

TRADE UNION PARTNERSHIPS WORKING GROUP MEETING

14 NOVEMBER 2016 –BRUSSELS, BELGIUM

Report

In attendance: Mads Bugge Madsen (LO-FTF), Elodie Aïssi (Institut Belleville), Gemma Arpaia (ISCOS), Maresa Le Roux (CGSLB), Leticia Beresi (FGTB), Encarnación Garcia Valero (ISCOD-UGT), Juan Mendoza (ISCOD-UGT), Ofelia De Felipe Vila (CCOO), André Edelhoff (DGB), Keiko Uchida (RENGO), Huib Huyse (HIVA-KU Leuven), Adrien Akouete (ITUC-Africa), Hilma Mote (ITUC-Africa), Alex Nkosi (ITUC-Africa), Giulia Massobrio (TUCA), Candela Lacuerda (TUCA), Paola Simonetti (ITUC), Diego López González (ITUC), Theo Morrissey (ITUC)

Presentation of the guidelines on Organisational Capacity and discussion.

Diego López González opens the meeting and welcomes participants. A recap on the process towards the development of the Trade Union Organisational Capacity (TUOC) tool, its aims and its mode of functioning, is provided. The TUOC tool aims to identify strengths and weaknesses as well as opportunities and threats for trade union organisations, that can be the focus of targeted work. It is highlighted that the TUOC tool is not a donor-driven tool to assess partners, but rather one to be used for self-assessment, to facilitate capacity development strategies and to measure progress in the strengthening of organisations. Two models of the tool have been developed on the basis of the SWOT analysis: one which is guided through a questionnaire and another which is more open.

Huib Huyse then takes to the floor and presents the TUOC tool in further detail as well as its user guidelines. There are three steps in the TUOC tool: the first step of the tool application is the analysis of strengths and weaknesses with respect to key capacities and sub-capacities which characterise strong unions; the second is a focus on how external and internal opportunities and threats impact the trade unions; and the third is selecting priority areas and developing an action plan.

The discussion that ensued highlighted a number of things:

- The need for this work and how it can relate to work being undertaken at regional level, as it is also relevant to other areas of trade union work, beyond that of development cooperation. Specific mention was given to the Global Organising Academy, the State of Unions (Africa) and the auto-reform programme (Americas).
- Trade unions and regional organisations were encouraged to use this tool and adapt it to their needs, as it allows for a separation of the different steps and approaches.
- The tool is under constant development and will need to be adapted to different contexts, especially at regional level.
- Gender still needs to be fully integrated in the tool.

Practical implementation of Organisational Capacity: The State of Trade Unions in Africa and looking ahead.

The following session focussed on the project on the State of Trade Unions in Africa as a practical example of Organisational Capacity Assessment, and was presented by Hilma Mote from ITUC-Africa. The project consists of an analysis on the state of several trade unions with respect to key organisational issues.

The discussions that followed touched upon the way forward with respect to the work on Organisational Capacity and highlighted primarily:

- The need to ensure ownership of the process.
- The need to promote the TUOC tool as a self-assessment tool.
- The differentiated roles that Solidarity Support Organisations and partner organisations should play in this process

Presentation of the TUDEP light version and discussion.

The afternoon session was dedicated to the [Trade Union Development Effectiveness Profile \(TUDEP\)](#). A light version of the TUDEP tool has been elaborated and this was presented to the participants. This is a shorter version of the tool in which the number of questions in the questionnaire has been considerably reduced for a lighter analysis. After the presentation, some suggestions were provided for the wording of certain questions and some clarifications were given with respect to certain parts of the questionnaire. The need to update the TUDEP guidelines was also highlighted.

Future activities and approaches to TU development effectiveness

This session focused on looking into how to move forward with partnerships meetings across the regions, given that training and analysis on the basis of the TUDEP has already been undertaken in several regions and subregions. The thematic approach which was described in last year's partnerships meeting is taken up, so that future partnerships meetings can include sessions for mapping and coordination of development cooperation initiatives, but also sessions in which specific topics or areas of development cooperation (such as social protection, organising, etc.) could be discussed. This should also feed into the work on Organisational Capacity.

Conclusions

On Organisational Capacity: There is an overall satisfaction with the tool that is being developed. We will need to find cases for concrete application and testing of the tool in order to refine it and try and build synergies with existing processes (autoreforma, organising, etc.). The tool should be promoted as a self-assessment tool to be used in an inclusive way with SSOs.

On TUDEP: The shorter version of the tool is appreciated. The guidelines will have to be reviewed.

On future approaches to partnerships meetings: The thematic approach to partnerships meetings is welcomed.

After the presentation of the conclusions, the meeting came to a close.