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**STRATEGIES ON TRADE UNION PARTNERSHIPS FOR DEVELOPMENT**

**(2013-2017)**

“Trade Union Partnerships for development” will constitute one of the three pillars (together with global advocacy and capacity development) for the new TUDCN programme 2013-2017. This theme builds up on the results achieved so far by the TUDCN work on TU development effectiveness, namely by the “Principles & Guidelines”[[1]](#footnote-1), by the “TUDEP”[[2]](#footnote-2) and more recently by the draft “Guidance Note for trade unions on Monitoring & Evaluation (M&E) of development programs” (on-going).

1. **RAISING THE QUALITY OF OUR TU PARTNERSHIPS (TUDEP)**

The Trade Union Development Effectiveness Profile (TUDEP) is meant to be a learning tool to support trade union development actors in putting the Principles in practice as well as facilitating the monitoring and evaluation of their implementation. TUDEP was conceived and endorsed by TUDCN by the end of 2011. In general, TUDCN members have highlighted the usefulness of this instrument as being: 1) learning oriented (concerning roles and tasks of both supporting and receiving partners, on equal footing, and giving immediate an direct feedbacks); 2) favouring processes in support of capacity development (as it gives baselines that can be used to address possible needs concerning organisational/political capacity of the partners). These are very important elements entailing many times an actual ‘cultural approach shift’ within organisations. The promotion of TUDEP will need to be further supported (at its initial stage) most of all at regional level in the South.

Outcomes

More equal and balanced partner relationships between trade unions that receive and provide financial support (supporting and receiving partners)

* based on actual needs and demands of partner organizations in the South
* based on shared assessment methodologies
* more focused on learning processes and on capacity development

METHODOLOGIES

1. Raising visibility of TUDEP (web based tools)
2. Organising ‘implementation’ sessions of TUDEP at regional level on the occasion of the TUSSOs meeting including donor/receiving unions on concrete projects (facilitating seminars)
3. Global evaluation on TUDEP results (seminar)
4. **SUPPORTING CAPACITY ON MONITORING & EVALUATION METHODOLOGIES**

Strengthening and sharing M&E practices is a priority expressed already in the TUs Principles and referred to by the TUDEP itself. The need to strengthen TUs capacity on the methodological level is now to be addressed more systematically. The draft “Guidance Note for trade unions on Monitoring & Evaluation (M&E) of development programs” builds up on this and it is conceived to give a first response in this direction. The guide highlights TUs specificities in relation to M&E methodologies and it is aimed at improving analysis capacity of TUs on M&E and providing orientation for shared practices. The guide focuses on alternative methodological approaches on M&E, specifically on the so called ‘Theory of Change’, to better support outcomes and impact measurement in practice. Finally, the guide can also be utilised as a practical tool vis-à-vis the donor governments to make them aware of TUs needs and dynamics when it comes to M&E.

Outcomes

Improved capacity and quality of monitoring, learning and assessment by TUs on their development programs' results

* Based on shared criteria on M&E
* International and national donors more aware of the specificities of TUs in development work and more conscious of internal accountability requirements;

METHODOLOGIES

1. Finalising the TUs Guidance Note on M&E on development programs
2. Organising a series of training seminars for TUDCN members on M&E on specific issues and methodological tools (i.e. Theory of Change; Organisational Capacity Assessment; Baselines gathering)

1. **TOWARDS A SHARED FRAMEWORK ON ORGANISATIONAL CAPACITY**

During the elaboration of the M&E guide some specific aspects emerged related to TUs existing modalities. Especially in the field of organisational capacity assessment (OCA), it was registered that TUs are currently using different methodologies and instruments. OCA criteria, as well as, baselines gathering methodologies are fundamental to build up a coherent approach in supporting organisations in the South, and also a useful tool to strengthen development processes’ ownership. Therefore, further analysis will need to be carried out, involving TUs partners both in the North and in the South. A number of ‘joint analyses’ will be done involving country based experiences, so to include different projects implemented by different organisations. This exercise will increase coordination among TUs partners in development initiatives also in the light of strengthening shared planning.

Outcomes

Increased coherence and coordination of development programs among TUs partners

* Shared vision and approach on organisational capacity
* Development programs based on actual needs and demands of partner organizations in the South and therefore more focused on learning processes on capacity development

Strengthen coordination practices and coherence among trade union partners (at bilateral and multilateral level), ultimately contributing to shared planning of future initiatives

METHODOLOGIES

1. Mapping OCA frameworks within TUs: organising shared analysis at country level in the south (pilot experiences) on organisational capacity among receiving and supporting partners: seminars
2. Launching a shared TUs framework on OCA: policy guidelines

For specific yearly activity planning please refer to the work plan document.

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1. Trade Union Principles and Guidelines on Development Effectiveness <http://www.ituc-csi.org/tu-development-effectiness-profile> [↑](#footnote-ref-1)
2. Trade Union Development Effectiveness Profile: <http://www.ituc-csi.org/tu-development-effectiness-profile> [↑](#footnote-ref-2)