

Technical Progress Report Form
Submitted to U.S. Department of Labor/Bureau of International Labor Affairs
Office of Trade and Labor Affairs

Important: Grant information. Check with ILAB PM if in doubt.

A technical progress report (TPR) shall be submitted semi-annually, unless otherwise specified by the project. Submission dates for TPRs are April 30 and October 30.

Type of Report: <input type="checkbox"/> Abbreviated <input type="checkbox"/> Regular <input type="checkbox"/> Final	Time Period Covered by this Report: <Date to Date>
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Project Name: <Insert project name here> Country: <Insert country name here> Project Number (if applicable): <Insert project number here> Federal Grant Number: <Insert federal grant number here>

Recipient Organization: <Insert recipient organization name here>
Recipient Organization Contact Information:

<i>Headquarters:</i> <Insert Headquarters contact information here>	<i>Field Office:</i> <Insert Field Office contact information here (if applicable)>
Original award amount: <Insert amount> Current award amount: <Insert amount>	Modification number: <Insert number> Modification amount: <Insert amount>

Key Project Dates:

Cooperative agreement signed on: <Date> Actual start date was: <Date> Expected date of evaluation is: <Date> Actual date of evaluation was: <Date>	Expected end date of project is: <Date> Modification date is: <Date> Project end date with modification is: <Date> Actual end date of project was: <Date>
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Attachments <i>(please mark the checkboxes below to indicate the annexes attached)</i> <input type="checkbox"/> Revised Work Plan <input type="checkbox"/> PMP Data Reporting Form in a separate spreadsheet file (MS Excel) <input type="checkbox"/> Updated Sustainability Strategy (including Stakeholder Management Plan and/or Risk Management Plan) <input type="checkbox"/> Revised Subaward Table <input type="checkbox"/> Outputs produced by the project (e.g., training materials, research reports, posters) <input type="checkbox"/> Update on project activities in response to evaluation and audit recommendations <input type="checkbox"/> Status of VAT Exemption <input type="checkbox"/> Acronym List <input type="checkbox"/> Other documents requested by ILAB (e.g., copies of legislation, other reports, updated PMP): <Insert title>
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Important: Make sure the authorized certifying official is the same authorized official indicated on page 1 of the Notice of Award.

Certification: *I certify to the best of my knowledge and belief that this report is correct and complete for performance of activities for the purposes set forth in the award documents.*

Printed Name and Title of Authorized Certifying Official:



Authorized certifying official is the same individual listed as Authorized Official on page 1 of the Notice of Award.

Signature of Authorized Certifying Official:



Only the official authorized to sign the grant award should sign this form.

Telephone of Authorized Certifying Official:

Email of Authorized Certifying Official:

Date Report Submitted:

Important: Review budget data with financial team and ILAB’s PM.

USDOL – ILAB OTLA TPR Form

Budget: Please provide a brief budget report for the reporting period as a separate attachment. See the example provided below.

If adjustments to the approved project budget need to be made, please indicate proposed changes and explanations alongside the relevant budget category. If a formal budget revision is needed, please follow the guidance included in the *Management Procedures and Guidelines* (MPG) on page 30.

Example Budget Report

Budget Category	Total Planned Expenditures (cumulative to date)	Total Actual Expenditures (cumulative to date)*	Planned Expenditures this Reporting Period	Actual Expenditures this Reporting Period	Proposed Adjustments	Reason for Adjustment
Personnel						
Fringe Benefits						
Travel (incl. per diem)						
Equipment						
Supplies						
Contractual						
Construction						
Other Direct Costs						
Total Direct Costs						
Indirect Costs						
Total Costs						

*Total actual expenditures (cumulative to date) values should match what is reflected in the most recent FFR.

[INSTRUCTIONS TO GRANTEES]: In the following sections, project teams will find examples of what ILAB officials are looking for in TPR contents and examples of what should be avoided when preparing TPR sections .

Country Update¹

In this section, if applicable, please *briefly* describe any action the government, civil society, or other actors within the country took to improve labor rights via policies, laws passed, or programs. This action does not necessarily need to be related directly to the project’s activities or outcomes. Please keep descriptions brief—bullet points are preferred.



Industry Forecast: For the marketing year October 2023/September 2024 (MY 2023/24), overall production of crop A is expected to increase slightly to 450,000 metric tons (MT) due to improved rainfall patterns. This all gives a certain stability to the workers and the possibility to negotiate salary increases.

Import Tax Proposal: Country B’s automotive parts industry as opposed a proposal to zero import taxes on products. Local producers believe they can meet domestic demand and international

**Only top grantee-relevant topics included, including sectoral-specific information only.
Concise descriptions supported with macroeconomic data.**



commitments without such a measure.

Regional update: During November 2023 a workshop was organized in the capitol Christophorus by representatives from the Ministries of Health of the Region, the United Nations Health Organization, and the Executive Secretariat of a Regional Health Initiative. The focus was to discuss strategic areas for defining policies and actions for preventing, mitigating, and controlling OSH. Project staff introduced information systems, prevention through occupational hygiene programs, and interdisciplinary research on OSH.

In February 2024, representatives from the Regional Committee of Health Ministers, the National Occupational Safety and Health Consortium, and the Program for Health, Labor, and Environment gathered in the capital city for the Fourth International Workshop on OSH. During the event, several recommendations were formulated to address OSH at all levels of healthcare with a special focus on worker safety trainings.

The Regional Health Organization modified its previous stance on the causes of OSH. In their presentation during the Fourth International Workshop, they acknowledged that OSH is linked to working conditions, explicitly mentioning strenuous work, reduced rest, and high exposure to heat. In addition, they recommended the hydration-shade-rest intervention as a preventive measure in outdoor work, screening in primary health care for the presence of risk factors, and changes in legislation.

Country A Country update. – There was a peaceful transition of presidential power in mid-January 2024. In March 2024, the Minister of Labor and Social Welfare requested the Labor Commission to monitor law ABC, which aims to grant the Tripartite Commission of Labor Relations and Trade Union Freedom legal status through a legislative decree.

¹ ILAB PMs: This is meant to assist with reporting the ILAB-4 measure for the AMP.

Country B. Country update. – In November 2023, the Ministry of Health and the Ministry of Labor and Social Security collaborated to reactivate the National Commission on Workers' Health after a decade of inactivity. The commission comprises representatives from the government, employers, and

Multi-country project with regional update on topics that can affect all countries, followed by brief country updates.

workers at the highest level and aims to promote and prevent occupational safety and health.



Project Director visit to Region C. During this reporting period, the Project Director visited Region C. On January 22, 2022, an international conference entitled "The challenges of social justice: how do labor rights are supported in a climate change era?" organized by the Ministry of Social Development at the presidential residence was held with the participation of the Project Director and high-level government officials, including the prime minister. Several panel discussions focused on "Social justice and women's economic empowerment", "Social justice and the future of work" and "Challenges of the developing labor market and social justice", during which the participants discussed the challenges and opportunities of global, regional and national labor markets, the creation of necessary conditions for decent work, the vision of the future of work, etc. The Project Director had meetings with the Prime Minister, President of the Country, as well as the Minister of Labor, the President of Trade Unions of Country B, and President of the Employers Association. The Director hoped that the discussions would build on the past international conference to promote labor rights, especially related to migrant workers. The principal outcomes of the Director's visit encompassed the following key points: [...]

Too lengthy; this event seems relevant to the implementing partner's internally, but not to the country conditions that affect ILAB's advancement of grant goals.

Project Highlights²

In this section, please provide a brief summary description of **no more than three** significant accomplishments achieved during the reporting period. Accomplishments may include project achievements or achievements made by the stakeholders to ensure the project's work is sustainable. (E.g., stakeholders taking ownership of a part of the project's work.) Describe how each accomplishment contributes to your predicted outcomes/outcome domains and/or is supporting emergent outcomes. Compelling statistics are welcome. No more than 250 words per accomplishment.



October 2023: Fair Pay & Development and subgrantees signed contracts to initiate the implementation of the Fair Pay & Development activities at the local level.

Implementing partner signed the sub awards contracts with *Subgrantee 1*, *Subgrantee 2*, *Subgrantee 3* and *Subgrantee 4* that officially marked the start of the project implementation in the identified communities. This was completed after the Project Validation process. This represented an important milestone for the project and allowed the organizations to start implementing the activities.

November 2023: Project management and companies signed a memorandum of understanding (MOU) to implement project activities. Throughout November and December, implementing partner

² This section is not required for the first TPR.

signed a MOU with Company A and Company B, the two companies that will participate in the project with the objective of establishing the roles and responsibilities of both parties (implementing partner - organizations, and Company A companies) for the successful implementation of the project activities.

Intensive Convening Partners training for organizations, workers and companies: In Feb 2024, implementing partner led an intensive four-days training to organizations, companies, workers unions, worker representatives and promoters with the goal of providing knowledge and expertise on how to conduct successful social dialogues. 38 representatives from the subgrantee organizations A, B, C, and D *Subgrantee 1, Subgrantee 2, Subgrantee 3, Subgrantee 4, and Subgrantee 5* participated in the training divided into regions East and West. It was decided that the first capacity building exercise in the East was going to be conducted on April 18th and before that a planning meeting. Implementing partner will lead the coordination of the capacity building exercise until the organizations and workers get all the necessary tools and conditions to make it sustainable. During this training, implementing partner discussed the first social dialogue protocol, which includes the principles, rules, roles, responsibilities and structure of the capacity building exercise. This training represented the first step for the successful implementation and continuity of the social dialogues in the country throughout the life of the project and to ensure its sustainability through the organizations and companies after the end

Highlights are broken down by relevant months and milestones in the reporting period; concise paragraphs containing milestones.



of the project.

In 2022, the project's "Assessment of the OSH Standards Systems" in Country B concluded with a recommendation to conduct Training of Trainers (TOT) for OSH inspectors, aiming to bolster the capacity of the OSH Inspection Body of Country B by establishing a pool of trainers for continuous learning. This initiative, executed in three stages, commenced with a one-week TOT session focusing on enhancing inspectors' soft and technical skills. Subsequently, a five-month follow-up and coaching phase provided on-site support for designing and delivering training sessions, facilitated by a contracted national consultant with support from the implementing partner's international team. The final phase consisted of a follow-up workshop and an assessment, based on whose results, the project issued certificates of achievement to selected inspectors. Feedback from the assessment process highlighted participants' recognition of the rigorous effort invested, resulting in significant personal and professional growth, fostering enhanced confidence in their abilities.

In the context of this highlight, the information provided corresponds to fiscal year prior to the reporting period. Further, the referenced classes had not occurred yet; this content would be a highlight only once details about the training implementation were available (e.g., number of participants, milestones, etc.).

Optional Project Story: Provide a concise success project story (400-600 words) that illustrates a significant change that your project contributed to this period. Please include how you were able to contribute to that change (key factors) and how you think it is important in terms of the people and systems you are hoping to have an impact on. Consider what you would tell a colleague or friend that doesn't know much about your work but is curious and cares about the issues. This should contain the details of who, what, where, when, and why it is important. Possible highlight topics include engaging in a new partnership, a successful new and innovative activity, or a case study of an institutional

partner. A project story can be individual, about the impact of the project on a particular person, group of people, organization, or institution, or a story about how the project is advancing international worker rights at a systems level.

The project story should use plain language, and if possible, please include photographs, videos, or a link to any other media relating to the story. Individuals in any photograph or video should consent with the project to use this material; make sure your organization has signed ILAB consent forms for the story and any pictures. Quotes from the workers can also be included. When relating a story about an individual, please remember to include that worker's motivation for change, rather than depicting them as a passive receptor of grantee services. If including a photo or video, ensure that you include the signed release to use the content. *You may add additional project stories by adding rows to this table.*



Charles spent many years working in the avocado sector until a tragic work accident cost him several fingers, rendering him unable to continue working. In 2012, despite being granted a disability pension by Presidential decree, Charles's irregular immigration status prevented him from accessing this essential support.

Charles sought solutions, and in 2023, subawardee C— offered him assistance, initiating a legal appeal process within the labor courts to secure the rightful pension owed to him. Through project activities in the area, subawardee C could closely follow up on this process, culminating in a landmark ruling in early 2024 that finally granted Charles the pension he had waited for over a decade. However, the hurdles were far from over.

Lacking a valid identification document, Charles remained unable to access his pension through the Ministry of Finance. In a tremendous effort from subawardee C and the support of the project, a passport from the Embassy was released to Charles, letting him open a bank account and finally access his pension of approximately \$180 US dollars per month. Though modest, this sum represents a significant victory for Charles and his family, who had long struggled to live with a certain dignity.

Story shows the human side of the project's efforts to impact in worker' lives. The role of the subawardee is clear, and steps are well described and logically organized. Project has collected the signed consent forms from any individuals featured in photos; these individuals are never identified by their full names nor personal identification information.



Story includes a color photo of Charles and his spouse.

For several years and on an ongoing basis since October 2021, primarily under the previous iteration of this project, the negotiations of a collective bargaining agreement (CBA) between garment production workers and Company 2 were in a very difficult period. Workers' main demands from Company 2 included improving the labor safety conditions and increasing the salaries for all workers. The project has been engaged from the start of the negotiation process, responding to worker demand. During its intervention in the process, workers engaged with legal staff to help them increase their bargaining power by calling for a strike, including one that exceeded 30 days in 2022. Company 2 fired several local trade union leaders working at the company. While the lawyers have started a legal process to reinstate these workers, little progress had been made until the most recent reporting period.

Throughout the entire process, the project had tried to engage with workers and relevant union leaders at Company 2 in various project activities and provide legal support. For example, the workers at Company 2's factory had attended various capacity building sessions to learn about their labor rights between 2017 and 2022. These workers also attended and hosted a few of the training sessions on CBA

negotiation that occurred in the last iteration of the project. The project's main lawyer carefully accompanied the CBA negotiation processes before, during and after the strike.

As the struggle continued, the Ministry of Labor changed the conciliation team in June 2023. With the lawyers' support, some progress was made and the workers at the plant conducted a final, strike in August 2023. This consequential event prompted Company 2 to finally address the workers' demands and sign a new collective contract. The new contract represents an outstanding milestone for the project and workers. The collective contract includes guaranteed leave, legitimate contracts on writing, sick days, and indeterminate agreements per national law. According to the collective contract, Company 2 must improve the safety conditions at the factory and increase salaries by 150 percent compared to 2022 levels.



The collective bargain agreement also represents an important milestone forward for the state of private sector and labor social dialogue in the country C. This is one of a small number of successful CBA experiences to resolve a labor relations impasse, improve conditions, and allow workers and employers to solve workplace issues in Country C. This experience provides rich lessons for future CBA issues resolution at Company 2 and can serve as an example of strategies to promote dialogue between private companies and laborers for other workers and sectors in Country C. Also, this outcome also signals to workers in other industries the value of collective bargaining, which is enshrined in Country C's law, in potentially improve OSH and workplace conditions for workers, despite the legal embattlements. Project staff will continue showcasing this positive outcome in exchanges with other relevant stakeholders in the future.

Story describes project activities in too much detail. While results from it are worthwhile to include, like what the CBA includes and that this was a win for workers, authors should focus on one result or conclusive event, and portray human voices in it.

Review of Workplan (Progress on Activities)

In this section, list each of the planned activities (one per row) for this reporting period, as found in the approved Work Plan from the Project Document. (You do not need to include activities that were completed in previous reporting periods or will not start until future reporting periods.) For each activity, indicate:

- **Activity Status:** Not started (delayed), In progress (delayed), In progress (on track), Completed.
- **Related Output-Level Indicators:** If there are any related output-level indicators in the PMP, list the indicator numbers for the relevant indicators. (You do not need to list indicator data. This simply points project officers to the relevant areas of the PMP).
- **Description of Activity Progress:** Provide a narrative of progress made during this reporting period. If not completed, briefly describe the actual progress completed on the activity.
- **Proposed Activity Changes, If Any, and Reasons:** If necessary, include any proposed changes to the workplan, whether they have been discussed with ILAB, and the reason for the change. **If proposing changes to the Work Plan, include the updated Work Plan as an attachment to this report.**

Activity	Activity Status: Not started (delayed) In progress (delayed) In progress (on track) Completed	Related Output-Level Indicators, If Applicable	Description of Activity Progress:	Proposed Activity Changes, If Any, and Reasons:
 1.1.1. Conduct ongoing workers interviews to incorporate worker voice into all aspects of project implementation and ensure workers view project activities as credible and trustworthy.	<div style="border: 2px solid green; padding: 5px; text-align: center;"> Good example of complexity-aware monitoring to inform and help adaptive management. </div> In progress (on track)	Standard Indicator 1A	A total of 107 workers were reached by the CSOs through direct interviews using the standardized forms in 8 provinces within the geographic coverage of the project. Project staff created case management plans with each worker according to the individual needs presented (either related directly to work or their living conditions) and provided at least 1 follow-up visit.	
 Source: Activity 1.2.2.3: Strengthen the internal capacity of the Labor Inspectorate to build capacity of inspectors.	In progress (on track)		Under the project's scope of work and in close collaboration with the Ministry of Labor, we organized a two-day capacity-building training session for OSH inspectors at both the province	

	<div style="border: 2px solid red; padding: 5px; text-align: center;"> <p>Description of progress is too lengthy and not too informative.</p> </div>	<p>and the national levels. The training included 35 participants (4 attended only one day), 16 of them female inspectors, and took place in October 2023.</p> <p>The primary objective of capacity building activity was to promote labor inspectors' capacity to identify violations of OSH standards and gain practice on how to enforce such standards at the workplace. Key topics included the following:</p> <ul style="list-style-type: none"> (i) Understanding OSH principles and national labor legislation (ii) Identify and discuss experience on mitigation strategies to the main obstacles to identify violations and enforce OSH standards. (iii) Discuss and reflect about potential liabilities in the inspection process at workplaces. (iv) Share and examine data collection strategies that inspection bureaus have conducted in several contexts and discuss their adaptation to consolidate a monitoring practice of OSH compliance. <p>This comprehensive capacity building effort had the intent of promoting a better implementation of OSH inspection procedures among OSH labor inspectors, and to align inspection practices with the Labor Inspectorate's procedures.</p> <p>In this reporting period, the project also designed a labor inspection manual, along with instruction materials to facilitate its navigation and comprehension, both in hard copies and e-forms. The project provided hardcopies of this pilot version of the manual to 25 labor inspectors assigned to Industry 4. The project also organized 4 review and training sessions on the</p>	
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			<p>manual, one per month between February and May 2023, to which over 32 inspectors and officials attended from the Labor Inspectorate. During a 6- month period after the launch of the pilot manual, the project provided a biweekly coaching session of two hours to attendee inspectors to learn about the challenges they experienced when implementing the manual principles and discuss potential solutions and mitigation strategies. Such coaching extended for 6 months between June and November 2023, with an average of 5 attendees per session. The effort included project staff conducting monthly follow up calls with Inspectorate staff and the coaching consultant to discuss main trends, challenges and mitigation strategies in the inspectors practice. After the end of coaching activities, the international consultant conducted one-day workshop on December 10, 2023, to further hone out the soft skills of selected 14 inspectors and assess their progress more broadly. While the project planned to create a training of trainers and migrate this effort to the Inspectorate, the Project continues conducting active discussions with the Inspectorate to identify an efficient and feasible modality for institutionalizing of the ToT and future training and coaching activities, as a sustainable and systematic component of the Inspectorate training and learning strategy.</p>	

Highlight 1-2 Promising Practices (particularly in aspects of the project that are sensitive to complexity)

In this section, describe 1-2 promising practices that could contribute to either **planned** or **emergent** outcomes, which your project team feels are important to highlight for this reporting period (and are not already reflected in the Data Reporting Form). For each highlight, indicate:

- **What is the promising practice?** Include a short description of the promising practice, how it was implemented and the result, including who was affected and how.
- **What is the related TOsC outcome domain?** If applicable, indicate which ILAB TOsC outcome domain is related to this promising practice.
- **What is the related project activity or output?** Describe the project activity or output from the project’s logic model or work plan that the promising practice pertains to.
- **Are there any sustainability considerations³?** If applicable, describe how the promising practice(s) could contribute to sustained change and any implications for the project’s sustainability strategy.
- **Are any adaptations or adjustments needed?** Describe any adaptations or adjustments that should be made to the project’s design, implementation, or MEL system to capture and track results for this promising practice.



Promising Practice 1:

What is the promising practice?

The collaborative mentorship sessions with women workers and union leaders have developed into a promising practice. The collaborative mentorship sessions take place every quarter. They pair experienced union leaders (mostly men) and women workers with mentors from Country A and Country B labor centers and civil society organizations. In these sessions, mentors guide mentees in navigating union structures, understanding their rights, and advocating for themselves. The mentees, especially women workers, build confidence and skills while the mentors (union and civil society organization leaders) become more cognizant of the specific challenges that women workers in the workplace face. The mentors also assisted the participating unions with developing realistic work plans and accountability targets. During the mentorship sessions, the project team created messaging groups for mentees and mentors to facilitate communication and access to information and support. The messaging groups have eliminated bureaucracy, allowing mentees to access their mentors. The messaging groups have also allowed the partners to hold each other accountable and continually share new learning.

What is the related TOsC outcome domain (if applicable)?

TOsC outcome domain 2 – strengthened capacity associated with systemic improvements in workers’ rights.

TOsC outcome domain 1 – strengthened linkages/networks associated with systemic improvements in workers’ rights.

³ Reference the [TOsC Guidebook for ILAB Workers’ Rights Programs](#), [ILAB Sustainability Guide](#), and/or the project’s Sustainability Strategy (including Stakeholder Management Plan and/or Risk Management Plan), as needed. If the project’s Sustainability Strategy has been updated, please attach it to the Technical Progress Report.

TOsC outcome domain 5 – strengthened demand for services, benefits, protections, or programs associated with improved workers’ rights.

What is the related project activity or output?

Activity 1.2.2 Ongoing project support for union leadership

Are there any sustainability considerations?

Pairing the women with experienced union and civil society organization leaders results in:

- women workers gaining increased knowledge of the structures and available mechanisms to address discriminations and GBVH,
- women workers building new relations with union leaders and dealing away with bureaucratic barriers, and
- union leaders gaining knowledge of the specific issues that women face in the unions and workplaces.

Convening Partners envisions that the mentored women workers will use the knowledge gained through the mentorship sessions to mentor less experienced women workers, thus creating a multiplier effect, which will potentially benefit future generations of leaders and ensure ongoing transfer of knowledge. As a result of eliminating bureaucratic obstacles, and women workers and union leaders building new interactions, there will be stronger advocacy efforts to demand gender inclusive and equitable workplace policies. These outcomes can be captured aligning their measurement under standard indicators 5A or 5B.

Are any adaptations or adjustments needed?

Results from this unplanned activity can be monitored to feed into TOsC indicator 5A/5B, 1A/1B, and added to the workplan.

The grantee clearly but succinctly describes a specific activity that has become a promising practice. The grantee relates this promising practice to the relevant outcome domains and project activities, describes sustainability considerations, and describes adaptations needed to the project related to the promising practice.



Promising Practice 2:

What is the promising practice?

During the preceding reporting periods, the project successfully concluded the "Assessment of the Country OSH Framework" and subsequently engaged in a thorough validation process with key stakeholders. The assessment report outlined specific recommendations tailored towards rectifying identified gaps and shortcomings within the country's OSH framework, as well as addressing broader concerns within the nation's labor administration framework. These recommendations were strategically aligned with key international labor standards on labor inspection, encompassing essential functions of the OSH system, requisite elements for its effectiveness, and pertinent concerns pertaining to the country's OSH framework.

Subsequently, consensus was achieved among key stakeholders to develop of a comprehensive roadmap for the implementation of the recommendations outlined in the safety and health gap analysis. This roadmap aims to enhance the alignment of country's OSH framework with the internationally recognized best practices in worker safety and health. Throughout the reporting period, numerous deliberations were conducted to facilitate the refinement and formulation of this roadmap.

What is the related TOsC outcome domain (if applicable)?

Improved delivery of services

What is the related project activity or output?

Activity 1.1.1.2: Support the implementation of the roadmap on recommended reforms.

Are there any sustainability considerations?

This process fosters collaborative efforts and stakeholder's engagement to ensure ownership and legitimacy.

Are any adaptations or adjustments needed?

New activities were proposed during the next year of project implementation.

The response to "What is the promising practice?" describes a series of planned project activities undertaken by the grantee, from conducting an assessment and drafting a report to gathering consensus among stakeholders and developing a roadmap on recommended reforms. However, it is not clear which of these actions is the promising practice. While the related TOsC outcome domain would be 7B – Number of unique touchpoints or leverage points within a system with improved delivery of services, programs or duties associated with improved workers' rights – the Grantee did not link the outcome to a TOsC outcome domain, discuss sustainability considerations, nor adequately reflected on adjustments that may be needed.

Opportunities/Challenges⁴

In this section, if relevant, describe any opportunities or challenges that emerged in the reporting period related to your activities and outcomes. These could be related to:

- implementation,
- stakeholders, partners, and implementing agencies,
- risks, opportunities, and external factors,
- possible upcoming issues that you are anticipating, or
- other major issues/problems, including the country context or operating environment.

Indicate which activity(ies) and/or outcome(s) each opportunity or challenge may affect. What project changes, if any, are proposed related to those challenges/opportunities?



Opportunities

In Country A, two women's commissions have information-sharing and capacity-building training platforms for women's workers. These existing platforms were listed during the activity **1.2.2 Ongoing Support to Union Leadership** as opportunities to further advance best practices to address discrimination, gender-based violence and harassment in workplaces. The details of dates and locations are under the **Review of Workplan (Progress on Activities)** section.

In Country B, during the activity **1.5.1 Training of Trainers workshop**, participants informed the project team that there are existing platforms such as the weekly safety talks, monthly staff meetings, muster ground discussions, and local radio talk shows that can be leveraged to step-down training in various workplaces for workers with our technical support. Trainees showed interest and eagerness in using these platforms to disseminate the knowledge and skills they gained to other workers. The details of dates and locations are provided under the **Review of Workplan (Progress on Activities)** section.

These opportunities positively affect the project's strategy toward achieving change through trainings and technical support to unions and workers to deepen knowledge and understand best practices to address issues that limit women's ability to thrive in workplaces.

Challenges

The partners' commitments and competing priorities limited their participation in the project activities. For example, out of 30 participants expected for Activity 1.2.2 Ongoing Support for Union Leadership in Country A on March 15th, fewer than 30 attended. Not having all expected participants poses planning challenges and a risk of not meeting activities' outcome target numbers. Moving forward, we will work to ensure that project activities are planned around the schedules of key union partners. We will also hold one-on-one meetings with key partners in the next reporting period to discuss competing priorities and what the project can do to encourage their participation while minimizing the time burden on them.

The grantee clearly but succinctly describes the main opportunities and challenges, linking them to related activities and outcomes.

⁴ Reference the project's Stakeholder Management Plan and/or Risk Management Plan, as needed. If the project's Stakeholder Management Plan and/or Risk Management Plan have been updated, please attach them to the Technical Progress Report.

Implementation challenges and opportunities



The implementing team continues to face significant challenges in effectively incorporating occupational safety and health practices in the participant farms, which strengthen improved prevention methods and practices (Outcome 1). Here are some examples impacting this

quarter:

- Difficulties with the involvement and commitment to occupational health of some key staff at company A.
- Workers in company A feel uneasy about having to adjust to the new guidelines, which include employee protection equipment and reduced working hours. This is incorrectly perceived as a threat to their income, causing some orange harvesters to seek work with other teams or farms that do not have the same protective guidelines.
- Labor shortages in Country C make work captains wary about imposing anything new that might be off-putting the workers.
- The lack of access ahead of the harvest period to company A workers makes it difficult for staff to conduct awareness training for workers.
- Key staff at company A are concerned about the costs associated with complying with the intervention guidelines and question the productivity benefits.
- Company A managers failed to fulfill commitments to create an occupational health team overseeing the program, which has weakened implementation and results.
- Company A staff assumed their current intervention was sufficient and didn't take recommendations into account.
- Company A management does not consider the increased occupational risk of long hours to be a priority.

Project opportunities and actions related to these challenges:

- By collaborating with stakeholders, the implementing partner assessed the occupational health of 780 company A workers in three countries and analyzed the exposure to various occupational risks for 1,700 company B workers.
- The occupational risk assessments will help raise awareness among top management and workers about occupational health's significance. The proposed approaches will demonstrate that the orange can enhance occupational health without negatively impacting productivity in both countries.
- A focus on trust building and robust information sharing has emerged. Workers and mid-low-level management need frequent and understandable support, information and explanations relevant for their specific contexts. The project has obtained evidence that inter-country comparison between countries do not yield strong improvements; in contrast, appreciative inquiry by shedding light onto project's specific realities inspires reflection and change.

Stakeholders, partners, and implementing agencies challenges

The participating orange companies are still reluctant to change their prevention methods, which may affect the achievement of outcomes 1 and 3. The following are some examples of this challenge:

- The managers of company B see no problems in their occupational risk prevention protocols and do not consider the orange collectors to be at occupational risk of worker safety/injury. Company B staff attributed occupational accidents or illnesses to labor rather than flagrant protection protocol failures.
- The managers of company B's plantations seem to be defensive about reducing working hours or modifying the hydration and rest pattern they previously validated with other consultants. They believe that their current protection program is sufficient, and they hope that the Fair Pay & Development study will confirm its effectiveness. Key personnel at the company B's farms need to be made aware that implementing safety measures without monitoring their impact on workers' health perpetuates the problem by maintaining a culture of neglect towards rest, shade, and hydration among managers and workers.

Project opportunities and actions related to these challenges:

- The team will also propose affordable solutions to improve the identified shortcomings and demonstrate through evidence that implementing a good intervention with regular monitoring is the key to mitigating heat stress and preventing worker injuries among agricultural workers.
- The producers' association may promote a shift in the sector's previous negative attitude towards workplace injury prevention by acknowledging corporate responsibility. In May, it plans to host a meeting with occupational health physicians from member factories to develop an internal policy for workplace injury prevention.
- Trade unions' involvement as negotiators is strategically defined on a case-by-case basis. In Country C, the unions will provide worker training with the support of the subawardee A.

One of the main challenges for stakeholders involved is the lack of assurance in providing social protection rights. Additionally, there is a disinterest among affected workers and their families in using protection systems, which can affect the accomplishment of Outcome 2. Below are some specific cases which speak to this issue:

- The business sector in the countries does not use the term remediation and instead focuses on improving the use of existing social protection systems for workers and families.
- Producers fear the mapping of the program's social protection mechanisms because they do not want to be seen as breaking any laws.
- In remote communities, health units experienced shortages of medical personnel during emergencies in the field.
- Workers self-medicate (some even self-administer intravenous hydration serum) when they experience heat stress.
- Many workers chose not to seek medical attention despite receiving clinical results from Convening Partners indicating reduced worker injuries. The primary reasons for this were their

inability to afford a day off work, which would result in lost income, as well as the expenses associated with transportation and medication.

- Some individuals preferred to hope for a divine miracle rather than accept treatment for severe worker injury due to their religious affiliation.

Project opportunities and actions related to these challenges:

- First, Convening Partners will share the results of the mapping of social protection services and gaps with the private sector to maintain their trust in the intervention. Then, Convening Partners will establish a plan to share the results with other sectors, including workers.
- Since treatment and access to social protections are so difficult in these contexts, the importance of emphasizing prevention is clear.

The grantee clearly describes the project's opportunities and challenges and relates them to relevant outcomes, where applicable. However, some challenges and opportunities are quite general and are not specifically related to the reporting period. They also go into more detail than is necessary, and ILAB worries that this level of effort may be burdensome to the grantee. Grantees should feel free to provide more focused and succinct responses.

Monitoring, Evaluation, and Learning (MEL)

In this section, provide an update on the project's monitoring, evaluation, and learning efforts.

- Please report on any learning activities undertaken in the last reporting period. (Examples may include Pause and Reflect sessions, sensemaking sessions, use of MEL data in planning activities, etc.)
- Please report on the Learning Questions and goals identified as part of the project's Learning for Action Agenda (L4A). What lessons have been learned this period related to these questions and goals?
- Please report on any other lessons or complexity-aware monitoring results learned in this reporting period. What were the most important lessons learned that you want to apply to your work moving forward? How have these learnings been, or how will they be, incorporated into the project. Has the project acquired any new evidence about factors that contribute to or impede sustained change in any of the TOsC outcome domains or other desired outcomes? (If relevant, indicate which outcome domains this evidence is related to.)
- Please report on any MEL-related challenges experienced. (Examples might include difficulty collecting data, difficulty using reporting forms, etc.)

Learning Activities Conducted:



The project team held reflection sessions with critical stakeholders in Country A to enhance the OSH program's effectiveness in its second year. The implementation process was adapted based on the feedback received from these sessions. For instance, Fair Pay & Development included training sessions for harvest managers who had not been as involved in the first year, and training sessions for foremen before the start of the harvest. The implementing team also dedicated a significant amount of time to contextualizing the results gathered at [place], speaking in

layman's terms (instead of scientific) and using language tailored to lower literacy rates to allow for deeper understanding.

The project team conducts systematic monitoring and evaluation procedures to adapt the program to the specific context of each location. During this reporting period, the project team conducted rigorous analyses of worker health indicators and risk factors assessment at Country A mills and the Country B garment factory as part of the gap analysis of their occupational health systems. This allowed for strategic planning of the program's direction based on their occupational health systems.

Team members meet weekly to share progress and discuss the best approach for the activities. Sub-teams are formed to share areas of expertise and collaboratively address specific concerns. For example, in the past two months, the country directors had several working sessions with the company's team to gather local input. They identified the communities to be surveyed, jointly defined the mapping process for each community to select random samples of households and established a method for interviewers to prioritize key informants in each household.

A critical learning activity was the Organizational Climate Study using the "assessing labor rights" tool in the garment factory. The overall score result was 3.10 out of 4.0, indicating a generally positive level of organizational safety climate. The implementing partner and subawardee teams will evaluate areas for improvement in the factory's OSH system to determine priorities in the coming months.

In February 2024, the implementing partner organized a productive pause and reflection session between the project management board and the epidemiological and occupational health teams to discuss the intervention's physiology and methodological approaches. The discussion was fruitful and led to a consensus on several important issues including:

1. A standardized acclimatization schedule for project workers
2. How to effectively merge the econ community study with the epidemiology community study
3. How to improve implementation monitoring using DAIS and other cutting-edge technologies
4. Research questions related to evaluating and qualifying worker safety / injury strain, long-term worker health function, acclimatization, and various modeling techniques.



The grantee clearly but succinctly describes the learning activities, focusing on how project staff used the data to reflect on or adapt the project. The learning activity relates to a specific learning questions/goal the project had identified (i.e., in their L4A agenda) and highlighted.

- A retreat was coordinated by the Partners' Technical Support Team and Country Office for Region A, in collaboration with the Partners' Capacity Building Center. The objective of this

retreat was to facilitate a team-building exercise utilizing carefully selected future foresighting techniques. Two project staff participated in this retreat. The event served as an exemplar of a "pause and reflect" session, aimed at fostering a collective vision of positive change among the staff on a regular basis. The process was meticulously organized in accordance with the principles of future foresighting—a strategic thinking approach designed to comprehend complexity, establish direction, and lay the groundwork for the planning and execution of strategies for Partners and for the project particularly. The retreat featured demonstrations of scenario mapping and backcasting foresighting methods, providing attendees with invaluable insights and tools for strategic planning and decision-making.

The learning activity is relevant to the reporting period and indicates details on participants and activities conducted. The project indicated the training outcomes for participants and their relevance for adaptive management. However, the description could be clearer on training dates and specific recipients.



- One-day training on workers' rights was organized in **September 2023** facilitated by the implementing partner and subawardee's specialists. Training assessments and an evaluation were conducted to measure knowledge improvement among training participants. In addition, **four** in-depth interviews with the training participants (all men) were conducted, to further explore the participants' comments and suggestions, results of pre and post training assessment, as well as to obtain more in-depth understanding of their satisfaction level and attitude about the quality of training. The findings were centered on duration of the training/regularity (indicating that the current length of training was insufficient, suggesting that allocating more time would enhance its effectiveness), selection of participants for the training (questioning the selection of the participants for the training and requesting to rearrange the process for more people to have a chance to participate in the training), content of the training, work discussions/ social learning, practical work, necessity of hands-on material, etc.
- One-day capacity-building training for labor inspectors from the Region A Health and Labor Inspectorate. In total **45** people were present, out of which **35** training participants completed both pre-evaluation and post- evaluation forms, including **20** female participants and **15** male participants. In the pre-training assessment, participants answered an average of **8.4** right answers among out of a maximum of 15. After training, the average score increased to **10.5**. A total of 35 participants also completed a workshop evaluation form, providing comments and suggestions, and gave consent for data usage. Using a 5-point Likert scale, where 1 signified the worst and 5 the best, participants were asked to rate various components of the training. The overall average score for the four different workshop components was **4.3**. When participants were asked to rate their own readiness to apply the acquired knowledge in their work, the average score was **4.5**. When asked about the quality of the facilitators and instructors, participants gave facilitators an average score of **4.7** on their readiness to answer questions and encourage participation. Most (**66%**) of participants reported that the instructor contributed to how information was explained, answered questions, and encouraged interaction and participation. Summaries of findings were shared with collaborating agencies.

Most of the activities described in this section are project activities (e.g., trainings) and monitoring/evaluation activities (e.g., pre-/post-training tests) but does not describe how project staff used the data to reflect on or adapt the project. ILAB wants to see descriptions of activities focused on reflection, sensemaking, and use of data to adapt the project, not descriptions of monitoring and evaluation data. The grantee also provides far more detail than is needed in the TPR, making it difficult for readers to identify the main points.

Progress on Learning Questions and Goals:



The team has revised the Learning for Action Agenda (L4A) to meet the new requirements of ILAB's "MEL for Worker Rights Programs" guide. The updated version (see Annex 1) now includes the five learning questions from the previous TPR, along with new research questions that focus on the socio-economic impact of workplace injuries on [industry] workers. Below is a summary of the team's efforts and progress on each learning question.

Learning question 1: What are the industry and worker-related barriers to improving OSH for workers?

Through field observations, the project team found that a lack of understanding of the benefits of occupational safety measures is a significant and common barrier among participating factory workers. In [workplace], for example, it was observed that workers did not follow the suggestions of the safety monitors.

Through informal discussions with the work captains and workers, the team identified that the piece rate payment system is a contextual factor that hinders the adoption of new safety practices when workers don't fully understand the benefits. At company A in Country A, workers refused an 8-hour workday, fearing it would decrease their productivity and income. Worker shortages and poor product quality due to climatic conditions compound this barrier, since work captains are paid a percentage of what their workers cut. Since they have fewer workers and poor product quality, they are incentivized to push workers harder and not adapt to shorter workers and increased break times.

In informal consultations with managers, the team discovered that employers and supervisors are often unwilling to admit failures in their safety protocols and reluctant to admit their shortcomings in monitoring their workers' safety. The company A factory doctor claimed that there were no cases of workplace injuries among his workers. However, no tests were done to assess the workers' injuries during the harvest before the project team found that 32% of the screened workers had workplace injuries. Also, when accidents do occur, they tend to blame their employees or question their substance use habits when they exhibit symptoms of deteriorating health.

Similarly, according to company A management, they were early adopters of workplace safety interventions and claimed that their current program was robust and sufficient to protect workers. Their assumption was that project's recommendations were not relevant to them and that upon assessment they would prove to be a CoE already. However, during the mid-harvest tests carried out in February, it was revealed that 20.5% of workers had experienced workplace injuries, with some cases being quite severe (1.5%). This was especially striking because all of the workers were pre-screened a few months earlier as a condition for employment.

During the organizational study, it was discovered that gender barriers existed in safety perceptions among factory workers. Specifically, women tended to perceive the management of safety by the line of command as less fair. Additionally, they showed lower perceptions in the dimensions of safety prioritization and non-acceptance of risk. To investigate the potential causes of these differences, the [grantee] team will conduct additional interviews in May.

The Convening Partners team has examined the various barriers encountered to tailor the intervention accordingly and will continue to explore other potential barriers.

In the coming months, Convening Partners will conduct a study to examine factors that influence the development of a safety culture in [region] factories. In the outdoor workplaces, the study will focus on the heat stress prevention initiative and cover the entire process from its conceptualization by top management to the manual workers. The factories will also involve stakeholders outside the workplace, such as buyers and external organizations to identify the needs and opportunities for interventions within the Fair Pay & Development framework.

Learning question 2. What are the obstacles for workers and their families to access social protection services?

Convening Partners faced some resistance from the business sector when it came to prioritizing remediation. Thus, the dissemination plans for the regulatory and legal mapping of access to social protection have been adjusted to maintain the confidence of the business sector. The aim is to ensure that they fully understand their responsibilities and subsequently engage with the relevant actors to influence their compliance.

Implementing partner's country directors, legal advisor, and organizational psychologist collaborated to develop a set of questions that identify the obstacles faced by workers and their families in accessing social protection services across all survey tools.

Convening Partners has researched access pathways and standard practices to compare the use of systems with existing social protection options in laws and regulations.

The grantee clearly describes data gathered and lessons learned in this reporting period related to some of their learning questions. Note that not all learning questions are included in the description, which is appropriate when no new learnings are obtained for a question during the reporting period.

Lessons Learned:



Implementing partner and its subawardee discovered a significant gender gap in safety perceptions between men and women in the garment sector during an organizational climate survey. The teams considered the double workday (work-family conflict), which impacts women more while planning the psychosocial risk assessments. To identify potential causes of the gender gap such as sexual or workplace harassment, among others, the [grantee] team will evaluate the results obtained from using the labor rights assessment form.

Implementing partner has learned that comparing occupational health systems between different countries has not been an effective way to motivate change among managers and workers in the

industry. Instead, providing contextual information with relevant explanations and support that sheds light on specific realities has proven more effective in stimulating reflection among critical actors and facilitating change.

Implementing partner has also found that consistent communication with top-level management is crucial for bringing about change driven by leadership, even when intervention tasks fall to middle management, such as sustainability or health and safety management.



The grantee adequately explained lessons learned so that it is clear how these lessons can be applied to the project moving forward. Where relevant, the grantee has also described what steps will be taken in the future to gain deeper understanding of the issues.

- **Conduct in-depth interviews with OSH trainers:** Evaluate trainers' overall satisfaction with the trainings and gather insights for improvement.
- **Develop participants' selection criteria for each training:** Engage in discussions with trainers and relevant stakeholders to refine the participant selection process, ensuring it aligns with training objectives and participants' needs.
- **Incorporate gender and equity in knowledge measurement:** Integrate pre- and post-training knowledge assessments on gender and equity issues. Consider utilizing a case-study method during training sessions to enhance understanding of the subject.
- **Include representatives from in-country organizations (technical specialists):** If possible, invite representatives from the in-country organizations to contribute insights during training sessions, enriching the learning experience.
- **Provide trainees with anonymous feedback:** Offer anonymous feedback from the training to trainees, facilitating personal growth and incentivizing participation in future trainings.
- **Create hands-on materials or joint educational design:** Encourage trainers to develop hands-on materials for future trainings or convene a collaborative meeting to design accessible training materials for inspectors.
- **More structured approach to training process:** Encourage Labor Inspectorate management to develop training strategy within organization focused more on investigation of training needs of OSH inspectors.

This appears to be a list of tasks, not lessons learned. The reader might assume that the grantee identified these tasks as being important to successful accomplishment of their project goals. However, there is not enough context provided to be sure of this assumption or to understand how the lessons were learned or how they will improve the project moving forward.

MEL-Related Challenges Experienced:



The team faced challenges in collecting attendance records and evaluating the effectiveness of their training sessions during a specific period. The workers, foremen, and harvest technicians were not used to keeping track of their attendance or responding to evaluations. The program team then had to incorporate this practice gradually. Over time, however, the team improved the recording and assessment of training activities and included it as part of their accountability practice and evaluative thinking.

Challenges and solutions are succinctly described with adequate detail.



Despite our anticipation of a significant level of illiteracy among industry workers and our measures to facilitate their engagement in learning activities—such as providing assistance to complete pre/post- tests and comprehend provided resources—it became evident during implementation that the percentage of individuals unable to read or write is alarmingly higher than anticipated.

The calculation method for the 2A Standard Indicator stipulates that "Pre and post completion surveys provided to workers before and after worker advocacy training will be the key determinant for this metric." However, the inability of workers to complete these tests without direct assistance from the community-based organizations' promoters has posed a significant obstacle. Despite the substantial exceedance of the target by the community-based organizations, the 1:1 assistance method significantly delays activities and causes unrest among attendees.


While verbal pre/post-tests and complementary resources offer alternatives to accommodate individuals who cannot read or write, these methods do not allow community-based organizations to register individual responses, hindering their ability to confirm knowledge increase and meet the requirements of the 2A standard indicator satisfactorily.


Implementing partner is actively exploring options that both meet DOL requirements and adapt to the current context of workers in Country A.

Challenges are succinctly described with adequate detail. Solutions are not identified, but the grantee explains that they are looking for solutions.

Project Activities in Response to Evaluation and Audit Recommendations

Once the project has undergone interim evaluation, use this table to track follow-up actions on recommendations addressed to the project. It should contain only recommendations relevant to this project. It should not contain recommendations addressed to other stakeholders. Follow-up outlines the way that the recipient is addressing the recommendation.

Review/ Evaluation (including date)	Recommendation number (including page number from the corresponding report)	Recommendation	Have DOL and the Recipient agreed the recommendation will be acted upon? Yes/No Include date agreement reached	If the recommendation is to be acted upon, what actions will be taken and by whom?	Status of follow-up actions. What is the current status of the Recipient's actions to address the recommendations during the reporting period?
<u>February 15, 2021–March 05, 2021</u>	<u>3, Pg 34</u>	<u>Strengthen project communications and dissemination of successes using short and graphic formats conducive to social media and other rapid-sharing formats.</u>	Yes <u>March 20, 2021</u>	<u>The project has recruited a communications consultant to advise on and implement strategies to carry out the recommendation.</u> 	<u>In progress. The project has improved communication and visibility of its activities through increasing the rate of social media posting by 18% and growing its social media following by 247 followers since the recommendation was agreed upon. In addition to hiring a communications consultant, the project has increased its allocated budget to support strengthening communication and visibility events and the publication of communication materials during the remainder of the project period of performance.</u>
<u>February 15, 2021–March 05, 2021</u>	<u>4, Pg 44</u>	<u>Increase local partner engagement in sustainability plans</u>	Yes <u>March 20, 2021</u>	The Project's M&E Officer will lead the implementation of this recommendation.	<u>In progress. This reporting period, the project organized a workshop to train the social partners on the project's data collection processes and review the</u>

		<u>and M&E processes.</u>			<u>project's sustainability plan. A follow-on meeting scheduled for the upcoming reporting period will incorporate project stakeholders' feedback into a revised sustainability plan that will be submitted alongside the next Technical Progress Report.</u>
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Information about recommendations and decisions on them is complete. The status of each recommendation is informative and brief; it includes percentages and counts in which project has increased recommended scope of work and targets. A recommendation status informs about future developments and indicate what products will result and will be submitted in the next period.

Upcoming Activities for the Next Reporting Period

In this section, please briefly highlight key project activities for the next reporting period. Bullet point format is preferred.



Outcome 1:

Mechanisms to address labor violations associated with OSH strengthened.

During the next reporting period, the project will focus its activities on two main lines of action:

- Activity 1.2. Training of labor inspectors, industrial regulation authorities on how to implement effective labor inspections on work vehicles.
- Activity 1.3. Creation of a working group led by the Ministry of Labor to develop a strategy to ratify ILO C188. This group will be used to initiate additional actions (under Outcomes 2 and 3) geared toward engaging worker and employer' organizations, as well as other key stakeholders including academia and civil society organizations.

Outcome 2.

Increased action by workers and civil society to address labor violations in the industrial sector in Region A.

- Activity 2.3. The project will provide support and technical assistance to the Ministries of Labor to establish dialogue mechanisms to improve working conditions in the industrial sector.
- Activity 2.4. A strong awareness-raising and information campaign will be designed and implemented through different communication channels, with the objective of disseminating information about labor rights in the fishing sector, main challenges that need to be addressed and other relevant information.
- Activity 2.5. Training sessions on the prevention and identification of labor violations for different groups (including workers in processing plants) will be implemented to complement the information from communication and awareness-raising campaigns.

This example is succinct but also provides enough information that someone unfamiliar with the project could understand what will be done. In addition, activities are grouped together in logical ways that make it easy to understand the context of each activity. This example groups upcoming activities by project outcomes, but activities could also be grouped in other helpful ways, such as by country/region, depending on the context of the grant. The example also includes activity numbers, which makes it easier for project managers to link the activities to the project work plan.



- First roundtable meeting with key stakeholders in the southern region of project implementation (month 1)
- Focus groups discussions with target workers (months 1-2).
- First collective meeting in City A (month 3)
- Second collective meeting in the City B (month 3)
- Monitoring visits to subawardees
- Bi-weekly check-ins with ILAB

The information provided lacks detail, so someone who lacks deep knowledge of the activity would have a challenging time understanding what these activities are or how they relate to the rest of the project and its goals.

Other

In this section, describe any other pertinent project information that was not addressed above, or as discussed with your project GOR.



The relationship with Network A is currently suspended and being scrutinized due to a matter of financial mismanagement of funds. Meanwhile, the Union began to take a more active role in implementing the project.

- The project encouraged the Union to open a dialogue with Company A, the company that hires workers for the factory and determines the working conditions of a significant group of workers.
- The Union made site visits in March with the Company B supervisor, to monitor the implementation of worker protection measures and plans to participate in regular monitoring.
- A team of 20 leaders from the Union trained by the project, presented basic preventive practices to factory workers and foremen. They distributed educational material videos (Annex 10) and a calendar with drawings explaining workplace safety measures (Annex 11). These leaders delivered 400 calendars to workers from 5 companies. The workers have received the calendars with great interest, finding the drawings and the messages useful.

Partners also hired a new event manager (non-key personnel) to support logistics related to the conference and the many cross-regional trainings and meetings we will be conducting over the next year.

Information provided is concise and informative and does not clearly fit in any other section of the TPR. Bullet points make the details easy to read.



Two project partners visited in November and December 2023, where they met with stakeholders from government and worker organizations to collect firsthand information on the situation in the agriculture sector and to share upcoming activities. These partners exchanged information and answered questions directly from local stakeholders, which increased interest in participation in activities, given the experience both have working with inspectors and workers in other parts of the world. The field visits paved the way to present the inspection system training to these authorities. This opportunity might contribute to achievement of “Sub-Outcome 1.2 Labor inspection activities on national and foreign flagged work vehicles and in product processing plants implemented by government s authorities,” “Sub-Outcome 2.1 Government authorities, workers’ and employers’ organizations address relevant issues regarding working conditions and labor rights in artisanal and industrial activity and “Sub-Outcome 2.2 Male and female workers working in product-processing plants and Afro-descendant workers in empowered to organize, defend their rights.

Although the information provided is concise and informative, it clearly describes a project opportunity; it should be included in the Opportunities/Challenges section rather than in the “Other” section.