO as well as regional networking activities and joint learning opportunities for all Asian PO of ACV-CSCi and WSM. In addition, ACV-CSCi organises joint international opportunities for triangular exchange on organisational and thematic issues (including on gender mainstreaming and Just Transition) in favour of social dialogue.

Furthermore, ACV-CSCi also encourages its PO to participate in national, regional and international network activities and political actions of WSM's INSP!R, and facilitates collaboration with a good number of other actors at national, continental and international levels (such as within the ILO). For more information on these (shared) approaches, see point 3.3.3 of the ToC.

#### 3. Contribution of expected results to the outcome

As the outcome is defined in terms of (1) **improved income security** (OTR8\_OVI\_1), **restitution after gender based violence** (OTR8\_OVI\_2) and (3) **reduction of environmental/ecological footprints** of work places (OTR8\_OVI\_3), it is obvious that negotiation capacities (R1) will need to be strengthened in line with these 3 themes. As the outcome's final beneficiaries will consist of workers in precarious labour situations within Multinational enterprises (MNE) and their Supply Chains (SC), it is apparent that strengthening of organisational capacities (R2) will be about how to organise and represent these workers in social dialogue. Meanwhile, strengthening of institutional capacities (R3) through joint learning, public sensitization, trade union cooperation, and joint lobby and advocacy work with specialised CSO, will also need to focus on the outcome's 3 main themes.

### **3.1. Strengthening of general capacities for social dialogue**

Generally, proof of negotiation capacities having been strengthened should result in PO convincing a growing number of employers to allow workers to access their right to organise themselves in trade unions and engage in collective negotiations. Such is generally laid down in work place agreements on freedom of association (see OVI\_R1.1). Being able to represent the target group well will depend on PO being able to recruit a growing number of workers in MNE and their SC (including those in domestic companies and the informal economy). In order to be able to represent their needs, PO will need to organise these workers in a growing number of unions – both within companies and/or at grassroots level (see OVI\_R2.1). Additionally, developing successful negotiation strategies requires engaging in thematic exchanges at national, bilateral, continental and international levels, as well as joint lobbying and advocacy efforts with other trade unions and CSO (see OVI\_R3.1, R3.2 and R3.3).

Being able to engage in collective negotiations in a growing number of work places (OVI\_R1.1), while representing and organising a growing number of workers among the specific target group (OVI\_R2.1) and developing excellent negotiation strategies as well as joint lobbying and advocacy initiatives (OVI\_R3.1), are the 3 most important pre-requisites for being able to book favourable agreements for a growing number of workers among the final beneficiaries – not just in securing measures allowing for improved income security (OTR8\_OVI\_1), but generally also for victims of gender based violence (OTR8\_OVI\_2) as well as towards reduction of footprints of a growing number of the final beneficiaries' work places (OTR8\_OVI\_3).

### **3.2. Strengthening of specific capacities for social dialogue**

#### **3.2.1. On issues related to gender and the empowerment of women**

As it is not easy to put new issues on the agenda of collective negotiations, it will take a lot of strengthened negotiation capacity for PO to convince governments and employers to start consultations on the construction or improvement of gender friendly frameworks (OVI\_R1.2.). Also, in order to be able to make a meaningful difference in matters of gender equality and empowerment of women, it will be necessary for a great number of members, leaders, gender counsellors, gender auditors, and paralegal/judicial service providers of PO to be trained on gender issues such as equal pay, maternity leave, and gender based violence (OVI\_R2.2). Additionally, it will be best for PO to engage in lobbying and advocacy with as many trade unions and CSO as possible in order to generate sufficient pressure for the ratification of relevant conventions (such as C 183 on maternity protection, C 189 on domestic work, and C 190 on violence and harassment) (OVI\_R3.2).

Enforcing a growing number of consultations on the construction or improvement of gender friendly legal frameworks at national and company levels (OVI\_R1.2), training a growing number of workers, leaders and service providers (as well as trainers) on gender rights and special rights of women (OVI\_R2.2) as well as engaging in a growing number of collaborative lobbying and advocacy for the application and implementation of relevant conventions (OVI\_R3.2), are some of the most important pre-requisites for the creation of environments that are favourable to (a) successful (paralegal and judicial) assistance for victims of gender based violence (OTR8\_OVI\_2), and (b) successful negotiation of the right to equal treatment, equal pay and maternity leave as important contributors to income security for women (OTR8\_OVI\_1).

#### **3.2.2. On issues related to the environmental and climate change**

Successful strengthening of capacities on environmental issues should result in PO being able to negotiate a growing number of agreements on matters of Occupational Safety and Health (OSH) with employers and local authorities (OVI\_R1.3) – which may open the door to negotiations on climate friendly production methods, green jobs and national Just Transition policies. Again, making meaningful contributions will require members and leaders of PO to be trained on matters of OSH, as well as on environmental and ecological issues. Such training should at the very least result in PO making efforts to curb their own offices' material or ecological footprints – to walk their talk (OVI\_R2.3). And finally, as climate change is but a crosscutting issue to trade unions, PO should ensure to further the fight against climate change (and in

favour of national adaptation, just transition plans and sustainable consumption and production), through making contributions to campaigns, policy proposals and lobby activities of specialised CSO (OVI\_R3.3).

Negotiation of a growing number of agreements on matters of OSH (OVI\_R1.3), training a growing number of workers and leaders (as well as trainers) on issues of OSH, protection of the environment and reduction of material/ecological footprints (OVI\_R2.3) as well as making a growing number of contributions to lobby and advocacy activities organised by specialised CSO (OVI\_R3.3), form the 3 most important pre-requisites for successful negotiations on reduction of environmental/ecological footprints in a growing number of enterprises and other workplaces (OVI\_OC3).

#### 4. Attention for marginalised groups and reduction of inequalities

Workers within MNE and their SC – which include domestic companies and informal economy workers – are notoriously discriminated against in terms of workers' rights. Thus the choice of final beneficiaries' in itself contributes to the SDGs objective of **Leaving No-one Behind** (LNOB).

In addition, many of these workers are women, who are even more discriminated against than male workers and run a much higher risk of becoming victims of gender based violence than their male counterparts. Hence the **specific and crosscutting attention** that is being paid to gender equality and empowerment of women (see relevance point 5) further enhances the mission of LNOB.

#### 5. Results based programme management

From points 1 and 2 above it will be clear that ACV-CSCi and its PO believe the envisaged results and outcome to be realistic and feasible. The likelihood of obtainment of results and outcome is further enhanced through (a) the proven track records of PO with relation to the **management** of capacity strengthening programmes, (b) the relatively favourable present/initial **representativeness** of PO among the outcome's target group, (c) the **participatory** nature of the (virtual) planning sessions with PO as trade union representatives of the final beneficiaries, and (d) the PO's high level of **accountability** towards their members.

Still some **caution** is warranted with relation to obtainment of projected values of indicators at outcome level. In contrast to the strengthening of capacities for social dialogue, social dialogue processes themselves consist of highly complex political undertakings requiring swift adaptation to ever changing contexts. To this end PO can count on the accompaniment of ACV-CSCi which was awarded high scores on results based programme management (4/4) and results oriented risk management (3/4) by Deloitte in 2016.

Baselines for indicators have been determined in **May and June 2021**. Results as per these indicators will be monitored **3 times a year** by the PO's programme committees. On the basis of these results, the committees will evaluate and re-adjust the implementation of programme activities. ACV-CSCi's continental desk officer will visit PO at least twice a year, such as to facilitate participatory **evaluation and planning** exercises in line with monitored progress. (For more information see 4.3 of the ToC.)

#### 4. Description of Efficiency

##### 1. Budget details and justification

This Asia outcome's operational budget caters for activities, salaries, recurring costs and investments that are directly related to strengthening of capacities of members, leaders and (para) legal staff at/by local trade union partner organisations (PO) - towards improved social dialogue on behalf of the final beneficiaries - see under point 3 of 'relevance' and 3.3.2 of the ToC on the sphere of influence.

In line with choices made for the sake of effectiveness (as explained under point 1 of 'effectiveness'), the budget provides for (a) **strengthening of negotiation capacities** (R1) through catering for socio-economic research, publications, training opportunities on relevant socio-economic themes, on negotiation skills, and on the development of sustainable and inclusive policy proposals ; (b) **strengthening of organisational**

**capacities** (R2) through catering for membership recruitment drives, as well as training opportunities for the development of relevant, sustainable and inclusive internal policies, services, and management systems ; and (c) **strengthening of institutional capacities** (R3) through catering for campaigns and actions aimed at mobilising workers and the general public, as well as for exchange and cooperation with other trade unions and CSO at national, bilateral, continental and international levels.

For more details see **C3 on typology of activities**.

## 2. Cost/benefit ratio of strategic funding choices

In line with the strategic plan of ACV-CSCi, the outcome does not choose to directly support workers in precarious labour situations in Asian partner countries. By choosing to strengthen capacities of local PO, the outcome is able to draw on most of their **existing infrastructure and human resources**. And while the budget will need to provide for some salaries, the outcome can count on the **selfless and voluntary commitment** of the PO's many trade union trainers, leaders, activists and (para)legal service providers.

Also, **PO themselves will finance their actual involvement** in social dialogue processes at mostly national levels. While this will enhance ownership of these processes and legitimacy, ACV-CSCi has always felt that this practice is most appropriate as favourable results of an improved social dialogue will enhance the recruitment of new members among the target group, which in turn will lead to an increase in financial income from membership fees.

## 3. Organisational & logistic synergies and pooling of resources

The positive cost/benefit ratio of this outcome, is strengthened further through sharing of the financial and organisational burden of research, training, exchanges and MEAL-activities at continental and international levels between the Asia outcomes of **ACV-CSCi and WSM** ; through sharing of the financial and organisational burden of continental MEAL activities, joint learning trajectories and joint political actions with other actors of the **Decent Work Coordination Platform** ; through drawing on the global trade union network, and coordination efforts, infrastructure, juridical services, lobby and advocacy work, and virtual databases of **ACV-CSC, ITUC, ITUC Asia Pacific, and TUDCN** ; and through drawing on capacity strengthening initiatives of **NGO-federatie and ACODEV**, as well as on joint lobby and advocacy work of **11.11.11. and CNCDD**.

*Note : This outcome does not involve the sending of cooperants*

## 5. Description of the expected Impact

This Asia outcome's (OTR8) immediate benefits will have a good number of **social and environmental effects** for intended final beneficiaries in Indonesia, Cambodia and the Philippines. Improved income security for a minimum of 356.414 workers in precarious situations of work (49% women) (OTR8\_OVI\_1) will enhance reduction of poverty (in contribution to SDG indicator 1.1.1) ; redress in case of gender based violence for a minimum of 395 cases (1000 women) (OTR8\_OVI\_2) will enhance empowerment of women and gender equality (in contribution to SDG indicator 5.1.1) ; and a switch to more sustainable production methods in a minimum of 107 work places (OTR8\_OVI\_3) will enhance the fight against environmental degradation and climate change (in contribution to SDG indicators 12.1.1. and 13.2.1.).

In fact, these effects do not just apply to the intended final beneficiaries. As has been explained in the ToC (see 3.3.2), positive benefits and effects resulting of social dialogue at international and national levels tend to benefit the target group's **family members**, and may also benefit workers from **other countries**. The latter is all the more likely as the continental networking and benchmarking activities include trade unions from Indonesia, Cambodia, the Philippines, India, Nepal, Myanmar, Vietnam and China. Additionally, positive environmental and ecological effects are most likely to benefit **all workers** of the partner countries as well as from the rest of the region.

Other examples of enduring **transformative change** pertain to the **positive political and economic effects** of social dialogue processes. It has long been proven that social dialogue processes have a direct correlation

with enhanced democratic practice – which in turn enhances the inclusive, fair and sustainable nature of societies (SDG 17). Furthermore, the Agenda 2030 itself recognises the direct correlation between social and environmental benefits for workers with sustainable economic growth (SDG 8).

## 6. Description of Sustainability

Enhanced social dialogue in favour of workers' rights for workers in precarious labour situations, will contribute to **structural and transformative political and practical changes** - as described under 'impact'. Sustainability of these results will be enhanced by a number of measures that are built into the outcome's intervention strategy.

### 1. Technical sustainability

PO and strategic partners have been **chosen for the value they adhere to social dialogue** as the most sustainable pathway of change when it comes to workers' rights. Thus they are most likely to continue to re-negotiate agreements on behalf of final beneficiaries in line with changing contexts, risks, opportunities and needs.

PO have also been chosen for their **general ability to expand the practice** and impact of constructive dialogue at both national and international levels, and may be expected to continue doing so.

**Participatory and inclusive strengthening of negotiation, organisational and institutional capacities** as extensively described under 'effectiveness', should go a long way towards mobilisation of all human potential at PO - which is necessary for the continued tackling of challenges in the future.

Also, **training of trainers, peer-to-peer exchanges and capitalisation of good practices and lessons learned** with the help of TUDCN, are measures of continued support.

### 2. Financial sustainability

The outcome complies with ACV-CSCi's general **financial exit strategy** - which is implemented from the very start of the programme. It consists of limiting the financing of salaries and recurrent costs, while stimulating the recruitment of new members among intended final beneficiaries as well as the collection of more membership fees.

Having an exit strategy does not imply the wish to formally withdraw or disengage from partnering with PO. ACV-CSCi as well as WSM/CM-MC and BIS-MIS, recognise the need for enduring 'social power' in favour of enduring social change. This implies the need for **long term cooperation** (as validated by HIVA in 2010). Formal withdrawal or disengagement from existing partnerships will only be effected in case of financial abuse, major democratic deficits, serious internal crises, or strategic orientations beyond the control of ACV-CSCi.

### 3. Social sustainability

All 3 PO are **autonomous and democratic membership based organisations** that rally around the Decent Work Agenda of the ILO and develop their own appropriate services, mechanisms and initiatives to promote workers' rights. This promotes empowerment and economic self-sufficiency of workers, families and communities.

The outcome's sensitizations, trainings, exchanges, networking and cooperating activities and multi-actor approach will enhance the power of PO as **vectors of change** with a host of **multiplying actors** (volunteers).

### 4. Institutional sustainability

Planning sessions with PO have been participatory and inclusive. ACV-CSCi will also accompany PO in maximising the **participatory and inclusive nature** of the outcome's implementation and management. This includes making sure that final beneficiaries in general, and women members in particular, are well

represented in MEAL activities. Thus it should be possible to further enhance ownership and the adaptive development of appropriate strategies serving long term goals.

## 5. Ecological sustainability

At policy level, the outcome promotes Just Transition through extension of workers' rights in a bid to improve shock responsiveness and adaptability (mostly through social protection). This increases the resilience of final beneficiaries and results.

And finally, ACV-CSCi and its PO will attempt to further **rationalise their international travelling**. Physical meetings will continue to be necessary for the effective organisation of continental and international exchanges, but may be complemented with virtual follow-ups - even after the end of the COVID pandemic.

## 7. Description of the Partnership Strategy

### 1. Local partner organisations (PO) (see 3.3.2 of the ToC)

ACV-CSCi will partner with 3 local trade union organisations in Indonesia, Cambodia and the Philippines - **XXX, YYY and ZZZ**. These confederations have been selected in line with instrumental criteria for successful promotion of **workers' rights through social dialogue** : they consist of autonomous, democratic, representative and pluralistic national trade unions ; they aim at national democratisation through giving preference to social dialogue over mobilisation of workers for actions ; are influential at continental level as well as within the ILO ; and are able to ensure national as well as international multiplication effects of benefits obtained for workers.

All 3 PO are willing to focus on some of the most pressing challenges in the Asian world of work as described in the already approved off JSF Decent Work for the period 2022-2026. They hope to promote workers' rights for specific groups of workers in precarious labour situations within MNE and their supply chains (SC) (which include domestic companies and informal sector workers) - with special and crosscutting attention for gender equality and environment/climate change. To this end they wish to strengthen their own capacities for social dialogue within MNE and their SC as well as within the ILO.

The limited number of partner countries and PO is in keeping with ACV-CSCi's selection criteria, its budgetary means and its limited human resources, as well as ensuring complementarity between ACV-CSCi and WSM.

### 2. Strengthening of capacities of PO (see 3.3.3 of the ToC)

ACV-CSCi finances and accompanies holistic capacity strengthening processes for members, leaders and support staff of PO which are organised by PO at national and continental levels. These are aimed at strengthening negotiation, organisational and institutional capacities for social dialogue. Awareness raising, training and mobilisation of people is aimed at the development of appropriate concepts, political proposals, materials, strategies and synergies, as well as appropriate internal structures and systems.

In order to add to these national and continental capacity strengthening processes, ACV-CSCi organises international trainings, workshops and (triangular) exchanges for all trade union partners of WSM and ACV-CSCi. Thereto ACV-CSCi enters into ad hoc partnerships with **strategic partners** that are well placed and able to help implement these activities. Additionally, ACV-CSCi stimulates its PO to take part in network activities of WSM's national, continental and international networks on the Right to Social Protection (INSP!R).

### 3. Implication of PO in planification processes

In spite of a whole series of limiting measures due to COVID 19, XXX, YYY and ZZZ have been fully involved in preparing for the outcomes. Between September and December 2020, they were actively updating context analyses for the JSF Decent Work for the period 2022-2026. In December, they participated in a week long continental seminar on thematic priorities, together with another 100 representatives of PO of



WSM and ACV-CSCi. These thematic priorities will take centre stage in the joint programme's synergies for the period 2022-2026. PO have also been engaging in a whole series of individual on-line planning sessions with ACV-CSCi in contribution to this outcome and its objectives, results, activities, indicators, risk management and MEAL activities.

#### 4. The role of PO in implementation of the outcome (see 3.3.1 of the ToC)

As per the partnership agreements, each PO is responsible for the implementation of its planned capacity strengthening activities. From there, strengthened PO are held to engage in social dialogue, lobbying and (para)legal service delivery in favour of the outcome's final beneficiaries. For the period 2022-2026 these benefits will consist of improved income security, restitution after Gender Based Violence, and reduction of environmental/ecological footprints of work places.

#### 5. Division of roles with relation to MEAL (see 4.3 of the ToC)

To this end each PO will install a programme committee with a programme coordinator to regularly plan, implement, monitor, and evaluate the programme's capacity strengthening activities as well as progress towards obtainment of results (strengthened capacities) and outcome (benefits for final beneficiaries). They also need to file their own financial and narrative reports with ACV-CSCi.

The 2 continental desk officers of ACV-CSCi provide ongoing support at the level of monitoring, evaluation, accountability and learning (MEAL). They do so from Brussels as well as through a joint average of 2 field trips a year.

In line with the results oriented management plan of ACV-CSCi (for which Deloitte granted a 4/4), the continental desk officer of ACV-CSCi is responsible for the facilitation of yearly participatory evaluations and planning sessions with all stakeholders, for the quality of learning trajectories, for the intermediary, yearly and final reporting by PO, for the organisation of the involvement of PO in external evaluations, for filing yearly and final reports with DGD, for the documentation of good practices of PO, and for the representation of PO within the various working groups of the Decent Work Coordination Platform.

Every 3 years the continental desk officers also facilitate an evaluation of the quality of the partnerships using the Trade Union Development Effectiveness Profile (TUDEP) of TUDCN. The instrument stresses the need for democratic ownership, autonomy, partnership, transparency, accountability, coherence, inclusiveness and equality, as well as sustainability. The quality of ACV-CSCi's management of partnerships in a more general sense (with PO and other actors) also scored a 4/4 with Deloitte).

### 8. Description of Synergies

#### 1. Synergies with local organisations

The main focus of ACV-CSCi's Asia outcome is on regional capacity strengthening activities towards the establishment of **trade union networks and social dialogue in the supply chains** of targeted MNE (Garment, Construction and services). The main aim is to ensure better leverage in social dialogue at company and supra-national levels through benchmarking and sharing of good practices. This involves **networking, sharing and cooperating with other trade union** federations and confederations of Indonesia, Cambodia and the Philippines, as well as of other Asian countries among whom Myanmar, Bangladesh, China and Vietnam as organised by ACV-CSCi's leading PO in Indonesia. Budgets are part of this individual PO's specific outcome budget. Furthermore, each PO has made specific plans for further networking and cooperation on labour rights, gender and environmental issues with other trade unions and other specialised local CSO at national levels.

#### 2. Synergies within the joint program

Synergies between the Asia Outcomes of WSM and ACV-CSCi focus on implementing joint capacity building activities, cooperation and networking between PO at continental level. Whenever PO of WSM take the lead, ACV-CSCi will provide secondary support, and vice versa.

The multi-actor networks of **INSP!R Asia** will organise **learning and advocacy** activities with focus on **social protection policies** in South and Southeast Asia. INSP!R Asia will conduct studies on social protection policies in 5 countries to prepare for future campaigns on SDG target 1.3. Trade union partners of ACV-CSCi will participate in the annual thematic workshops of INSP!R Asia with relation to Occupational Safety and Health (OSH), climate change, ageing, and gender-responsiveness. All Asian partners of WSM and ACV-CSCi will contribute to advocacy work on the Global Fund for Social Protection and USP 2030. A specific training on the financing of social protection will take place in 2025 in Indonesia. INSP!R Asia/WSM will take the lead with a budget of 111.275€/5years.

PO of ACV-CSCi and WSM also develop synergies on **Human Rights Due Diligence (HRDD)** and **social protection in MNE's and supply chains** (including in the lower tiers of supply chains, with many informal economy workers). **A regional workshop** for empowerment of trade union leaders is aimed at multiplication of good practices with the establishment of pilot projects on HRDD in Asian and European supply chains. Here ACV-CSCi and its PO will take the lead, with a budget of 30.000€/5year.

PO of ACV-CSCi will also support **"Garment Sector Action"** with exchanges on with good practices concerning the use of chemical substances, OSH, working conditions, post-COVID recovery and trade union work for leadership in Asian textile/garment federations. Political actions will be developed in further synergy with IndustriALL (IA) and the Clean Clothes Campaign. PO of ACV-CSCi will take the lead, with a budget of 20.000€/5years).

Another synergy will focus on empowerment of leaders of social movements regarding **climate change and just transition** with the organisation of physical and virtual exchanges on good practices concerning negotiation of climate adaptation and mitigation measures towards an 'adapted social protection'. INSP!R Asia has a specific budget for the organisation of a workshop organised in Cambodia in 2023 to which it will invite PO of ACV-CSCi.

The outcomes of ACV-CSCi and WSM will also provide trainings for leadership of PO in Nepal and India on **trade union management and organisation**. WSM will organise and monitor these activities, for which its outcome has budgeted an amount of 40.000€/5years. ACV-CSCi and its PO will provide technical support as it concerns their core business and expertise.

### 3. Synergies with other actors of the Decent Work Coordination Platform (CPDW)

In **Cambodia**, outcomes of **ACV-CSCi, WSM and OXFAM** and their PO plan for continued exchanges for improved coordination and greater efficiency of advocacy work by PO. Topics for learning and exchange include labour rights, minimum wages, ILO Convention 190 on violence and harassment, social protection, shrinking space, Trade Union Law and LANGO. Joint budgets of the Asia outcomes of WSM and ACV-CSCi amount to 5.000€/5years.

In **Indonesia**, outcomes of **ISVI-IFSI, ACV-CSCi and WSM** plan for the joint strengthening of social dialogue within the **garment industry** (including on aspects of HRDD) with joint trainings, exchanges and advocacy work on mitigation of the negative effects of the OMNIBUS Law on working conditions, gender inequalities, just transition, shrinking space and protocol negotiations in the garment sector. Joint budgets of the Asia outcomes of WSM and ACV-CSCi amount to 5.000€/5years.

At **continental level** :

- **ACV-CSCi, WSM, OXFAM** plan for joint learning and capacity building on social protection and climate change. WSM will invite all Asian PO to workshops in 2023 and 2025. They also plan for collaboration in preparation of the annual ASEAN People's Forum. For these synergies WSM's Asia outcome has a budget of 2.000€/5years.

- **ACV-CSCi, WSM and ISVI-IFSI** plan to co-host the 2024 TUSO meeting in Indonesia with a shared budget of 2.000€/5years in their respective outcomes, and plan to jointly participate in the ITUC Asia Pacific Regional Conference of 2023.
- **ACV-CSCi, WSM, OXFAM and ISVI-IFSI** will co-organise for joint learning and advocacy on shrinking civil space during the Asia Europe People's/Labour Forum meetings in 2023 & 2025, for which the outcomes have a shared budget of 4.000€/5years.

At **international** level **ACV-CSCi, ISVI-IFSI and BIS-MSI**, will continue to organise yearly trade union actions : (a) triangular exchanges of good practices with all PO as well as with other strategic actors, (b) a learning trajectory on gender and just transition, and (c) joint (ad hoc) meetings and events.

#### 4. Synergies with actors of geographic Joint Strategic Frameworks

ACV-CSCi, WSM and Oxfam will support the actors of the **G.JSF Cambodia** on **mainstreaming decent work** with exchanges on the strengthening of decent work practices of Belgian actors and their PO in Cambodia. A joint cooperation on **shrinking civil space**, initiated by the G.JSF, will aim at increasing the protection and resilience of PO in political hostile situations during the upcoming local and national elections, and will also contribute to improved risk management. To this end outcomes of WSM & ACV-CSCi have a shared budget of 2.000€/5years.

**WSM, ACV-CSCi and ISVI-IFSI** will also develop joint learning and advocacy processes on shrinking civil space with relation to the OMNIBUS-Law, post-COVID recovery and CEPA negotiations with the actors of the **G.JSF in Indonesia**. At least 2 exchanges are planned for - for which outcomes of WSM & ACV-CSCi have a shared budget of 2.000€/5years.

Furthermore, **ACV-CSCi and its PO** will at least once a year be involved in videoconferences on shrinking civic space, human rights and labour rights with the actors of the **G.JSF Philippines**. And 2 physical meetings will be organised for joint learning on shrinking civil space, post-COVID recovery and just transition. To this end, ACV-CSCi's Asia outcome has set aside 1.000€/5years.

All of these activities will be joined by WSM and its PO, will be planned for with PO, and will be organised back to back to the **annual strategic dialogues**.

#### 5. With international organisations

For both Asian outcomes, a close collaboration will be established with the respective **Global Union Federations** in Asia (IA, UNI, BWI), **ITUC AP** and possibly with **ILO AP**. Also INSP!R Asia will at continental level network with other networks for social protection such as NTSP, AROSP and the Social Justice cluster of the AEPF, for which the Asia outcome of WSM has a budget of 23.500 €/5years.

#### 6. General remark

For more information also see the country profile sheets in attachment which were added at the special request of DGD.

#### 9. Description of how individual or collective recommendations and lessons are to be taken into account

Individual PO of this Asia outcome have taken into account their individual lessons learned for the period 2017-2021 on the 5 DAC criteria. These lessons learned were formulated and documented during **participatory year evaluations** of ACV-CSCi's desk officer with PO and other stakeholders, and have been informing the planning for the period 2022-2026 of individual PO.

The same is true for the thematic and methodological 'lessons learned' from the period 2017-2021 (which have yearly been reported to DGD). These were formulated in line with the **5 levels of MEAL of the joint programme** (see 4.3. of this outcome's ToC), and have on a yearly basis been shared within the joint continental working groups of the Decent Work JSF.

The recommendations of the **joint programme's mid-term evaluation of 2019** have also had an important influence on the planning of the joint programme. In line with the joint management response, PO were supported in conducting in-depth stakeholder analyses for the JSF Decent Work as well as in identifying joint thematic priorities to strengthen their synergies ; the ToC was reviewed to clearly distinguish between political and practical changes ; and finally, 6 intervention strategies were documented to allow for easier planning and follow-up.

A number of important insights gained from the joint **trade union learning trajectories** of IFSI-ISVI, BIS-MSI, ACV-CSCi and their PO (on gender issues, social protection and formalisation of the informal economy) as well as of the **Decent Work Coordination Platform** (on climate change), have been incorporated in the projected Asia outcome for 2026. The first have resulted in the intention to better capitalise good practices on these issues with the help of TUDCN, and the latter is reflected in this outcome's intended fight for social protection measures covering job loss due to climate change (adaptation) as well as due to the just transition to a carbon free economy (mitigation).

Based on **evaluations of their partnerships** using the TUDEP tool of TUDCN in 2015 and 2019 (to be repeated in 2022 and 2024), ACV-CSCi and its PO will continue to improve their partnerships in line with drawn up actions plans. Using a new tool for discussions on issues of integrity developed in 2020, ACV-CSCi and its PO will also be evaluating their commitments and practices on issues of **integrity**.

In line with recommendations of the **evaluation of the JSF Decent Work** in 2020, actors of the Decent Work Coordination Platform (CPDW) will be employing two part time coordinators for more regular/structured collective learning as well as joint advocacy purposes.

In line with conclusions of **strategic dialogues** over the period 2017-2021, the collective learning processes of the CPDW will involve more sharing and cooperating with other actors of the Belgian development cooperation and their local partner organisations.

**Internal reviews of 2020** on formulation of good indicators and on SDG proofing of programmes, have led to the formulation of indicators in direct contribution to those of the SDGs - see this outcome's logical framework. This may be expected to greatly facilitate the MEAL of/on SDGs for the coming years.

In line with conclusions of **institutional dialogues** over the period 2017-2021, as well as from ACV-CSCi's **M&E certification process**, the basic aim and purpose of the midterm evaluation and final evaluation for the period 2022-2026 have been jointly decided on well in advance and in consultation with PO - see 4.3 of this outcome's ToC.

And finally, the **end of term evaluations** for the period 2017-2021 of WSM, ACV-CSCi and BIS-MSI will not just be furthering accountability towards DGD. Recommendations to be drawn up in line with the shared evaluation questions on the 5 DAC criteria and COVID 19 are likely to also produce some interesting lessons learned to be taken into account in the operationalisation of the joint programme 2022-2026.

## II. Mandatory annexes classified by outcome

### 1. Theory of Change associated with the outcome



ACV-CSCi\_Asia\_C5\_  
TOC\_22-26.pdf

*Annex 1 : Theory of Change*

### 2. Analysis of risks associated with the outcome



ACV-CSCi\_Asia\_ann  
ex\_risks.pdf

*Annex 2 : Analysis of risks associated with the outcome*

### 3. Country map showing the location of the intervention zone

See portal

### 4. Fact sheet per partner



ACV-CSCi\_Asia\_ann  
ex\_4\_Fact\_sheets\_pe

*Annex 4 : Fact Sheet per Partner*

### 5. Draft Partnership Agreement - to be completed with the signed partnership agreements

X

*Annex 5 : Cambodia Partnership Agreement*

X

*Annex 5 : Indonesia Partnership Agreement*

X

*Annex 5 : Philippines Partnership Agreement*

### 6. Fact sheet per collaboration

N/A

## 7. Draft Collaboration Agreement



ACV-CSCi\_Asia\_ann  
ex\_7\_Project\_conven

*Annex 7 : Collaboration Agreement CPDW*

## 8. Non-JSF outcome: Contextual analysis

N/A

## 9. Non-JSF outcome: Coherence with the organization's Strategic Plan

N/A

## 10. Description of the joint programme's cooperation strategy



ACV-CSCi\_Asia\_ann  
ex\_10\_Collaboration

*Annex 10 : Structural Cooperation Agreement between the ANGC associates:*

## 11. Structural Cooperation Agreement between the ANGC associates



ACV-CSCi\_Asia\_ann  
ex\_11\_Convention\_c

*Annex 11 : Structural Cooperation Agreement between the ANGC associates*

## 12. Other



ACV-CSCi\_Asia\_ann  
ex\_fiche\_country\_Ca

*Cambodia country fiche*



ACV-CSCi\_Asia\_ann  
ex\_fiche\_country\_In

*Indonesia country fiche*



ACV-CSCi\_Asia\_ann  
ex\_fiche\_country\_Ph

*Philippines Country Fiche*



ACV-CSCi\_Asia\_List\_  
of\_abbreviations.pdf

*abbreviations*