

## **International Labour Organization (ILO)**

### **Promoting Compliance with International Labour Standards in Colombia**

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Project Title:	Promoting Compliance with International Labour Standards in Colombia
USDOL Appropriation No.:	1611120165
US Fiscal Year	2012
Cooperative Agreement No.:	IL-22627-11-75-K
ILO Project Number:	COL/11/04/USA
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Project Language(s):	Spanish/English
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Duration:	5 years
Executing Agency:	ILO
Partner Agencies:	NA
USDOL Donor Contribution:	US \$7,820,000
Other contributions:	NA

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**International Labour Organization**  
**Promoting Compliance with International Labour Standards in Colombia**  
**Technical Progress Report (TPR)**

**30 June 2014**

<b>Project donor:</b> United States Department of Labor (USDOL)					
<b>Project title:</b> Promoting Compliance with International Labour Standards in Colombia					
<b>Project number:</b> 103507  <b>ILO TC Code:</b> COL/11/04/USA  USDOL Appropriation No.: 1611120165		<b>Reporting Dates</b>		<b>Preparation date</b>	
		<b>From</b>	<b>To</b>		
				01 April 2014	30 June 2014
<b>Project budget:</b> <u>Source</u> USDOL  <u>Amount</u> US\$7,820,000	<b>Start date:</b> 31 December 2011  <b>End date:</b> 31 December 2016  <b>CTA start date:</b> 17 December 2012	<b>Evaluation dates</b>			
			<b>Planned as per PRODOC / Evaluation schedule</b>	<b>Proposed new dates</b>	<b>Actual dates carried out</b>
		<b>Mid-term:</b>	November 2013	January 2015 (new proposed date)	
		<b>Final:</b>	April 2015	October 2015	
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**OBJECTIVES:**

**IMMEDIATE OBJECTIVE 1:** Strengthen the institutional capacity of the Ministry of Labor, especially the labor inspectorate, to effectively enforce Colombian labor laws and guarantee fundamental rights at work, particularly in relation to freedom of association and collective bargaining, in accordance with International Labor Standards.

**IMMEDIATE OBJECTIVE 2:** Strengthen existing social dialogue institutions, specifically the Departmental Sub Commissions.

**IMMEDIATE OBJECTIVE 3:** Strengthen the institutional capacity of the Colombian government to enhance protection measures for trade union leaders, members, activists and organizers and to combat impunity for perpetrators of violence against them.

## List of Entities

English	Spanish	Acronym
Attorney General's Office	Procuraduría General de la Nación	
Bipartite Committee of the Public Sector	Comité Sectorial del Sector Público	
Committee for Risk Assessment and the Recommendation of Protection Measures	Comité de Evaluación de Riesgo y Recomendación de Medidas	CERREM
Confederation of Workers	Confederación de Trabajadores de Colombia	CTC
Division of Inspection, Monitoring, Control and Regional Management	Dirección de Inspección, Vigilancia, Control y Gestión Territorial	IVC
General Confederation of Workers	Confederación General del Trabajadores	CGT
Ministry of Labor	Ministerio del Trabajo	MOL
National Analysis and Context Unit	Unidad Nacional de Análisis y Contexto	UNAC
National Business Association of Colombia	Asociación Nacional de Empresarios de Colombia	ANDI
National Protection Program, Ministry of the Interior	Unidad Nacional de Protección, Ministerio del Interior	UNP
National Union School	Escuela Nacional Sindical	ENS
Office of Fundamental Rights, Ministry of Labor	Oficina de Derechos Fundamentales, Ministerio del Trabajo	
Permanent Commission for Labor Policy and Salaries	Comisión Permanente de Concertación de Políticas Salarias y Laborales	CPCPSL
Presidential Program for Human Rights	Programa Presidencial de Derechos Humanos	
Prosecutor General's Office	Fiscalía General de la Nación	
Regional Labor Market Observatories	Red de Observatorios Regionales del Mercado de Trabajo	ORMET
Special Committee on the Treatment of Conflicts	Comité Especial de Tratamiento de Conflictos ante la OIT	CETCOIT
United Confederation of Workers	Central Unitaria de Trabajadores	CUT
United States Agency for Development		USAID
United States Department of Labor		USDOL
United States Department of Justice		USDOJ
Unit for the Attention and Reparation of Victims	Unidad para la Atención y Reparación Integral a las Víctimas	

## **I. Country information and developments**

### **Reelection President Juan Manuel Santos**

On June 15, 2014, President Santos was reelected following a special runoff election. The three union confederations jointly and publically supported Santos' reelection but obviously left their constituents free to vote for their preferred candidate.

### **Resignation Minister of Labor Rafael Pardo Rueda**

On May 30, 2014, Minister of Labor Pardo resigned his post to support Santo's reelection campaign. The Vice Minister of Labor Relations Jose Noe Rios, is the acting Ministry of Labor and sources say he will remain in that post until the official start of the second Santos administration.

### **103rd Session of the International Labor Conference of the ILO**

The Conference considered the case of Colombia related to C81. Vice Minister of Labor Relations Jose Noe Rios, highlighted in his intervention at the Conference that the ILO presence in Colombia includes an "important" project to strengthen 1) the protection of labor rights through the strengthening of labor inspection system and 2) measures to combat impunity for anti-union crimes. He also cited the Project's statistics about the use of the practical labor inspection tools developed jointly by the Project and the MOL. However, the Vice Minister expressed privately to the Project that it seemed inappropriate that Colombia was included in the list of cases for C81 given that they are actively participating in an ILO technical cooperation project on the topic.

### **Fine on Labor Intermediation**

On May 8th, 2014 the Ministry of Labor announced approximately USD\$ 3.8 million in sanctions against the company Palmas de Cesar and nine Cooperatives (COOPROCESAR, COPROBARRO, COOPROLIBANO, PROMINAS, CANAGUASCUR, ALTERNATIVA, EL ESFUERZO, COOPALSUR and COOPROAGUAS) from the palm oil sector, a priority sector under the Colombian Action Plan Related to Labor Rights, for illegal labor intermediation.

## **II. Overall progress within the context of the Project**

### **Updates shown in blue.**

This section focuses only on updates of the main programs of the Project. See Annex A – Project Work Plan for details about all Project activities.

#### **1) Practical Labor Inspection Tools (Activity 1.1.2, 1.2.2, 1.2.4, 1.4.3, 1.4.4)**

The Project, in conjunction with the Ministry of Labor's Division of Inspection, Monitoring, Control and Regional Management (IVC), designed to date, [11](#) practical labor inspection tools.

#### ***Practical Labor Inspection Guides (4)***

- **Practical Labor Inspection Guide on Calibration of Sanctions** – Approved by the MOL and included as an annex to the new MOL Labor Inspection Manual. Though all labor inspectors received an electronic copy of the Guide during Modulo I Administrative Labor Procedures, the Project printed the Guide as a standalone booklet for distribution during Modulo IV scheduled to begin [July 22, 2014](#).
- **Practical Labor Inspection Guide on Investigation and Sanction Procedures Under the new Code of Administrative Procedure and Administrative Disputes** – Approved by the MOL and included as an annex to the new MOL Labor Inspection Manual. Though all labor inspectors received an electronic copy

of the Guide during Module I Administrative Labor Procedures, the Project printed the Guide as a standalone booklet for distribution during Modulo IV scheduled to begin [July 22, 2014](#).

- **Practical Labor Inspection Guide to Identify Ambiguous and Disguised Employment Relationships** – Despite two tripartite forums to reach consensus on the content of the Guide, it remains under tripartite review. The Project is currently making additional content edits. The Guide was to be used during Modulo II Ambiguous and Disguised Employment Relationships, but due to lack of tripartite approval, the Project only utilized the related checklists and inspection methodologies. [See below Inspection Checklists](#).
- **Practical Labor Inspection Guide to Identify Conduct Prejudicial to the Right of Freedom of Association** – The tripartite review process identified the need to expand the guide beyond the misuse of collective pacts to include other forms of conduct prejudicial to the right of freedom of association. The latest draft was completed in December, 2013 and the Project is making additional content edits. The Guide was to be used during Modulo III Conduct Prejudicial to the Right of Freedom of Association but due to delays related to the tripartite review process, the Project only utilized the related checklists and inspection methodologies. [See below Inspection Checklists](#).

### *Inspection Checklists (3)*

- **Checklist to Identify Permanent Mission Activities** – Approved by the MOL, disseminated and utilized during Modulo II Ambiguous and Disguised Employment Relationships.
- **Checklist to Identify Ambiguous and Disguised Employment Relationships** – Approved by the MOL, disseminated and utilized during Modulo II Ambiguous and Disguised Employment Relationships. [The Project printed the Checklist as a standalone booklet for distribution during Modulo IV scheduled to begin July 22, 2014.](#)
- **Checklist to Identify Conduct Prejudicial to the Right of Freedom of Association** – Approved by the MOL, disseminated and utilized during Modulo III Conduct Prejudicial to the Right of Freedom of Association. [The Checklist is being revised per comments received from LAB/ADMIN.](#)

### *Inspection Methodologies (3)*

- **Contracting Map** – Methodology to visually identify contracting and ownership relationships between end users and their contractors during investigations on ambiguous and disguised employment relationships. Approved by the MOL, disseminated and utilized during Modulo II Ambiguous and Disguised Employment Relationships.
- **Impact Time Line** – Methodology to visually identify the impact of a collective pact on union affiliation over time during investigations of conduct prejudicial to the right of freedom of association. Approved by the MOL, disseminated and utilized during Modulo III Conduct Prejudicial to the Right of Freedom of Association.
- **Production Process Map** – Methodology to visually identify permanent mission activities for investigations of ambiguous and disguised employment relationships. Utilized during the Special Module on Ambiguous and Disguised Employment Relationships, April 24 – 25, 2014.

### *Software (1)*

- **Software to Identify Permanent Mission Activities** – Electronic version of the Checklist to Identify Permanent Mission Activities that will allow inspectors to create a report identifying permanent mission activities based on their inputs.

### ***Practical Labor Inspection Tools in Practice***

During each training Module, the Project evaluates through the written Evaluation of Practical Tools whether inspectors use the tools in practice. For example, during Modulo II we evaluated the use of the practical labor inspection tools presented during Modulo I, while during Modulo III we evaluated the use of the practical labor inspection tools presented during Modulo II. During the upcoming Modulo IV we will evaluate the use of the practical labor inspection tools presented during Modulo III. According to the Evaluation of Practical Tools, 89% of inspectors started to utilize the tools from Module I during the period between Module I and II, and 91% of inspectors started to utilize the tools from Module II during the period between Module II and III.

The Project has also collected anecdotal evidence demonstrating the use of the practical labor inspection tools. On May 8th, the Ministry of Labor announced approximately USD\$ 3.8 million in sanctions against the company Palmas de Cesar and nine Cooperatives (COOPROCESAR, COPROBARRO, COOPROLIBANO, PROMINAS, CANAGUASCUR, ALTERNATIVA, EL ESFUERZO, COOPALSUR and COOPROAGUAS) from the palm oil sector, a priority sector under the Colombian Action Plan Related to Labor Rights, for illegal labor intermediation.

The Project subsequently spoke to the Regional Director from the Department of Cesar of the Ministry of Labor, who was responsible for the investigation and resolution that allowed the sanction, to confirm the use of the practical labor inspection tools developed by the Project in conjunction with the Ministry of Labor, on Ambiguous and Disguised Employment Relationships and prohibited Labor Intermediation. In the email from the Regional Director, he confirmed the use of the practical labor inspection tools not only on these issues but also with regard to investigation and sanction procedures.

## **2) Training Program to Strengthen Labor Inspection in Colombia (Activity 1.1.2, 1.1.3, 1.2.2, 1.2.4, 1.4.1, 1.4.2)**

The Project, in conjunction with IVC, designed the four module Training Program to Strengthen Labor Inspection in Colombia. Each training module is replicated in 10 regions covering all of the 33 MOL Regional Offices, 114 client services offices, and all key IVC staff including all Regional Directors, Area Coordinators, Labor Inspectors, and Professionals.

### ***Four Module Training Program***

- **Module I Administrative Labor Procedures** – Ran from June 13 to August 16, 2013
- **Module II Ambiguous and Disguised Employment Relationships** – Ran from October 17 to December 12, 2013.
- **Module III Conduct Prejudicial to the Right of Freedom of Association** – Ran from February 20, 2014 to April 11, 2014.
- **Module IV Competencies of the Division of Inspection, Monitoring, Control and Regional Management** – Expected to launch July 22, 2014.

### ***Impact of the Four Module Training Program***

Module III Conduct Prejudicial to the Right of Freedom of Association ran from February 20 to April 11, 2014. The average score on the written exam for all of the participants in Modulo III was 3.91/5.00.

### ***Special Module on Ambiguous and Disguised Employment Relationships***

On April 24-25, 2014 the Project held an intensive training with a representative from each of the MOL Regional Offices that contain, within its jurisdiction, one or more of the five priority sectors identified in the Action Plan (mines, ports, flowers, sugar, and palm). In addition we invited representatives from the other MOL Regional Offices responsible for the transportation and health sectors; two additional priority sectors of the MOL. The session focused on the development of strategic labor inspection plans for each of the seven sectors to identify sector specific practices used to disguise abusive contracting relationships and improve inspectors' ability to identify these practices. The strategic plans are being organized into a single document to be presented to the Vice Minister of Labor Relations.

### ***Follow-up Training on Ambiguous and Disguised Employment Relationships***

On June 6, 2014, the Project held an intensive training on Ambiguous and Disguised Employment Relationships with the 18 members of the Special Investigative Unit. Although all key IVC staff have or will receive training on the four Modules, the Project and the MOL believe that these smaller, targeted trainings on specific issues or cases help reinforce the content and tools presented during the Modules and ensure that the inspectors utilize the tools in practice.

### ***Follow-up Training on Conduct Prejudicial to the Right of Freedom of Association***

Following the Special Module on the Misuse of Collective Pacts with representatives of ENS, CUT, and CTC as part of the Training Program to Promote Demand for Labor Rights in Colombia (see #3 below) the unions presented 28 complaints to the MOL on the use of collective pacts to undermine collective bargaining agreements. On June 18, 2014 the Project held an intensive training with inspectors assigned to investigate those 28 complaints to reinforce the training and tools provided during Modulo III. Rather than working with hypothetical cases, the inspectors worked with the actual complaints giving them a head start in their investigations.

### ***Virtual Classrooms for the Training Program to Strengthen Labor Inspection in Colombia***

The MOL is continually hiring new inspectors to increase the overall number and replace those lost through attrition. Many of these new inspectors were hired following the start of the Training Program to Strengthen Labor Inspection in Colombia. The Project is developing three virtual classrooms that will allow new hires to benefit from the Training Program and promote continuous education for inspectors that were already trained. The virtual classrooms will require the participants to carefully read through the presentation, answer challenge questions on key points before proceeding to the next screen, answer hypothetical scenarios while applying the tools such as the Contracting Map and the Impact Time Line, and take an exam at the end of the course. The virtual classrooms will include the content from Module I, Module II, and Module III. [The content for Modulo I is complete and Modulo II and Module III should be completed in July 2014.](#)

### **3) Training Program to Promote Demand for Labor Rights in Colombia (1.2.3, 1.3.1, 1.3.2, 1.5.1, and 1.5.2)**

The Project, in conjunction with CUT, CTC, CGT, and ENS, designed a Training Program to Promote Demand for Labor Rights in Colombia.

### ***Special Module on the Misuse of Collective Pacts***

In 2013, the Project, in conjunction with a representative of CUT, CTC, and CGT undertook a process to validate the *Practical Labor Inspection Guide to identify Conduct Prejudicial to the Right of Freedom of*



*Association* through a study of real companies where collective pacts and collective conventions coexist. As part of the study they compiled a list of 50 companies where collective bargaining agreements and collective pacts coexist. The team suggested that the Project develop an ABC for workers on how to collect evidence and present complaints to the MOL and the Prosecutor General's Office on the misuse of collective pacts and provide training to the affiliates of the unions where collective bargaining agreements and collective pacts coexist. Given that the MOL just received training on the misuse of collective pacts as part of Module III, the three confederations felt that this is an opportune time to roll out the ABC and the training program.

Given the above mentioned background, the CALS (ENS) and the Project, held a joint training with affiliates of CUT and CTC (CGT preferred to organize in a separate session with the ILO rather than the ENS) on the misuse of collective pacts on April 21-22, 2014. To ensure that the training was targeted and relevant we only invited current workers of worksites where collective pacts and collective bargaining agreements coexist. The Project provided an overview of the relevant local norms, presented the inspection tools that we designed with the MOL on this issue, and provided tips for how to file an effective complaint both to the MOL and the Fiscalia. The CALS subsequently provided assistance to the workers on their specific cases and on May 15, 2014 presented 28 complaints to the MOL. As mentioned above, on June 18, 2014 the Project held an intensive training with inspectors assigned to investigate those 28 complaints to reinforce the training and tools provided during Modulo III.

The Project in conjunction with the CALS also held two other trainings with representatives of CUT and CTC on ambiguous and disguised employment relationships on Medellin and Cartagena.

#### **4) Program to Promote Employment Formalization Agreements (Activity 1.4.5, 1.5.2, and 1.5.3)**

As reported in the previous trimester report between September and December 2013 the Project provided technical cooperation to the workers in the palm sector to promote Employment Formalization Agreements. In December 2013, the local union affiliates developed the first ever proposal for a sector wide formalization agreement in the palm sector, and CUT submitted the proposal to the MOL. In January and February, the Project met with the palm federation, FEDEPALMA to promote their engagement with the unions and the MOL in the development of an Employment Formalization Agreement. The Project, FEDEPALMA and MOL met on February 25, 2014 to discuss next steps. The MOL and FEDEPALMA agreed to meet in the coming weeks with the individual companies. As Employment Formalization Agreements are negotiated between employers and the MOL, with the need to socialize the Employment Formalization Agreement with the workers, the Project will not likely be permitted to participate in future meetings between the employers and the MOL but will remain attentive to any technical cooperation needs that arise as the process continues.

The Project met with representatives of Union Portuario from Buenaventura on March 15, 2014 to discuss rolling out a similar program in the port sector in Buenaventura. [The Project, CUT and Union Portuario have agreed to conduct a training with representatives from the five ports in Colombia \(Cartagena, Santa Marta, Buenaventura, Barranquilla, and Turbo\) in July to promote Employment Formalization Agreements.](#)

#### **5) Labor Inspection Information System (Activity 1.1.1, 1.1.2, 1.1.3, 1.1.4, and 1.1.5)**

The MOL is in the process of designing a ministry-wide information system with the intention to integrate all of the databases of the various functions of the MOL. The information system will include various modules specifically designed for IVC. The MOL plan contemplates the migration of the data currently stored in existing databases but does not contemplate the systematic organization and digitalization of paper records essential for strategic planning.



The Project is currently in the process of contracting through a public bid a company to identify, organize, systematize and digitalize paper labor inspection records from all of the 33 Regional Office and the 114 client services offices for the period 2011 to 2014. Through this contract the Project will also provide the MOL with a full diagnostic of the IT infrastructure and an updated list of physical addresses of their 147 offices (which do not currently exist).

As an essential first step to the development of the public bid, the Project contracted a company to visit all 33 Regional Offices, and 114 client services office to assess the volume and location of the paper records. The diagnostic was completed at the end of March, 2014.

The Project is still waiting for the MOL to provide a list of fields that will be used in the information system. This list is essential for the public bid so that prospective bidders know how many fields will need to be systematized. The MOL agreed to provide the Project the completed list by January 31, 2014 but have run into a number of delays. To assist in the development of the list of fields the Project participated in a number of meetings with the MOL technical team and provided a draft list of fields based on the 37 procedures on specific issues developed by IVC. The MOL agreed to utilize the Project list of fields as the starting point for the development of the full list. The MOL estimates that the list of fields will be available to the Project at the end of July 2014.

## Objective 2

### 1) Training Program for Public Sector Union and Government Negotiators (Activity 2.2.1, 2.2.2, 2.2.3.)

To support the negotiation of public sector bargaining petitions in 2014 under Decree 160 of 2014 that replaced Decree 1092 of 2012, the Project developed a program to train union and government negotiators. During 2014 the Project will work primarily with Procuraduria and the Departmental Mayors to reach regional government entities outside the capital where the majority of issues arose during 2013. The Program contemplates two components:

#### *Component 1 – Development of Practical Tools*

- **Analysis of National Unified Public Sector Bargaining Process** – In July, 2013 the project hired an expert to conduct a review of the 2013 National Unified Public Sector Bargaining Process under Decree 1092 of 2012. The review included the revision of key documents and interviews with Rafael Pardo, the Minister of Labor, and Jairo Villegas, the legal advisor for the union federations during the negotiation of the Unified Public Sector Bargaining Petition, the Presidents of the three union federations, the legal director of the Administrative Department of the Public Function and other interested parties. [The document was approved by bipartite partners and is being utilized during trainings with union and government negotiators.](#)
- **Video on National Unified Public Sector Bargaining Process** – As part of the above review, the Project interviewed key actors for an educational video to socialize the success of the National Unified Public Sector Bargaining Process. [The document was approved by bipartite partners and is being utilized during trainings with union and government negotiators.](#)
- **Review of Regional Public Sector Bargaining Process** – As part of the above review, the three union confederations selected emblematic regional public sector bargaining cases to be included in a separate document. [The document was approved by bipartite partners and is being utilized during trainings with union and government negotiators.](#)
- **Practical Guide for Public Sector Bargaining Negotiations** – Based on the findings from the above review, the Project drafted a Practical Guide on best practices for public sector bargaining. [The](#)

document was approved by bipartite partners and is being utilized during trainings with union and government negotiators.

- Systematization of public sector bargaining petitions from 2014 – With the help of representatives designated from the three main union confederations, the Project will identify and systematize the issues included in the public sector bargaining petitions and the results of the negotiations on those issues to help design more effective bargaining petitions in future years.

### *Component 2 – Training of Union and Government Negotiators*

In Period 2, the Project held 5 trainings for union and government negotiators to socialize Decree 160 of 2014 and present best practices in public sector bargaining using the above tools. Four of the trainings were held in the Departments that struggled during the 2013 round of negotiations (Medellin, Bucaramanga, Barranquilla, and Cali). To ensure that the training was targeted and relevant we invited negotiating pairs, i.e. the union and government representative from the same entity that will negotiate the public sector bargaining petition for that entity.

### *Component 3 – Training of the Procuraduria*

On May 22, 2014, to promote efficient and effective compliance with Decree 160 of 2014, the Project in conjunction with the Procuraduria, the entity responsible for investigating and sanctioning non-compliance with the Decree, held a training taught by the Procuraduria with over 40 government entities to explain the rights and duties of government entities under Decree 160 of 2014.

In addition, on June 24, 2014 the Project hosted a training directed at the Regional and Local staff of the Procuraduria to improve the efficiency and effectiveness of their investigations of non-compliance with Decree 160 of 2014.

## **2) Program to coordinate the agendas of the UNDP Regional Labor Market Observatories (ORMET) and the Departmental Sub Commissions of the Permanent Commission for Labor Policy and Salaries (Activity 2.1.2)**

The Project, in coordination with UNDP and the ILO technical cooperation project Promotion of Social Dialogue at the local level (COL/12/01/COL and COL/13/01/COL funded by the government of Colombia), developed a strategy to coordinate the efforts of ORMET and the Departmental Sub Commissions of CPCPSL to socialize the methodology and results of ORMET's employment studies and promote the use of the results of the studies in the development of the Departmental Sub Commissions decent work agendas.

During Period 2 the Project held an event in Boyacá to socialize the ORMET labor market study on metalworking and held three events to coordinate the efforts of ORMET and the Sub Commissions in San Andres, Nariño, and Medellin.

## **3) CETCOIT (Activity 2.3.1, 2.3.3 and 2.3.4)**

The Project continues to support the functioning of CETCOIT, primarily by providing a neutral arbitrator, Eduardo Cifuentes. CETCOIT functions independently from the Project, under the leadership of Cifuentes and the tripartite CETCOIT Committee. On June 4-5, 2014 the Project sponsored a CETCOIT event in the city of Manizales to hear four cases from the region. All four cases resulted in an agreement.

The Project recently drafted a diffusion guide on CETCOIT. Once the document receives tripartite approval the Project will host a forum to present the guide as well as successful cases negotiated through CETCOIT to promote the use of the conflict resolution body.

### Objective 3

#### 1) Certificate Course for the Optimization of Investigations of Crimes with an Anti-Union Motive (Activity 3.2.1 and 3.2.2)

The Project, in conjunction with the School for Prosecutors of the Prosecutor General's Office, designed the 80 hour *Certificate Course for the Optimization of Investigations of Crimes with an Anti-Union Motive*. The Certificate Course, which was replicated in four regions in 2013 and targeted officials responsible for the investigation and prosecution of individuals or groups suspected of crimes with an anti-union motive. The Certificate Course involved five themes: 1) Freedom of Association in the Context of the ILO; 2) Role of Collective Bargaining and Freedom of Association in Colombia; 3) Recommendations for the Optimization of Investigations and Prosecution of Crimes against Unionists with a focus on Directive 01 of 2012 of the Prosecutor General's Office; 4) Recommendations for the Optimization of Investigations and Prosecution of Crimes against Unionists with a focus on Methodologies for Investigations and Procedures; 5) Communication Strategies and Effective Interaction.

##### *Impact of the Certificate Course*

The Certificate Course was divided into two phases, 40 hours of classroom study, and 40 hours of self-guided study through the virtual classrooms designed for the program. As part of the self-guided component, the participants were required to submit a multi-page essay on a given prompt related to one of the topics covered in the course. The examination was not graded but each participant received feedback from the instructors.

##### *Phase Two of the Certificate Course*

During 2014, the Project formed a Steering Committee to design next steps for the program, including perfecting the modules and the virtual classrooms and promoting the adoption of the program by the new University of the Prosecutor General's Office. During 2014 the Certificate Course will replicate the Module on Communication Strategies and Effective Interaction.

#### 2) Program to Socialize Procedures to Request Protection for Threats of Violence with an Anti-Union Motive (Activity 3.1.2)

The Project, in coordination with the National Protection Unit, designed a *Program to Socialize Procedures to Request Protection for Threats of Violence with an Anti-Union Motive* which included the development of a *Ruta de Proteccion* (Guidelines for protection) that contains the procedures for trade unionists, leaders, and activists to request protection and forums with unions, employers, and representatives of the National Protection Unit to socialize the *Ruta de Proteccion*. The *Ruta de Proteccion* was finalized in 2013 and will be disseminated in 2014 through additional events with unions, employers, and representatives of the National Protection Unit.

#### 3) Training Program for Judges on Conduct Prejudicial to the Right to Freedom of Association

In 2014, the Project launched the *Training Program for Judges on Conduct Prejudicial to the Right to Freedom of Association*. The one day program which launched February 21 and was replicated in 11 cities addresses four themes: 1) Fundamental Labor Rights; 2) Application of International Law on Domestic Norms; 3) Constitutional basis for Freedom of Association and Collective Bargaining; and 4) Legal Mechanisms to combat conduct prejudicial the right of freedom of association.

#### **4) Train the Trainer Program for Judges**

In conjunction with the Escuela Judicial Rodrigo Lara Bonilla, the Project is developing a Train the Trainer Program for judges on the themes mentioned above to ensure continuity of the Program for Judges on Conduct Prejudicial to the Right to Freedom of Association.

#### **5) Training Program for the Ministry of Education on Conduct Prejudicial to the Right to Freedom of Association**

Given that the education sector has one of the highest incidents of violence against trade unionists, the Ministry of Education and the Project are developing a training program to socialize with the Education Secretaries at the regional and national level, the concept of freedom of association, collective bargaining, and conduct prejudicial to the right of freedom of association, as well as reinforce the Ministry of Education's role in the protection of teachers subject to anti-union threats and violence.

### III. Performance information and assessment

Updates shown in blue.

<b>DEVELOPMENT GOAL:</b>	To promote a labor regime that contributes to economic development with social justice in Colombia.
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IMMEDIATE OBJECTIVE 1:	Strengthen the institutional capacity of the Ministry of Labor, especially the labor inspectorate, to effectively enforce Colombian labor laws and guarantee fundamental rights at work, particularly in relation to freedom of association and collective bargaining, in accordance with International Labor Standards.						
Indicators	TARGET TOTAL		Period 5 01/01/2014 – 03/31/2014	Period 6 4/01/2014 – 06/30/2014	Period 7 07/01/2014 – 09/30/2014	Period 8 10/01/2014 – 12/31/2014	Total (Period 5 – Period 8)
1. Number of MOL IVC officials trained on issues related to abusive contracting relationships, the misuse of collective pacts, administrative labor inspection, investigation, and sanction procedures, and other pertinent topics.	Total (T): 2594 (total universe for 4 modules between 2013 and 2014 based on staff levels at start of project) Regional Director (D): 31 (x 4 modules = 124) Area Coordinators (C): 0 (x 4 modules = 0) Special Investigators (S): 2 (x 4 modules = 8) Labor Inspectors (I): 456 (x 4 modules = 1824) Professionals (P): 81 (x 4 modules = 324) Administrative Technicians (A): 314 (x 1 module = 314) Local Prosecutors (LP): 0	Target	T: 568 D: 31 C: 0 S: 0 I: 456 P: 81 A: 0 LP: 30	T: 150 D: 8 C: 0 S: 0 I: 121 P: 21 A: 0 LP: 6	T: 276 D: 8 C: 0 S: 0 I: 122 P: 21 A: 125 LP: 0	T: 0 D: 0 C: 0 S: 0 I: 0 P: 0 A: 0 LP: 0	T: 994 D: 47 C: 0 S: 0 I: 699 P: 123 A: 125 LP: 36
		Actual	T: 645 D: 25 C: 40 S: 0 I: 453 P: 83 A: 0 LP: 44	T: 330 D: 10 C: 24 S: 18 I: 242 P: 15 A: 0 LP: 21			

2. Number of labor inspection, investigation, and sanction procedures and tools developed and used in practice.	Practical Tools (PT): 4	Target	PT: 1	PT: 1	PT: 2	PT: 0	PT: 4
		Actual	PT: 1	PT: 1			
3. Labor inspection information system developed and implemented.	Information system (IS): 1 Diagnostic of Paper Records (D): 1	Target	IS: 0 D: 1	IS: 0	IS: 0	IS: 1	IS: 1
		Actual	IS: 0 D: 1	IS: 0			
4. Number of strategic labor inspection plans developed to confront abusive contracting relationships in the five priority sectors.	Strategic Plan (SP): 5	Target	SP: 0	SP: 1	SP: 2	SP: 1	SP: 4
		Actual	SP: 0	SP: 7			
5. Number of social partners in the five priority sectors trained on issue related to abusive contracting relationships and the misuse of collective pacts.	Union (U): 340 Employer (E): 3	Target	U: 50 E: 0	U: 50 E: 25	U: 50 E: 25	U: 0 E: 0	U: 150 E: 25
		Actual	T: 171 U: 164 E: 7	T: 232 U: 203 E: 0 NT: 29			

**Notes:** \* Data will be collected over time in this table. “Period” refers to the reporting period.

- **Indicator 1:**

*Training Program to Strengthen Labor Inspection in Colombia:* Module III – Conduct Prejudicial to the Right of Freedom of Association completed April 11, 2014. During Period 2 Module III was replicated 2 times:

- April 3-4, Cali: T109; D3; C5; S0; I83; P7; LP11
- April 10-11, Bucaramanga T102; D3; C7; S0; I74; P8; LP10

*Training Program to Strengthen Labor Inspection in Colombia:* Special Modules/Follow Trainings

- Special Module on Ambiguous and Disguised Employment Relationships: April 24-25, 2014, Bogota: T:66; I: 57; C:7; D:2
- Follow-up Training on Ambiguous and Disguised Employment Relationships: June 6, 2014, Bogota: T18; S18
- Follow-up Training on Conduct Prejudicial to the Right of Freedom of Association: June 18, 2014, Bogota: T35; D2; C5; S0; I28; P0

- **Indicator 2:**

*Training Program to Strengthen Labor Inspection in Colombia:* Special Modules

During Period 2 the Project developed the Permanent Mission Activities Mapping methodology to visually identify permanent mission activities through the production process.

- **Indicator 4:**

*Training Program to Strengthen Labor Inspection in Colombia:* Strategic Planning on Ambiguous and Disguised Employment Relationships. During the Special Module participants were divided into 7 sectors (palm, sugar, mines, flowers, ports, transportation, and health) and asked to design a strategic inspection plan for each sector. The plans are being organized into a comprehensive document that will be presented to the Ministry of Labor.

- **Indicator 5:**

*Training Program to Promote Demand for Labor Rights*

- Special Module on Ambiguous and Disguised Employment Relationships: April 9, 2014, Cartagena: T82; U73; E0; NT9 (ENS and CAL staff)
- Special Module on the Misuse of Collective Pacts: April 22, 2014, Bogota: T99; U87; E0; NT12 (ENS and CAL staff)
- Special Module on Ambiguous and Disguised Employment Relationships and the Misuse of Collective Pacts: June 10-11, 2014, Medellin: T51; U43; E0; NT8 (ENS and CAL staff).



**Narrative assessment:**

- The “Indicator” and Means of Verification” columns of the Logical Framework were revised with and approved by the Project’s tripartite Focal Points’ Committee in March 2013. The revised Logical Framework, accepted without comment by USDOL, includes over 100 indicators. For ease of reporting, the Project chose the most representative indicators that report the results of the following grouping of activities:
- Indicator 1 reports on Activities 1.1.2, 1.1.3, 1.2.4, 1.4.1, and 1.4.2.
- Indicator 2 reports on Activities 1.2.1, 1.2.3, 1.3.1, 1.3.2, 1.4.3, and 1.4.4.
- Indicator 3 reports on Activities 1.1.1, 1.1.4, and 1.1.5.
- Indicator 4 reports on Activity 1.2.2.
- Indicator 5 reports on Activities 1.4.5, 1.5.2, and 1.5.3.

IMMEDIATE OBJECTIVE 2:	Strengthen existing social dialogue institutions, specifically the Departmental Sub Commissions.						
Indicators	Baseline or value of indicator at start of project		Period 1 01/01/2013 – 03/31/2013	Period 2 4/01/2013 – 06/30/2013	Period 3 07/01/2013 – 09/30/2013	Period 4 10/01/2013 – 12/31/2013	Total (Period 1 – Period 4)
1. Number of CPCPSL Departmental Sub Commissions that received technical assistance to develop work plans.	Departmental Sub Commissions (S): 24	Target	S: 0	S: 3	S: 3	S: 2	S: 8
		Actual	S: 0	S: 3			
2. Number of interested parties trained on issues related to public sector bargaining negotiations under Decree 1092 de 2012.	Union (U): 197  Government (G): 249	Target	U: 0 G: 0	U: 200 G: 125	U: 50 G: 50	U: 50 G: 50	U: 300 G: 225

		Actual	G: 3960*	U: 632 G: 117			
3. Number of CETCOIT cases accompanied by a neutral arbitrator of the ILO.	Total cases accompanied (T) = 31 Cases w/ agreement (A) = 15 Cases w/o agreement (NA) = 9 Cases pending (P) = 7 Cases w/ technical accompaniment (TA) = 2	Target	T: 2 A: 2 NA: 0 P: 0 TA: 1	T: 3 A: 2 NA: 1 P: 0 TA: 1	T: 5 A: 3 NA: 2 P: 0 TA: 2	T: 3 A: 2 NA: 1 P: 0 TA: 1	T: 13 A: 9 NA: 4 P: 0 TA: 5
		Actual	T: 3 A: 2 NA: 1 P: 0 TA: 1	T: 13 A: 11 NA: 2 P: 0 TA: 4			

**Note:** \* Data will be collected over time in this table. “Period” refers to the reporting period.

- **Indicator 1:**

*Program to coordinate the agendas of the Departmental Labor Market Observatories (ORMET) and the Departmental Sub Commissions of the Permanent Commission for Labor Policy and Salaries*

- March 27, San Andres with the Technical Secretary of the Sub Commission of San Andres
- April 22, Nariño with the Technical Secretary of the Sub Commission of Nariño
- May 7, Boyacá with Technical Secretary of the Sub Commission of Boyacá
- June 12, Medellin with the Technical Secretary of Sub Commission of Medellin

- **Indicator 2:**

*Training Program for Public Sector Union and Government Negotiators*

- April 30, Cali: T166; G34; S132
- May 6, Medellin: T82; G20; S62
- May 9, Barranquilla: T107; G3; S104
- May 15, Bucaramanga: T79; G20; S59
- June 5-6, Bogota: T275; S275

*Training Program to Promote Public Sector Collective Bargaining directed at the Procuraduria and other public entities*

- May 22, Bogota: T92; G80; S12
- June 28, Bogota: T40; G40; S0

- **Indicator 3:**

*CETCOIT:* On June 4-5, 2014 the Project sponsored a CETCOIT event in the city of Manizales to hear four cases from the region. All four cases resulted in an agreement.

**Narrative assessment:**

- The “Indicator” and Means of Verification” columns of the Logical Framework were revised with and approved by the Project’s tripartite Focal Points’ Committee in March 2013. The revised Logical Framework, accepted without comment by USDOL, includes over 100 indicators. For ease of reporting, the Project chose the most representative indicators, which report the results of the following grouping of activities:
  - Indicator 1 reports on Activities 2.1.1, 2.1.2, 2.1.3, and 2.1.4.
  - Indicator 2 reports on Activities 2.2.1, 2.2.2, and 2.2.3.
  - Indicator 3 reports on Activities 2.3.1, 2.3.2, 2.3.3, and 2.3.4.

IMMEDIATE OBJECTIVE 3:	Strengthen the institutional capacity of the Colombian government to enhance protection measures for trade union leaders, members, activists and organizers and to combat impunity for perpetrators of violence against them.						
Indicators	Baseline or value of indicator at start of project		Period 1 01/01/2013 – 03/31/2013	Period 2 4/01/2013 – 06/30/2013	Period 3 07/01/2013 – 09/30/2013	Period 4 10/01/2013 – 12/31/2013	Total (Period 1 – Period 4)
1. Number of government officials, charged with the investigation and prosecution of persons or groups that commit crimes with an anti-union motive, trained on fundamental labor rights, the optimization of procedures for the identification of victims as union members, leaders, or activist, the determination of whether the crime has a potential anti-union motive.	Total (T): 100 Judicial Branch (J): Prosecutor General’s Office (P): Ministry of Education (E): National Protection Unit (NPU): Other (O):	Target	T: 120 J: 90 P: 30 E: 0 NPU: 0 O: 0	T: 0 J: 0 P: 0 E: 0 NPU: 0 O: 0	T: 0 J: 0 P: 0 E: 0 NPU: 0 O: 0	T: 0 J: 0 P: 0 E: 0 NPU: 0 O: 0	T: 0 J: 0 P: 0 E: 0 NPU: 0 O: 0
		Actual	T: 327 J: 169 P: 39 E: 0 NPU: 0 O: 119	T: 109 J: 57 P: 2 E: 0 NPU: 0 O: 50			
2. Number of government entities charged with the promotion, protection, and defense of human rights that implement the training module on fundamental labor rights.	Entidades (E): 6 Fiscalía (F): Procuraduría (P): Justica Penal Militar (JPM): Rama Judicial (RJ) Medicina Legal (ML): Defensoría del Pueblo (DP)	Target	E: 0 F: 0 P: 0 JPM: 0 RJ: 0 ML: 0 DP: 0	E: 0 F: 0 P: 0 JPM: 0 RJ: 0 ML: 0 DP: 0	E: 0 F: 0 P: 0 JPM: 0 RJ: 0 ML: 0 DP: 0	E: 6 F: 1 P: 1 JPM: 1 RJ: 1 ML: 1 DP: 1	E: 0 F: 0 P: 0 JPM: 0 RJ: 0 ML: 0 DP: 0
		Actual	E: 0 F: 0 P: 0 JPM: 0 RJ: 0 ML: 0 DP: 0	E: 0 F: 0 P: 0 JPM: 0 RJ: 0 ML: 0 DP: 0			
3. Number of people who have been informed about the scope and procedures of the National Protection Program.	Total (T): 100 Union (U): 90 Government (G): 7 Employers (E): 1	Target	T: 0 U: 0 G: 0 E: 0	T: U: 50 G: E:	T: U: G: E:	T: U: G: E:	T: U: G: E:

	Other O: 21	Actual	T: 0 U: 0 G: 0 E: 0 O: 0	T: 500 U: 250 G: 110 E: 0 O: 140			
4. Number of products developed for the public information campaign with a focus on the substantive content of Objective 1 and 3.	Videos (V): 4 Documentary video (D): 0 Radio spots (R): 171 Webpage (W): 0	Target	V: 0 D: 0 R: 0 W: 0	V: 1 D: 0 R: 0 W: 0	V: 1 D: 0 R: 0 W: 0	V: 1 D: 0 R: 0 W: 0	V: 3 D: 0 R: 0 W: 0
		Actual	V: 0 D: 0 R: 0 W: 0	V: 0 D: 0 R: 0 W: 0			

**Note:** \* Data will be collected over time in this table. **“Period” refers to the reporting period.** Please insert dates below the period to be clear on the period of time covered. Targets should be established at the beginning of the project implementation period and should not be changed unless agreed to by the donor as required.

- Indicator 1:**

*Training Program for Judges on Conduct Prejudicial to the Right to Freedom of Association*

During Period 2 the course was replicated in three regions (the March events were inadvertently omitted from the Period 1 TPR by the responsible coordinator):

- March 18, Bogotá: T: 39; J:21; P:1; E0; NPU0; O:17
- March 21, Barranquilla: T: 42; J: 22; P:1; E0; NPU0; O:19
- March 28, Montería: T: 75; J:36; P:7; E0; NPU0; O:32
- Abril 11, Bucaramanga: T: 67; J: 27; P:2; E0; NPU0; O:38
- May 6, Cali: T:42; J: 30; P:0; E0; NPU0; O:12

- Indicator 3:** The numbers reflect the total number of people who have received a copy of the *Ruta de Proteccion*.

#### Narrative assessment:

- The “Indicator” and Means of Verification” columns of the Logical Framework were revised with and approved by the Project’s tripartite Focal Points’ Committee in March 2013. The revised Logical Framework, accepted without comment by USDOL, includes over 100 indicators. For ease of reporting, the Project chose the most representative indicators, which report the results of the following grouping of activities:
  - Indicator 1 reports on Activities 3.2.1, and 3.2.2.
  - Indicator 2 reports on Activities 3.2.1, and 3.2.2.
  - Indicator 3 reports on Activity 3.1.2.
  - Indicator 4 reports on Activities 1.5.1, 3.1.1, and 3.3.2.

**IV. Problems/issues materially impairing the achievement of project objectives, proposed solutions and actions taken or to be taken**

The Project has nothing to highlight at this time.

**V. Opportunities**

The Project has nothing to highlight at this time.

**VI. Lessons learned and emerging good practices**

The Project has nothing to highlight at this time.

**Annex A: Project/program work plan (objectives, outputs, and activities)**  
**Updates shown in blue.**

<b>Project title:</b>	Promoting Compliance with International Labour Standards in Colombia	
<b>ILO TC Code:</b>	COL/11/04/USA	
<b>Project number:</b>	103507	
<b>Work plan preparation/revision date:</b> (According to project document or as revised)	<b>Starting date:</b>	31 December 2011
	<b>End date:</b>	31 December 2016
<b>Project development objective:</b>		
<b>DEVELOPMENT GOAL:</b> To promote a labor regime that contributes to economic development with social justice in Colombia.		
<b>Immediate objectives:</b>		
<b>IMMEDIATE OBJECTIVE 1:</b> Strengthen the institutional capacity of the Ministry of Labor, especially the labor inspectorate, to effectively enforce Colombian labor laws and guarantee fundamental rights at work, particularly in relation to freedom of association and collective bargaining, in accordance with International Labour Standards.		
<b>IMMEDIATE OBJECTIVE 2:</b> Strengthen existing social dialogue institutions, specifically the Departmental Sub Commissions.		
<b>IMMEDIATE OBJECTIVE 3:</b> Strengthen the institutional capacity of the Colombian government to enhance protection measures for trade union leaders, members, activists and organizers and to combat impunity for perpetrators of violence against them.		
<b>Planned evaluation dates:</b>	<b>Mid-term:</b>	June 2014
	<b>Final:</b>	October 2015
<b>Actual evaluation dates:</b>	<b>Mid-term:</b>	TBD
	<b>Final</b>	TBD



<b>IMMEDIATE OBJECTIVE 1:</b>	Strengthen the institutional capacity of the Ministry of Labor, especially the labor inspectorate, to effectively enforce Colombian labor laws and guarantee fundamental rights at work, particularly in relation to freedom of association and collective bargaining, in accordance with International Labor Standards.
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Objectives/outputs/activities (As listed in project document or summary outline)	Start dates		Finish dates		Description of Activity	Status	Person Responsible
	Planned	Actual	Planned	Actual			
<b>Output 1.1:</b> The Ministry of Labor, especially the labor inspectorate, has been strengthened in accordance with the new structure and responsibilities to provide timely, efficient services to protect fundamental rights at work and enforce Colombian labor laws.							

<b>Activity 1.1.1:</b> Design, a computerized information system for the registration and analysis of labor inspection data, reports and other services, available online, which enables real-time input and use of information and user accessibility and consolidates, integrates, and updates all existing labor inspection databases.		October 21, 2013 (agreement with MOL IT)	July 2014		Digitalize all IVC paper records from 2011 – 2013 to transfer to the new Ministry-wide information system.	Underway – Completed the diagnostic of all 33 Regional Offices and 114 client services offices to assess the volume and location of IVC paper records as an essential component before publishing the public bid to digitalize and transfer the information to the new Ministry-wide information system.	Valkyrie Hanson
	June 2013	September 26, 2013 (date of COLEXT contract)	July 2014		Design and implement a prototype for software to identify permanent mission activities.	Underway – First draft of prototype delivered to Project. Under review by the MOL.	

<b>Activity 1.1.2:</b> Design and implement a training program for Ministry officials on the use of the information system (as information managers or users).	June 2013		December 2013		Design a manual and implement a training program on the use of the labor inspection information system. (This activity is part of Modulo IV of the <i>Training Program to Strengthen Labor Inspection in Colombia</i> . See also <b>Activity 1.1.3, 1.2.2, 1.2.3, 1.2.4, 1.4.1, 1.4.2, 1.4.3, and 1.4.4.</b> ).	Planned – Start date to be determined by the development schedule of the ministry-wide information system.	Valkyrie Hanson
	January 2014		March 2014		Design and implement a training program on the use of the labor inspection information system. (This activity is part of Modulo IV of the <i>Training Program to Strengthen Labor Inspection in Colombia</i> . See also <b>Activity 1.1.3, 1.2.2, 1.2.3, 1.2.4, 1.4.1, 1.4.2, 1.4.3, and 1.4.4.</b> ).	Planned – Start date to be determined by the development schedule of the ministry-wide information system.	

<b>Activity 1.1.3:</b> Provide technical assistance for conducting an analysis of the information supplied by the system and publish the findings.	June 2013		December 2013		Design and implement a training program on data analysis. (This activity is part of Modulo IV of the <i>Training Program to Strengthen Labor Inspection in Colombia</i> . See also <b>Activity 1.1.2, 1.2.2, 1.2.3, 1.2.4, 1.4.1, 1.4.2, 1.4.3, and 1.4.4.</b> ).	Planned – Start date to be determined by the development schedule of the ministry-wide information system.	Valkyrie Hanson
	January 2014		March 2014		Design and implement a training program on the elaboration and analysis of statistical reports. (This activity is part of Modulo IV of the <i>Training Program to Strengthen Labor Inspection in Colombia</i> . See also <b>Activity 1.1.2, 1.2.2, 1.2.3, 1.2.4, 1.4.1, 1.4.2, 1.4.3, and 1.4.4.</b> ).	Planned – Start date to be determined by the development schedule of the ministry-wide information system.	
<b>Activity 1.1.4:</b> Evaluate the operation of the information system, validate with stake holders and make the necessary adjustments for its efficient operation.	No further Project support is required at this time.						Valkyrie Hanson
<b>Activity 1.1.5:</b> Support the updating of the Ministry of Labor’s website to allow complainants to easily file complaints and monitor the status of their complaints and enable interested parties to implement other administrative procedures online; and launch a public campaign to disseminate those services.	No further Project support is required at this time.						Valkyrie Hanson

<b>OUTPUT 1.2:</b> Technical capacity of labor inspectors to enforce Colombian labor laws, with a focus on fundamental rights at work, has been strengthened with participation of stakeholders.							
<b>Activity 1.2.1:</b> Analyze and produce an assessment on existing labor inspection tools and procedures, including protocols, manuals, field guides and inspection forms.	October, 2013		March, 2014		Develop an inspection action plan in conjunction with LAB/ADMIN	Planned – The Project in conjunction with LAB/ADMIN will develop an action plan.	Valkyrie Hanson
	January 2014		March 2014		Develop a chapter on strengthening labor inspection for the <i>2014 Plan de Desarrollo</i> .	<b>Canceled</b> – lack of interest on the part of the MOL.	
<b>Activity 1.2.2:</b> Develop, in coordination with the Ministry of Labor's Labor Inspection Office, manuals and guides for labor inspectors, which include a methodology for risk analysis and a targeted inspection strategy to investigate certain practices on high-risk issues or in high-priority sectors, such as mining, ports and palm oil, sugar and flower production.	September 2013		December 2013		Design and implement a risk analysis and strategic planning methodology for labor inspections. (This activity is part of Modulo IV of the <i>Training Program to Strengthen Labor Inspection in Colombia</i> . See also <b>Activity 1.1.2, 1.1.3, 1.2.3, 1.2.4, 1.4.1, 1.4.2, 1.4.3, and 1.4.4</b> .)	Planned –Start date to be determined by the development schedule of the Ministry-wide information system.	Valkyrie Hanson
	January 2014		March 2014		Training on the risk analysis and strategic planning methodology. (This activity is part of Modulo IV of the <i>Training Program to Strengthen Labor Inspection in Colombia</i> . See also <b>Activity 1.1.2, 1.1.3, 1.2.3, 1.2.4, 1.4.1, 1.4.2, 1.4.3, and 1.4.4</b> .)	Planned –Start date to be determined by the development schedule of the Ministry-wide information system.	

<b>Activity 1.2.3:</b> Develop protocols, field guidelines and inspection forms, in coordination with the Ministry of Labour's Labour Inspection Office.	February 2014	February 2014 (draft sent to MOL)	March 2014		Design an ABC on Employment Formalization Agreements and a model sector wide Employment Formalization Agreement.	Underway – ABC under review by the MOL to be included as part of the <i>Kit de Formalizacion</i> being developed by the Col/Empleo ILO Project.	Valkyrie Hanson
	June 2014		August 2014		Develop quick reference guide for workers on how to file a complaint. (This activity is part of the <i>Training Program to Promote Demand for Labor Rights in Colombia</i> . See also <b>Activity 1.3.1, 1.3.2, 1.5.1, and 1.5.2.</b> ).	Underway – Quick reference guide under development.	
	June 2014		August 2014		Develop quick reference guide for workers on their labor rights. (This activity is part of the <i>Training Program to Promote Demand for Labor Rights in Colombia</i> . See also <b>Activity 1.3.1, 1.3.2, 1.5.1, and 1.5.2.</b> ).	Underway – Quick reference guide under development.	
	April 2014	April 2014	April 2014	April 2014	Develop a practical training exercise to for workers on how to draft a complaint. (This activity is part of the <i>Training Program to Promote Demand for Labor Rights in Colombia</i> . See also <b>Activity 1.3.1, 1.3.2, 1.5.1, and 1.5.2.</b> ).	<b>Completed</b> – Complaint Drafting exercise utilized during the three sessions of the Training Program to Promote Demand for Labor Rights in Colombia.	

<b>Activity 1.2.4:</b> Design and implement a training plan and materials for labour inspectors, taking into account the training needs identified and using the ILO's Labour Inspectors' Training Manual (LAB/ADMIN).	May 2013	June 13, 2013 (program launch)	May 2014		Design and implement a four module training program for officials of the Division of Inspection, Monitoring, Control and Regional Management (Regional Directors, Area Coordinators, Labor Inspectors, Professional Staff, and various classes of administrative technicians). (This activity is part of the <i>Training Program to Strengthen Labor Inspection in Colombia</i> . See also <b>Activity 1.1.2, 1.1.3, 1.2.2, 1.2.3, 1.4.1, 1.4.2, 1.4.3, and 1.4.4.</b> )	Underway – Training program launched June 13, 2013. Module I completed August 16, 2013. Module II completed December 12, 2013. <a href="#">Module III completed April 11, 2014.</a> <a href="#">Module IV scheduled to start July 22, 2014.</a>	Valkyrie Hanson
	February 2014	February, 28 2014 (Date of COLEXT contract)	September 2014		Design virtual classrooms that contain the content from the <i>Training Program to Strengthen Labor Inspection in Colombia</i> for new inspectors.	<a href="#">Underway – Virtual Classroom for Module 1 completed.</a>	

<b>OUTPUT 1.3:</b> The Colombian government has received support to take the measures to develop and enact the legal reforms necessary to remedy the improper use of collective pacts that threaten freedom of association and collective bargaining.							
<b>Activity 1.3.1:</b> Analyze the current legal framework and regulatory measures to remedy the improper use of collective pacts that threaten freedom of association and collective bargaining, with the participation of stakeholders.	May 2014	April 9, 2014	July 2014		Design and implement a <i>Training Program to Promote Demand for Labor Rights in Colombia</i> . (See also <b>Activity 1.2.3, 1.3.2, 1.5.1, and 1.5.2.</b> ).	Underway – Training Program launched April 9, 2014 and was replicated three times. Following the April 22 training on collective pacts, the CTC and the CUT presented 28 complaints to the MOL on collective pacts.	Valkyrie Hanson
<b>Activity 1.3.2:</b> Draft the necessary reform and/or legal modification proposals on collective pacts, as well as supporting technical documents.	July 2013	September 10, 2013(date of COLEXT contract)	August 2013		Develop an ABC for unions on how to collect evidence and present complaints to the MOL and the Prosecutor General’s Office on the misuse of collective pacts. (This activity is part of the <i>Training Program to Promote Demand for Labor Rights in Colombia</i> . See also <b>Activity 1.2.3, 1.3.1, 1.5.1, and 1.5.2.</b> ).	Underway –The first draft of the ABC is under review by the Project.	Valkyrie Hanson
	June 2014		August 2014		Develop a joint MOL/Prosecutor General’s Office circular on how to jointly respond to conduct prejudicial to the right of freedom of association.		



**OUTPUT 1.4:** Knowledge of labour inspectors on the improper use of labour intermediation and all forms of contracting arrangements that threaten workers' rights (such as associated work cooperatives, simplified limited companies and temporary service agencies), on collective pacts , and on other unlawful actions that threaten freedom of association and collective bargaining has improved.

<b>Activity 1.4.1:</b> Develop and implement a training plan and materials for training labour inspectors on enforcing Colombian labour laws, on freedom of association and collective bargaining and on the protection freedom of association and collective bargaining (in coordination with Activity 1.2.4.), including a detailed guide on identifying violations using clear improper-use indicators.	May 2013	June 13, 2013 (program launch)	May 2014		Design and implement a four module training program for officials of the Division of Inspection, Monitoring, Control and Regional Management (Regional Directors, Area Coordinators, Labor Inspectors, Professional Staff, and various classes of administrative technicians). (This activity is part of the <i>Training Program to Strengthen Labor Inspection in Colombia</i> . See also <b>Activity 1.1.2, 1.1.3, 1.2.2, 1.2.3, 1.2.4, 1.4.2, 1.4.3, and 1.4.4.</b> )	Underway – Training program launched June 13, 2013. Module I completed August 16, 2013. Modulo II completed December 12, 2013. <a href="#">Module III completed April 11, 2014.</a> <a href="#">Module IV scheduled to start July 22, 2014.</a>	Valkyrie Hanson
	April 2014	<a href="#">April 24, 2014</a> (program launch)	December 2014		Field visits to reinforce and confirm the use in practice of the tools learned in the <i>Training Program to Strengthen Labor Inspection in Colombia</i> .	<a href="#">Special Module on Ambiguous and Disguised Employment Relationships: April 24-25, 2014</a> <a href="#">Follow-up Training on Ambiguous and Disguised Employment Relationships: June 6, 2014</a> <a href="#">Follow-up Training on Conduct Prejudicial to the Right of Freedom of Association: June 18, 2014</a>	

<b>Activity 1.4.2:</b> Design and implement a training plan and materials for labour inspectors on identifying the improper use of labour intermediation and all forms of contracting arrangements that threaten workers' rights and collective pacts, including a detailed guide on identifying these violations using clear improper-use indicators.	May 2013	June 13, 2013 (program launch)	May 2014		Design and implement a four module training program for officials of the Division of Inspection, Monitoring, Control and Regional Management (Regional Directors, Area Coordinators, Labor Inspectors, Professional Staff, and various classes of administrative technicians). (This activity is part of the <i>Training Program to Strengthen Labor Inspection in Colombia</i> . See also <b>Activity 1.1.2, 1.1.3, 1.2.2, 1.2.3, 1.2.4., 1.4.1, 1.4.3, and 1.4.4.</b> )	Underway – Training program launched June 13, 2013. Module 1 completed August 16, 2013. Modulo 2 completed December 12, 2013. <a href="#">Module III completed April 11, 2014.</a> <a href="#">Module IV scheduled to start July 22, 2014.</a>	Valkyrie Hanson
	April 2014	<a href="#">April 24, 2014</a> (program launch)	December 2014		Field visits to reinforce and confirm the use in practice of the tools learned in the <i>Training Program to Strengthen Labor Inspection in Colombia</i> .	<a href="#">Special Module on Ambiguous and Disguised Employment Relationships: April 24-25, 2014</a> <a href="#">Follow-up Training on Ambiguous and Disguised Employment Relationships: June 6, 2014</a> <a href="#">Follow-up Training on Conduct Prejudicial to the Right of Freedom of Association: June 18, 2014</a>	

<b>Activity 1.4.3:</b> Develop updated model inspection forms for investigating violations of Colombian labour laws on freedom of association and collective bargaining and protecting the fundamental rights at work of freedom of association and collective bargaining (in coordination with Activity 1.2.3.), including clear improper-use indicators.	March, 2013	March 14, 2013 (date of COLEXT contract)	April, 2013	April 8, 2013 (guide sent to IVC for review)	Design a practical inspection guide on conducting an administrative labor investigation and sanction process related to conduct prejudicial to the right of freedom of association under Article 354 of the Labor Code replaced by section 39 of Law 50 of 1990 and Article 26 of Law 1453 of 2011, which amended the Criminal Code. (This activity is part of the <i>Training Program to Strengthen Labor Inspection in Colombia</i> . See also <b>Activity 1.1.2, 1.1.3, 1.2.2, 1.2.3, 1.2.4., 1.4.1, 1.4.2, and 1.4.4.</b> )	Underway - The tripartite review process identified the need to expand the guide beyond the misuse of collective pacts to include other forms of conduct prejudicial to the right of freedom of association. The new guide is under review by the Project.	Valkyrie Hanson
	February 2014	February, 28 2014 (Date of COLEXT contract)	September 2014		Design virtual classrooms that contain the content from the <i>Training Program to Strengthen Labor Inspection in Colombia</i> for new inspectors.	<a href="#">Underway – Virtual Classroom for Module 1 completed.</a>	
	January 2014	January 2014	February 2014	February 2014	Design Checklist to Identify Conduct Prejudicial to the Right of Freedom of Association	<b>Completed</b> – Approved by the MOL, disseminated and utilized during Modulo III Conduct Prejudicial to the Right of Freedom of Association.	
	January 2014	January 2014	February 2014	February 2014	Design Impact Time Line Methodology to visually identify the impact of a collective pact on union affiliation over time during investigations on conduct prejudicial to the right of freedom of association.	<b>Completed</b> – Approved by the MOL, disseminated and utilized during Modulo III Conduct Prejudicial to the Right of Freedom of Association.	

<b>Activity 1.4.4:</b> Develop updated model inspection forms for investigating the improper use of labour intermediation and all forms of contracting arrangements that threaten workers' rights and collective pacts (in coordination with Activity 1.2.3.), including clear improper-use indicators.	April 2013	April 4, 2013 (date of COLEXT contract)	May 2013	June 11, 2013 (guide sent to project for review)	Design of a practical inspection guide on conducting an administrative labor investigation and sanction process related to the misuse use of labor intermediation and all forms of contracting arrangements that threaten workers' rights. (This activity is part of the <i>Training Program to Strengthen Labor Inspection in Colombia</i> . See also <b>Activity 1.1.2, 1.1.3, 1.2.2, 1.2.3, 1.2.4., 1.4.1, and 1.4.3.</b> )	Underway – Guide under review by tripartite partners.	Valkyrie Hanson
	August 2013	August 2013	September 2013	September 2013	Design Checklist to Identify Ambiguous and Disguised Employment Relationships	<b>Completed</b> – Approved by the MOL, disseminated and utilized during Modulo II Ambiguous and Disguised Employment Relationships.	
	February 2014	February, 28 2014 (Date of COLEXT contract)	September 2014		Design virtual classrooms that contain the content from the <i>Training Program to Strengthen Labor Inspection in Colombia</i> for new inspectors.	<a href="#">Underway – Virtual Classroom for Module 1 completed.</a>	

<b>Activity 1.4.5:</b> Design and implement a training plan and materials for stakeholders on the improper use of labour intermediation and all forms of contracting methods that threaten workers' rights and collective pacts, as well as on existing institutional mechanisms for reporting and remedying such improper use.	June 2013	September 22, 2013 (pilot)	September 2013		Design and implement a program in conjunction with the Departmental Sub Commissions of CPCPSL to promote formalization of employment relationships in the five priority sectors. (This activity is part of the <i>Program to Promote Acuerdos de Formalizacion</i> ). See also <b>Activity 1.5.2 and 1.5.3</b> )	Underway – Technical assistance provided to palm sector in 2013. Proposal for a Formalization Agreement submitted by CUT to the MOL on December 19, 2013. Meeting with FEDEPALMA on March 4 to present the Program. Meeting with FEDEPALMA and MOL on February 25, 2014 to discuss next steps. The MOL and FEDEPALMA agreed to meet in the coming weeks with the individual companies. <a href="#">The MOL invited the Project to participate in a forum held by Indupalma to explain its contracting system on May 7, 2014.</a>	Valkyrie Hanson
		December 1, 2013 (date of event to validate the map created during the pilot)					
		March 15, 2014		March 15, 2014	Conduct study on Employment Formalization Agreements	The Project met with representatives of Union Portuario from Buenaventura on March 15, 2014 to discuss rolling out a similar program in the port sector in Buenaventura.	
					Hold forum to socialize Study on Employment Formalization Agreements	<b>Completed</b> – Approved by the MOL	
						<b>Completed</b> – Forum held on March 15-16, 2014	

**OUTPUT 1.5:** In consultation with the Ministry of Labor a public information campaign has been launched, targeting stakeholders, on the improper use of collective pacts and labor intermediation and all contractual arrangements that threaten workers' rights, particularly the rights to freedom of association and collective bargaining.

<b>Activity 1.5.1:</b> Under the guidance of the Ministry of Labour, design and implement an information strategy on the improper use of collective pacts, labour intermediation, and all contractual arrangements that threaten workers' rights, beginning with a specific campaign targeting the five priority sectors of palm oil, sugar and flower production and mining and ports.	June 2014	May 2014	August 2014		Develop quick reference guide for workers on how to file a complaint. (This activity is part of the <i>Training Program to Promote Demand for Labor Rights in Colombia</i> . See also <b>Activity 1.2.3, 1.3.1, 1.3.2, and 1.5.2.</b> ).	Underway – Quick reference guide under development.	Valkyrie Hanson
	June 2014	May 2014	August 2014		Develop quick reference guide for workers on their labor rights. (This activity is part of the <i>Training Program to Promote Demand for Labor Rights in Colombia</i> . See also <b>Activity 1.2.3, 1.3.1, 1.3.2, and 1.5.2.</b> ).	Underway – Quick reference guide under development.	
	April 2014	April 2014	April 2014	April 2014	Develop a practical training exercise to for workers on how to draft a complaint. (This activity is part of the <i>Training Program to Promote Demand for Labor Rights in Colombia</i> . See also <b>Activity 1.3.1, 1.3.2, 1.5.1, and 1.5.2.</b> ).	<b>Completed</b> – Complaint Drafting exercise utilized during the three sessions of the Training Program to Promote Demand for Labor Rights in Colombia.	

<b>Activity 1.5.2:</b> Design and implement a training program and materials for trade union trainers on the improper use of collective pacts, labour intermediation and all contractual arrangements that threaten workers' rights, beginning with a specific campaign targeting the five priority sectors of palm oil, sugar and flower production and mining and ports.	May 2014	<a href="#">April 9, 2014</a>	July 2014		Design and implement a <i>Training Program to Promote Demand for Labor Rights in Colombia</i> . (See also <b>Activity 1.2.3, 1.3.1, 1.3.2, and 1.5.1.</b> ).	<a href="#">Underway – Training Program launched April 9, 2014 and was replicated three times. Following the April 22 training on collective pacts, the CTC and the CUT presented 28 complaints to the MOL on collective pacts.</a>	Valkyrie Hanson
<b>Activity 1.5.3:</b> Design and implement a training program and materials for employer trainers on the improper use of collective pacts, labour intermediation and all forms of contracting that threaten workers' rights, beginning with a specific campaign targeting the five priority sectors of palm oil, sugar and flower production and mining and ports.	June 2013	September 22, 2013	September 2013		Design and implement a program in conjunction with the Departmental Sub commissions to promote formalization of employment relationships in the five priority sectors. (This activity is part of the <i>Program to Promote Acuerdos de Formalizacion</i> ). See also <b>Activity 1.4.5 and 1.5.2.</b>	Underway – Technical assistance provided to palm sector in 2013. Proposal for a Formalization Agreement submitted by CUT to the MOL on December 19, 2013. Meeting with FEDEPALMA on March 4 to present the Program. Meeting with FEDEPALMA and MOL on February 25, 2014 to discuss next steps. The MOL and FEDEPALMA agreed to meet in the coming weeks with the individual companies. <a href="#">The MOL invited the Project to participate in a forum held by Indupalma to explain its contracting system on May 7, 2014.</a>	Valkyrie Hanson
	June 2014		July 2014		Design and implement a training program for ANDI and representatives of the 5 employer association from the 5 priority sectors.	<a href="#">Planned – Reached out to ANDI but still awaiting a response.</a>	



IMMEDIATE OBJECTIVE 2:	Strengthen existing social dialogue institutions, specifically the Departmental Sub commissions.						
Objectives/outputs/activities (As listed in project document or summary outline)	Start dates		Finish dates		Description of Activity	Status	Person Responsible
	Planned	Actual	Planned	Actual			
OUTPUT 2.1: The capacity of CPCPSL and its departmental sub-committees have improved and its members are trained on social dialogue and decent work concepts.							
Activity 2.1.1: Provide technical assistance for the establishment and functioning of the technical secretariat of the CPCPSL and its departmental sub-committees.	May 2014		December 2014		Support the systematization of meeting notes, agendas, and agreements of the CPCPSL sessions.	Underway – Contracted an external consultant to systematize the meeting notes, agendas, and agreements of the CPCPSL sessions.	Beethoven Herrera
Activity 2.1.2: Design and implement a training programme for CPCPSL and departmental sub-committees´ members on decent work including social dialogue mechanisms, fundamental rights at work and other subjects associated with their mandate.	May 2014	May 9, 2013 (date of first event)	December 2014		Develop regional workshops in conjunction with the CPCPSL Departmental Sub Commissions and ORMET on labor market studies for the purpose of coordinating national and regional agendas.  Promote the adoption of corporate strategies and public policy decisions based on the ORMET labor market studies and validated with the Departmental Sub Commissions in selected departments.	Underway – Held three events to coordinate the efforts of ORMET and the Sub Commissions in San Andres, Nariño, and Medellin. .  Underway – Held an event in Boyacá to socialize the ORMET labor market study on metalworking	Beethoven Herrera  (Area for synergy with ILO project Promotion of Social Dialogue at the Local Level COL/13/02/C OL)

<b>Activity 2.1.3:</b> Design and implement a communications strategy for the CPCPSL and Departmental Sub Commissions.	June 2013		June 2013		Donate essential hardware to the Technical Secretaries of the Departmental Sub Commissions per budget line item 41 of the Project Document.	Planned – Waiting on further discussion with the MOL	Beethoven Herrera
	February 2014		December 2014		Provide technical assistance for the development of content for the annual reports, monthly bulletins, and web page.	Underway – Requested input about activities and advances from each of the 24 Departmental Sub Commissions to develop the first ever Bulletin of Advances of the Departmental Sub Commissions.	Valkyrie Hanson
<b>Activity 2.1.4:</b> Provide assistance and training to workers and employers organizations so they are capable to make and discuss their technical proposals on social economic issues in the CPCPSL and Departmental Sub Committees.	May 2014		December 2014		Promote the adoption of corporate strategies and public policy decisions based on the ORMET labor market studies and validated with the Departmental Sub Commissions in selected departments.	Underway – Held an event in Boyacá to socialize the ORMET labor market study on metalworking	Beethoven Herrera  (Area for synergy with ILO project Promotion of Social Dialogue at the Local Level)

OUTPUT 2.2: Bipartite social dialogue in the public sector has been consolidated.							
<b>Activity 2.2.1:</b> Conduct an assessment of bipartite social dialogue in the public sector, with participation of constituents.	March 2013	July 3, 2013	May 2013	May 2014	Develop an Analysis of National Unified Public Sector Bargaining Process	Completed – The document was approved by bipartite partners and is being utilized during trainings with union and government negotiators.	Beethoven Herrera
		July 3, 2013	May, 2014	May 2014	Develop a Video on National Unified Public Sector Bargaining Process	Completed – The document was approved by bipartite partners and is being utilized during trainings with union and government negotiators.	
		July 3, 2013	May, 2014	May 2014	Develop a Review of Regional Public Sector Bargaining Process	Completed – The document was approved by bipartite partners and is being utilized during trainings with union and government negotiators.	
		July 3, 2013	May, 2014	May 2014	Develop a Practical Guide for Public Sector Bargaining Negotiations	Completed – The document was approved by bipartite partners and is being utilized during trainings with union and government negotiators.	

<b>Activity 2.2.2:</b> Train public sector union representatives at the national and regional levels in International Labour Standards, with an emphasis on the issues of freedom of association and collective bargaining.	April 2014	April 30, 2014	June 2014	June 6, 2014	Conduct four regional trainings with union and government negotiators in the Departments that struggled during the 2013 round of negotiations. (This activity is part of the Training Program for Public Sector Union and Government Negotiators (See also Activity 2.2.1 and 2.2.3.).	<b>Completed</b> – Launched April 30, 2014 and completed June 6, 2014. Total of five events.	Beethoven Herrera
	April 2014	May 22, 2014	June 2014		Design and implement a training program for the Procuraduria on the scope of their compliance authority over public sector bargaining. (This activity is part of the Training Program for Public Sector Union and Government Negotiators (See also Activity 2.2.1 and 2.2.3.).	Underway – Held event with the Procuraduria with over 40 government entities to explain the rights and duties of government entities under Decree 160 of 2014.  Hosted a training directed at the Regional and Local Procuraduria to improve the efficiency and effectiveness of their investigations of non-compliance with Decree 160 of 2014.	

<b>Activity 2.2.3:</b> Train public officials at the national and regional levels in International Labour Standards, with an emphasis on the issues of freedom of association and collective bargaining.	April 2014	April 30, 2014	June 2014	June 6, 2014	Conduct four regional trainings with union and government negotiators in the Departments that struggled during the 2013 round of negotiations.	<b>Completed</b> – Launched April 30, 2014 and completed June 6, 2014. Total of five events.	Beethoven Herrera
	April 2014	May 22, 2014	June 2014		Design and implement a training program for the Procuraduria on the scope of their compliance authority over public sector bargaining.	Underway – Held event with the Procuraduria with over 40 government entities to explain the rights and duties of government entities under Decree 160 of 2014.  Hosted a training directed at the Regional and Local Procuraduria to improve the efficiency and effectiveness of their investigations of non-compliance with Decree 160 of 2014.	
	March 2014	March 17, 2014			Videoconference in conjunction with a public training entity for public sector employees, the School for Public Administration (ESAP) with participation from the Procuraduria, the Public Administration, CUT, CTC, and CGT, to socialize Decree 160 of 2014 on public sector bargaining. (The above activities are part of the Training Program for Public Sector Union and Government Negotiators (See also Activity 2.2.1 and 2.2.2.).	<b>Completed</b> – Videoconference broadcast live on public television on March 17.	

<b>OUTPUT 2.3:</b> The Special Commission for the Management of Conflicts referred to the ILO (CETCOIT) has been strengthened.							
<b>Activity 2.3.1:</b> Provide technical assistance for CETCOIT bylaws.	April 2014	April 2014	December 2014		Socialize the new Manual de Admisibilidad de Quejas de CETCOIT (Manual of Admissibility of Complaint of the CETCOIT).	Underway – Drafted an ABC on CETCOIT to promote the use of the conflict resolution body. The document is being reviewed by the tripartite CETCOIT committee.	Beethoven Herrera
	April 2014		December 2014		Provide technical cooperation to CETCOIT cases being followed by the new Compliance Subcommittee that seeks to ensure that the parties comply with the agreements reached through CETCOIT.	Planned	
<b>Activity 2.3.2:</b> Conduct a study on the possibility for the regional extension of the CETCOIT.	June 2013		July 2013		Conduct a study on the possible regional extension of CETCOIT.	Planned – It is the opinion of the CETCOIT Tripartite Commission that regional extension is premature. The study will not occur until the CETCOIT Tripartite Commission deems it necessary.  On June 4-5, 2014 the Project sponsored a CETCOIT event in the city of Manizales to hear four cases from the region. All four cases resulted in an agreement.	Beethoven Herrera  Eduardo Cifuentes

<b>Activity 2.3.3:</b> Provide technical assistance to facilitate the making of agreements by CETCOIT.	January 2013	January, 2013	End of Project		Provide neutral mediation of cases before CETCOIT.	Underway – Eduardo Cifuentes is supported by the Project.	Eduardo Cifuentes
	August 2014				Event to socialize the ABC and successful cases negotiated through CETCOIT to promote use of the CETCOIT body.	Planned	

IMMEDIATE OBJECTIVE 3:	Strengthen the institutional capacity of the Colombian government to enhance protection measures for trade union leaders, members, activists and organizers and to combat impunity for perpetrators of violence against them.						
Objectives/outputs/activities (As listed in project document or summary outline)	Start dates		Finish dates		Description of Activity	Status	Person Responsible
	Planned	Actual	Planned	Actual			
OUTPUT 3.1: An extensive public information campaign, targeting stakeholder, has been launched on the broader scope of protection programme coverage to include labour activists, persons who are currently engaged in efforts to form a union, and former unionists who are under threat because of their past union-related activities.							
Activity 3.1.1: Design and implement an extensive public information campaign on the broadened scope of protection programme coverage to include labour activists, persons who are currently engaged in efforts to form a union, and former unionists who are under threat because of their past union-related activities.	January 2014	May 2014	December 2014		Increase the coverage of the videos developed in 2013.	Underway – Hired an external consultant to elaborate 3 additional videos and continued the photographic registry of Project events.	
Activity 3.1.2: Design and implement a training programme for trade union trainers, at the national and regional levels, on the expanded coverage of protection programmes to include labour activists, persons who are currently engaged in efforts to form a union, and former unionists who are under threat because of their past union-related activities.	March 2014	September 10, 2013	December 2014		Develop a Program to socialize the educational graphic ( <i>Ruta de Proteccion</i> ) with trade unionists.  Improve administrative flexibility for requests for protection measures through regional and national tables.	Underway – Held first event to socialize the graphic in Medellin, September 10, 2013.  Planned –	Melva Díaz
Activity 3.1.3: Design and implement a training programme for trade union trainers on the fundamental rights of freedom of association and collective bargaining, including strategies to increase trade union membership.		September 10, 2013	December 2014		Develop a Program to socialize the educational graphic ( <i>Ruta de Proteccion</i> ) with trade unionists.	Underway – Held first event to socialize the graphic in Medellin, September 10, 2013.	Melva Díaz



**OUTPUT 3.2:** Officials of the Prosecutor General’s Office and the justice system, including police investigators, prosecutors and criminal court judges assigned to labour cases, will have been trained on the specific application of the fundamental rights at work of freedom of association and collective bargaining as they pertain to the most critical issues present in labour violence cases.

<p><b>Activity 3.2.1:</b> In consultation with the Prosecutor General’s Office and the Supreme Court and other authorities concerned, design and implement a training programme for justice officials, prosecutors and police investigators at the national and regional level, on the fundamental rights at work of freedom of association and collective bargaining that strengthen their capacity to conduct investigations in cases of violence or threats against individuals involved in union activities.</p>	<p>March 2013</p>	<p>June 19, 2013 (date of first event)</p>	<p>November 2013</p>		<p>Design and implement a training module on fundamental labor rights that can be used by all training entities responsible for training officials charged with the investigation and prosecution of persons or groups that commit crimes with an anti-union motive – <i>Escuela de Fiscales, Escuela de la Procuraduría, Escuela de la Defensoría del Pueblo, Escuela de la Justicia Penal Militar, Rodrigo Lara, Medicina Legal, and Escuela del Inpec.</i></p>	<p>Underway – The Train the Trainer Program for the Escuela Judicial Rodrigo Lara is scheduled to start in August 2014. Training Program for the Ministry of Education on Conduct Prejudicial to the Right to Freedom of Association is scheduled to start in July 2014. Training Program for Judges on Conduct Prejudicial to the Right to Freedom of Association launched on February 21, 2014 and was replicated in 11 regions.</p>	<p>Melva Díaz</p>
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<b>Activity 3.2.2:</b> In consultation with the Prosecutor General’s Office and the Supreme Court and other authorities concerned, design and implement training programmes for justice officials and for prosecutors and police investigators, at the national and regional level, on evaluating whether a homicide victim is a current or former union member, labour activist, or was engaged in active efforts to form a union and whether the underlying motive for the crime was anti-union animus.	March 2013	July 22 – 26, 2013 (date of first event)	November 2013	December 2013	Design a practical investigation guide and training module for the optimization of procedures for the identification of victims and the investigation of anti-union motive to be used by all training entities responsible for training officials charged with the investigation and prosecution of persons or groups that commit crimes with an anti-union motive. (This activity is part of the <i>Certificate Course for the Optimization of Investigation of Crimes with an Anti-Union Motive</i> ).	<b>Completed</b> – Replicated the Certificate Course in four regions. During 2014 the Certificate Course will replicate the Module on Communication Strategies and Effective Interaction.	Melva Díaz
	January 2014		December 2014		Socialize with trade unionists their rights and obligations under Lay 1448 of 2011 on the restitution of victims.	Planned –	
<b>OUTPUT 3.3:</b> The Prosecutor General’s Office’s engagement with stakeholders, including victims and their families, improved.							
<b>Activity 3.3.1:</b> In consultation with the Prosecutor General’s Office, conduct an assessment of existing mechanisms used for communication between the Prosecutor General’s Office and stakeholders, in cases under its jurisdiction, and make recommendations.	January 2014		December 2014		Design a training program for the Context Unit of the Fiscalía on “Creating Trust” under Circular 001 of 2012. (This activity is part of the <i>Certificate Course for the Optimization of Investigation of Crimes with an Anti-Union Motive</i> ).	<b>Underway</b> – Held strategic planning session.	Melva Díaz

<b>Activity 3.3.2:</b> In consultation with the Prosecutor General's Office, design and implement a strategy for regular updates, progress reports, information sessions and hearings between officials of the Prosecutor General's Office and the interested parties in labour issues, including the National Trade Union School ( <i>Escuela Nacional Sindical</i> ) and the three largest trade union federations, as well as victims and their families.	June 2013		July 2015		Design and implement a webpage to update interested parties on case status.	Planned – Waiting on further discussions with the Prosecutor General's Office.	Melva Díaz
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## **Annex B: Response to donor comments from last report**

<b>Report number/period:</b>	NA
<b>Project:</b>	Promoting Compliance with International Labour Standards in Colombia
<b>ILO TC code:</b>	COL/11/04/USA

No donor comments received on the last TPR.