ORGANISATIONAL CAPACITY

Organisational capacity is a key component of trade union international solidarity actions. This includes organizing linked to the strengthening of the overall organisational capacity of trade unions to build workers’ power. To establish capacity development strategies that will contribute to stronger unions we need to focus on the key elements for success. Organisational Capacity Assessment tools are used to assess if organisations are being strengthened and to highlight the key elements on which to focus our efforts.

In 2015, the Trade Union Development Cooperation Network (TUDCN) launched the work on Trade Union Organisational Capacity Assessment (TUOCA) under its partnerships pillar. The main objectives of this work are:

* To establish a shared trade union framework on Organisational Capacity Assessment.
* To develop joint criteria for capacity building/organising strategies in the trade union movement.

The first steps taken consisted in analysing trade union tools used for Organisational Capacity Assessment and discussing capacity development strategies to come up with the key capacities that unions need to become stronger. Setting the most appropriate and effective methodologies, and the work plan towards a shared trade union approach are also issues at stake.

But strengthening unions also depends on external factors which can include social, economic and cultural elements. Given these elements it has been agreed that ownership needs to be a key part of this process, and this work should therefore take into account contextual differences and be flexible to respond to the necessities of the trade union movement.

**The expected outcomes for this period are:**

* To develop a Trade Union Organisational Capacity Assessment tool.
* To share experiences on specific thematic areas of work and gather inputs in relation to organisational capacity strengthening based on concrete experiences.

Trade Union Organisational Capacity Assessment Tool

We will continue our work towards the development of a specific trade union tool that will help us to assess organisational capacity and contribute to organising and capacity development strategies. The main elements and structure of the tool have been developed, but it still has to be tested and fine-tuned. This will be done by the members of the TUDCN and through specific thematic seminars. The tool will also contribute to the work on organising that the ITUC is undertaking

Thematic seminars

Acknowledging that the development of a capacity assessment tool is a process that will need time if we want to guarantee ownership, and to be able to ground this work on concrete experiences within the trade union movement, thematic seminars will be undertaken. Each seminar will focus on a concrete theme (e.g. organising, social protection, informal economy, etc.) to gather experiences of trade union’s work in this area and discuss how this has contributed to strengthening trade union organisations. These seminars will on the one hand contribute to greater coordination and coherence of trade union development cooperation work in the specific area, and on the other, will help refine the key elements of organisational capacity.