

RESULTS FRAMEWORK FOR SOUTH AFRICA LABOR SECTOR PROGRAM

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RESULTS FRAMEWORK

FIGURE A-1. CROSS-CUTTING RESULTS FRAMEWORK FOR THE LABOR SECTOR IN SOUTH AFRICA

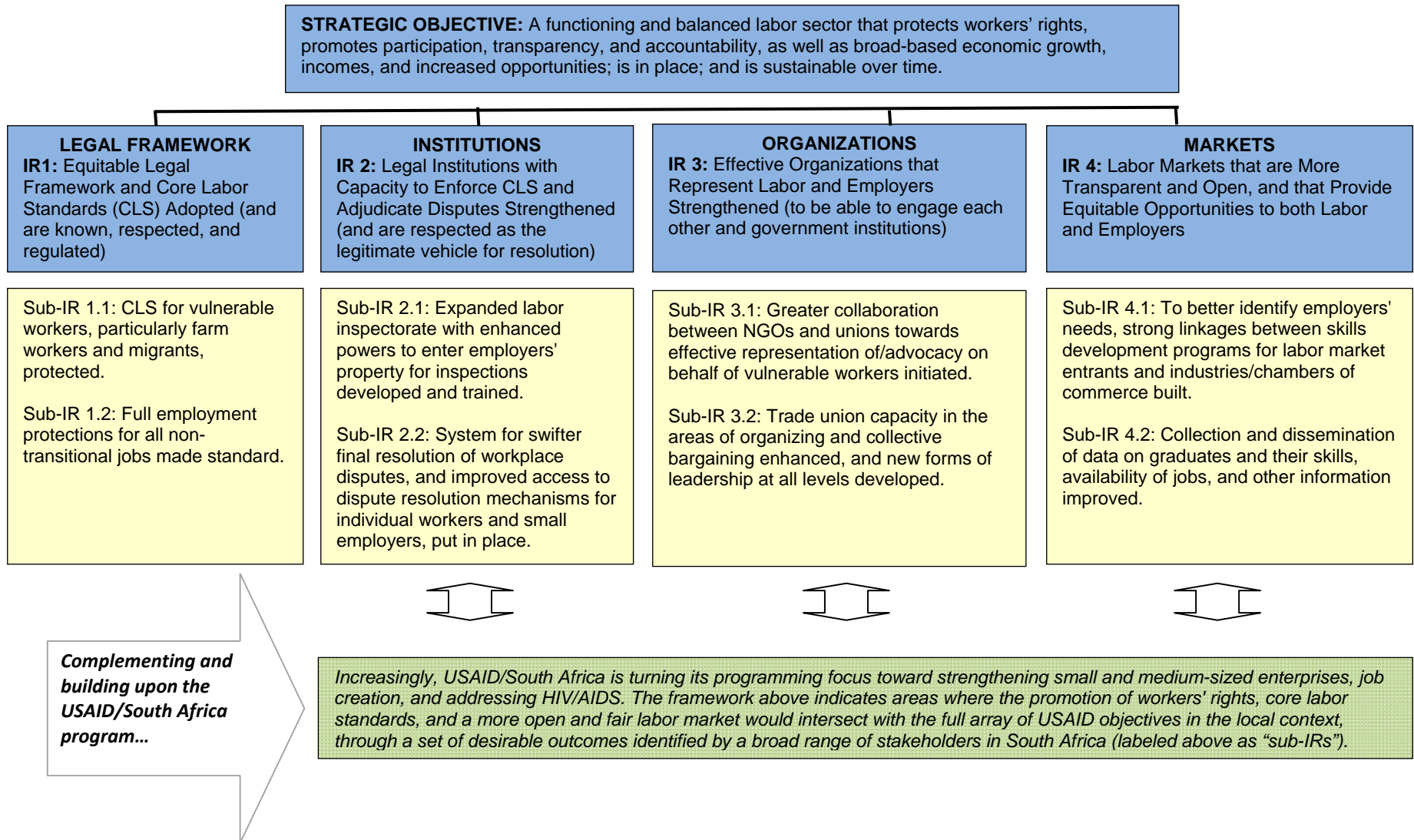
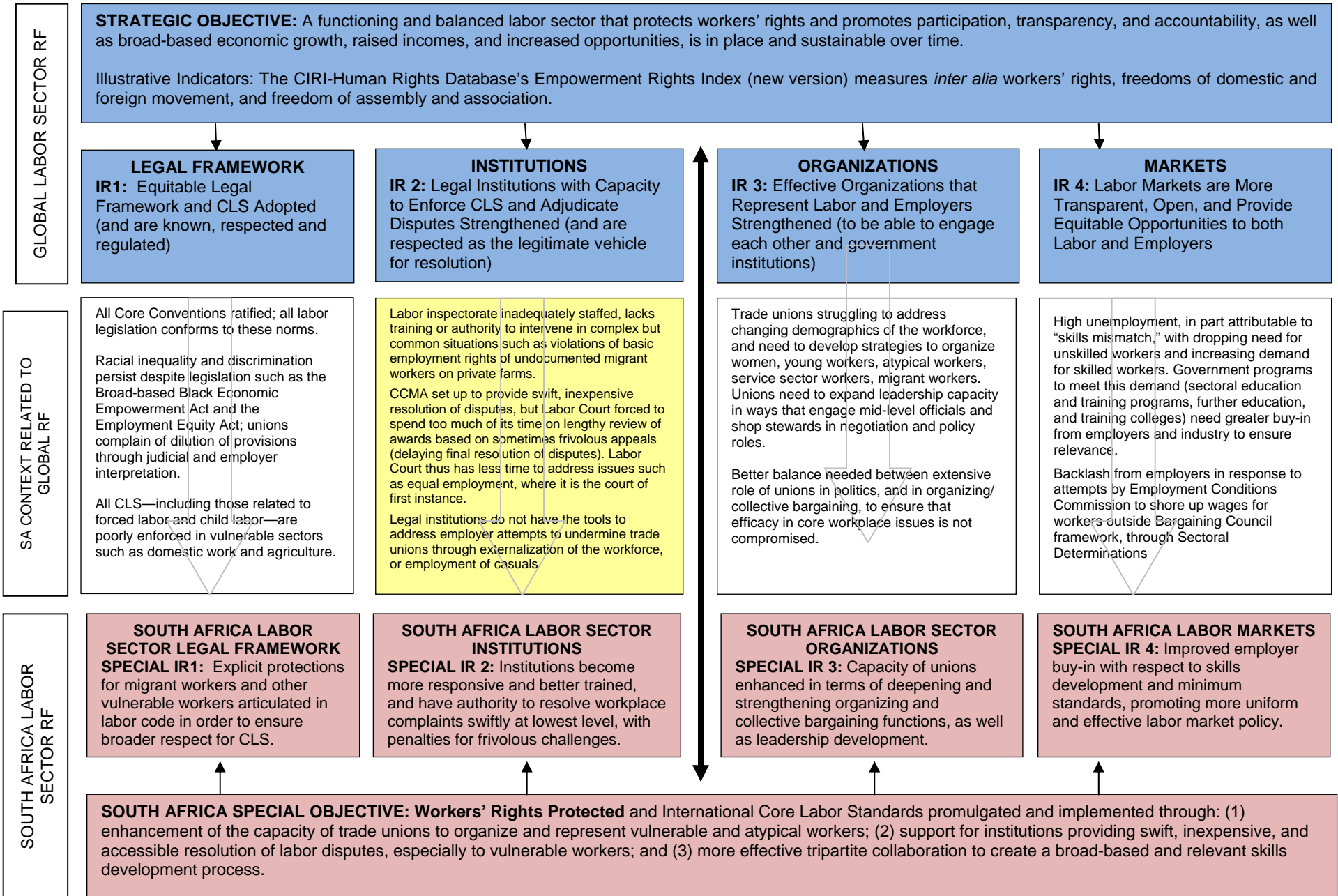


FIGURE A-2. TRANSITIONING FROM THE GLOBAL RESULTS FRAMEWORK TO A SOUTH AFRICA LABOR SECTOR RESULTS FRAMEWORK



**FIGURE A-3. PROPOSED RESULTS FRAMEWORK FOR STRENGTHENING THE SOUTH AFRICA LABOR SECTOR
(THROUGH WORKER ORGANIZATIONS)**

SOUTH AFRICA SPECIAL OBJECTIVE: Workers' Rights Protected and International Core Labor Standards promulgated and implemented through: 1) enhancement of the capacity of trade unions to organize and represent vulnerable and atypical workers; (2) support for institutions providing swift, inexpensive, and accessible resolution of labor disputes, especially to vulnerable workers; and (3) more effective tripartite collaboration to create a broad-based and relevant skills development process.

SOUTH AFRICA LABOR SECTOR LEGAL FRAMEWORK
SPECIAL IR1: Explicit protections for migrant workers and other vulnerable workers articulated in labor code in order to ensure broader respect for CLS.

SOUTH AFRICA LABOR SECTOR INSTITUTIONS
SPECIAL IR 2: Institutions become more responsive and better trained, and have authority to resolve workplace complaints swiftly at lowest level, with penalties for frivolous challenges.

SOUTH AFRICA LABOR SECTOR ORGANIZATIONS
SPECIAL IR 3: Capacity of unions enhanced in terms of deepening and strengthening organizing and collective bargaining functions, as well as leadership development.

SOUTH AFRICA LABOR MARKETS
SPECIAL IR 4: Improved employer buy-in with respect to skills development and minimum standards, promoting more uniform and effective labor market policy.

Special Sub-IR 1.1: Worker organization use of mechanisms such as NEDLAC to negotiate explicit protections for vulnerable workers (in terms of minimum standards, protections against unfair dismissals, and access to dispute resolution mechanisms) initiated and expanded.

Special Sub-IR 1.2: Proposals by trade unions to include NGOs representing vulnerable workers in tripartite mechanisms designed to address gaps in legislation initiated and pursued.

Special Sub-IR 2.1: Strategies for cooperation between trade unions and local labor inspectors to rapidly detect and respond to violations of basic employment rights of organized and unorganized workers developed and implemented.

Special Sub-IR 2.2: Collaborations between worker organizations and legal services NGOs to improve access to dispute resolution mechanisms for unorganized workers (potentially through development of paralegals) planned and initiated.

Special Sub-IR 3.1: Trade union resources for organizing vulnerable workers (including human resources) identified and committed.

Special Sub-IR 3.2: Trade union institutions dedicated to research and policy, shop floor leadership, and training of organizers and negotiators (with a particular focus on investing in women unionists) expanded or developed

Special Sub-IR 4.1: Through union participation in collective bargaining spaces, as well as expenditure of political capital, employer buy-in for skills development negotiated.

Special Sub-IR 4.2: At the level of trade union agendas, campaigns related to job creation and minimum standards for unorganized workers are prioritized and resourced.

Illustrative Indicators:

Number of joint proposals undertaken by labor and community constituencies at NEDLAC and in other fora, seeking greater legal protections for vulnerable workers.

Policy documents and actual programs indicating trade union commitment to closer collaboration with NGOs supporting unorganized and vulnerable workers.

Illustrative Indicators:

Number of meetings and joint trainings conducted between grassroots union leaders and labor inspectors.

Increase in proportion of unorganized workers seeking access to justice; degree of reduction in numbers of unsupported workers approaching dispute resolution bodies.

Illustrative Indicators:

Number of staff and number of specific programs focused on organizing vulnerable and atypical workers; increase in union density in sectors such as agriculture, domestic work, retail, and other services.

Number of workshops organized for shop stewards, number of new programs for development of new leaders in matters of policy and negotiation, and number of new organizers (all disaggregated by gender)

Increase in women leaders at all levels.

Illustrative Indicators:

Number of individuals accessing traineeships and apprenticeships, either for retrenched workers or new entrants to the labor market.

Number of union-sponsored programs to promote skills development and minimum standards outside the currently organized sector.

Degree of absorption of graduates of skills development programs, both into employment and into unions.