

# Findings at a Glance

**Workers' Rights Centers for the Greater Protection of Labor Rights in Colombia** administers Workers' Rights Centers (WRCs) to improve Colombian workers' understanding of labor rights and their ability to assert and claim these rights. The WRC project is implemented by Escuela Nacional Sindical (ENS), a Colombian non-governmental organization promoting respect for labor rights.



Dec. 2016 – Dec. 2020



\$1.4 million

## ACTIVITIES



WRC attorneys, labor activists, and student interns provide counseling, legal consultation, and training to workers and workers' organizations in person and online.

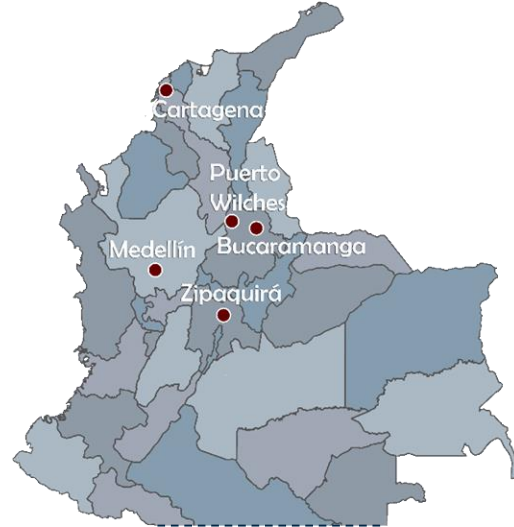


Workers, activists, labor organizations, and the general public gain a better understanding of the scope and applicability of criminal and labor law, allowing them to more effectively protect labor rights and document violations.



Strategic cases and campaigns aim to achieve more systemic, long-term changes for the protection of workers' rights, with the goal of reaching a greater number of workers.

## TARGET REGIONS AND SECTORS



Ports



Mining



Flowers



Palm Oil



Sugar Cane

## RESULTS SINCE JAN. 2017\*

Interns Trained	Workers Trained	Workers Advised	Union Advising Provided
711	3,256	37,940	347
Legal Actions Presented	Grievances Presented	Administrative Actions Presented	
47,487	4,233 (71% outcome known in 2018)	437 (82% outcome known in 2018)	

## LESSONS LEARNED



Coordinating with local unions and able to travel on short-notice, the three-person Mobile WRC helped the project reach priority-sector workers in remote areas, although was too small to meet demand nationwide.



Involving law students as interns at WRCs amplified the project's impact, as many continue to specialize in labor law or work in institutions protecting workers' rights.



WRCs are partnering with municipalities and other government institutions to help ensure the sustainability of certain project activities, like legal caravans.\*\*

## KEY RECOMMENDATIONS



**Amplify impact by building government capacity.** ILAB should design and/or coordinate future projects so that regional Ministry of Labor representatives and labor inspectors also benefit from capacity-building efforts, particularly on how to engage with unions during their negotiations with employers.



**Clarify project priorities for better performance monitoring.** ILAB and Escuela Nacional Sindical (ENS) should ensure that project priorities are clearly reflected in the logic model. The project monitoring plan and work plan should then be adjusted to better reflect goals. Indicators should be disaggregated by sector where possible.



**Establish WRC alumni association.** ENS should explore how it can better leverage former WRC staff to achieve long-term impact. For example, ENS could help launch a WRC alumni association composed of former interns and staff to build a community of practice focused on labor rights initiatives.

\*Data from January 2017 to March 2019. All listed results, except those in parentheses, largely exceeded their cumulative annual targets. Data in parentheses are only for 2018 and did not meet their annual target of 100%.

\*\*Legal caravans refer to the trips carried out by WRCs to reach workers in nearby rural areas.