

## **Report Meeting Work Stream 1 'Trade Union Development Effectiveness'**

**May 19-20, Brussels**

Objective of the meeting:

- Sharing objectives, expected outcomes and structure of the work to be carried out in WS1
- Sharing working methodology and planning

Main points:

- All participants are interested in developing international standards to assess trade union development effectiveness
- The majority of national governments are now asking the Unions to produce indicators on their own effectiveness. This puts the union organizations in the need to draft such indicators in order to be able to access national funding
- Effectiveness Indicators which are developed at international level, within the ITUC, would grant additional credit to the work of Trade Unions at national level as well
- In Finland they are currently dealing with TU indicators, but it is a very elaborated and difficult process. In Denmark guidelines have been developed for Asia.
- Indicators for global projects are more complicated than at country level. The challenge is to overcome the specificity of the 'country scenario' and to select common features to develop indicators
- The 'control' and influence of the government priorities (in the granting schemes) vs the independence of the unions is one of the main challenges: in some cases there is no control from the government (FES), whereas in many other cases governments have they own priorities both at thematic and geographical level
- The last point is linked to the relationship between partners in the North and in the South: are we imposing our priorities (following the indications of our donors) to the partners in the South? There are controversial views in this respect
- Indicators should be identified on specific issues relating to Trade Union activities in development cooperation. This approach should help us in 'positioning' the role of unions vis-à-vis the NGOs, and better define the complementary trend between the two

On the basis of the discussion, the following outcomes have been identified:

### ***OVERALL OBJECTIVE***

Contributing to defining criteria and best practices on Trade Union Development Effectiveness

### ***SPECIFIC OBJECTIVES***

- 1) Provide definition of TU development effectiveness in terms of results and impact, supporting sustainable TU movements aiming at improving working and living conditions of workers, and contributing to democratization processes within the civil society as a whole
- 2) Improve cooperation among trade union partners based on equality and political respect
- 3) Consolidate shared understanding and views on development cooperation within ITUC and its Member Organizations
- 4) Increase the influence of Trade Unions in defining development effectiveness criteria towards international donors on their own or in cooperation with CSOs

### ***ACTIVITIES***

Elaboration of a toolkit on TU development effectiveness. The toolkit will be structured as follows:

- **Definition of Principles** for TU DE, which must apply to all situations, whether or not using governments grants or internal financial resources:
  - Ownership: is what we are doing useful? Reality of Planning...
  - Partnership: equity between parties
  - Transparency: what are the rules and interests? (Financial level; other organizations working on the same themes?)
  - Autonomy: not interfering in the political strategy and choices of partners (providing knowledge of different trade union models)
  - Strategic Coherence: consolidate coordination methodologies with ITUC and GUFs
  - Equality: between men and women and non-discrimination
  - Accountability: union governance
  - Sustainability:
  
- **Elaboration of indicators** to assess TU DE:

METHODOLOGY: Decent Work is our reference point when we talk about TU development effectiveness<sup>1</sup>. Therefore, we base our study on the 4 dimensions of decent work. However, we also intend to take into account other activities relating to human rights and democratization processes support which are also included in the range of possible activities carried out by unions.

Area of Intervention	Activities	Indicator (what is the factor showing success)	Means for Indicator assessment (how do we measure the level of success)
Work and Employment			
Rights at Work	<ul style="list-style-type: none"> <li>• Training</li> <li>• Advocacy</li> <li>• Campaigning</li> <li>• Policy</li> </ul>		
Security			
Representation and Social Dialogue			
...Conflict Prevention			
....Migration and Development			
.....			

➤ **Compilation of Best Practices/ Lessons Learned**

WORK PLAN:

By the Stockholm Conference (1 week October 2009) the Structure of the toolkit has to be completed, therefore:

- 20<sup>th</sup> of June: participants send DEFINITIONS of principles to Paola

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<sup>1</sup> See Actrav and DE

- 30<sup>th</sup> of June: Paola sends a draft of toolkit structure to participants, focusing on principles, area of intervention and activities (see table above)
- September: common on line work to integrate paola's draft
- Stockholm: adoption of draft I on principles; area of intervention; activities