



## International Development Learning Fund

### Introduction

In the past few years, particularly with the signing of a three year [Strategic Grant Agreement](#) with the TUC in 2003, the publication of their policy paper '[Labour Standards and Poverty Reduction](#)' in 2004, the '[How to Work with Trade Unions](#)' staff guide in 2005, and now in 2006 with the a new [White Paper](#) and the signing of a new three year SFPA with the TUC, the Department For International Development (DFID) has recognised the role of trade unions in international development and poverty reduction.

Whilst British trade unions during this time have also become more active in this area, trade union applications to DFID's major civil society funding streams have not comparably increased nor their success rate improved. To change this situation, a key focus of the new three-year [TUC/DFID SFPA](#) is to set up an International Development Learning Fund (IDLF). The aim of the Fund is to build TUC affiliated trade union capacity to work on international development: to raise development awareness amongst their membership and/or to work in partnership with developing country trade unions.

There are two elements to the Fund:

1. The bigger of the two Funds – the IDLF Access - is to assist TUC affiliates to build their capacity to successfully apply to DFID's highly competitive
  - a. Development Awareness Fund (DAF) and
  - b. Civil Society Challenge Fund (CSCF)

It also involves building affiliate engagement with DFID in a more systematic way. Accessing this Fund requires fairly intensive work in partnership with the TUC and DFID and it is envisaged that a limited number of affiliates will wish to engage in this process in each year of the Arrangement. The criteria drawn up as guidance in identifying affiliates reflect this. There are separate guidelines for the DAF focused work and for CSCF focused work and affiliates can apply to work on either or both areas and those unions that are successful will be provided with the training and financial resources necessary to develop funding applications.

The aim of this fund is to increase the number of successful applications to DFID funding schemes, and in no way affects affiliate's right to bid directly (without going through the SFPA) to those same schemes.

2. The second element of the Fund is the IDLF Mini Grants. In order to access Mini Grants, applicants must show how their proposal forms part of a basic development awareness strategy within the union or TUC region. There are two components to the Mini Grants – either

organising an activity such as a seminar or a union education programme and/or hosting trade unionists from developing countries. The activities funded could be used as a stepping-stone towards an application to the main Fund (as above).

TUC affiliates are invited to consider their possible interaction with the IDLF and identify which aspects they might like to get involved with. The first step in engaging with this new process is to explore what the Strategic Framework Partnership Arrangement (SFPA) itself is all about. A summary of the ten projects affiliates ran under the old SGA's Project's International Development Mini Learning Fund can be found in Annex three below. Advice on the IDLF or any other aspect of the TUC SFPA can be gained from Gemma Freedman, SFPA Project Officer [Gfreedman@tuc.org.uk](mailto:Gfreedman@tuc.org.uk) or 020 7467 1233.

### In the rest of this paper, you will find the following sections:

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## Introduction to IDLF Access

A key objective of the SPPA project is to assist TUC affiliates in successfully accessing funds from [DFID's Civil Society Challenge Fund \(CSCF\)](#) and the Development Awareness Fund (DAF), so that the long-term objective of the TUC's SPPA supporting its affiliates to eradicate global poverty is achieved.

## Civil Society Challenge Fund (CSCF)

The [CSCF](#) supports activities that:

- Improve the capacity of Southern Civil Society to engage in the local decision-making processes
- Improve the capacity of Southern civil society to engage in national decision making processes
- Improve national linkages through global advocacy
- Provide innovative service delivery in difficult environments

For each activity, there is 100% funding up to a maximum of £500,000 over a period of 5 years. Read more about the [CSCF](#). For projects beginning in April, the deadline for the receipt of full proposals is the end of July in the previous year. Less detailed or preliminary 'concept notes' must be submitted as a first stage, but they may be submitted at any time during the year. Relevant organisations that have had recent or current CSCF projects including work with unions include: The Commonwealth Trade Union Council, [War on Want](#), [One World Action](#), [Banana Link](#), [Women Working Worldwide](#), [IFWEA](#).

Examples of Civil Society Challenge Fund projects with trade union partners can be found in Annex two.

## Development Awareness Fund (DAF):

The [DAF](#) supports activities that:

- Are aimed at promoting public knowledge and understanding of development issues. In particular:
- Knowledge and understanding of the major challenges and prospects for development, especially the poverty reduction agenda; but also of developing countries themselves.
- Understanding of our global interdependence, and in particular that failure to reduce global poverty levels will have serious consequences for us all.
- Understanding of and support for international efforts to reduce poverty and promote development. Recognition of progress made, and that further progress is both affordable and achievable.
- Understanding of the role that individuals can play; enabling them to make informed choices.

For each activity, the DAF can fund between £10,000-£100,000 over a period of up to 3 years. Read more about the [DAF](#). The deadline for the submission of less detailed or preliminary 'Concept Notes' for projects starting in April the following year will be 30 September and should the 'Concept Note' be approved the deadline for the full proposal is 30 November.

Relevant organisations that have had recent or current DAF projects include: [TUC](#), [TGWU](#), [Labour Behind the Label](#), [NIC ICTU](#), [GFTU](#), [War on Want](#), [IFWEA](#)

Examples of relevant Development Awareness Fund projects can be found in Annex two.

## IDLF Access procedure

Under the new agreement with DFID, resources are available to help affiliates develop their capacity to secure funding under these schemes. If, after considering the type of work and level of commitment the above projects would involve, you are interested in principle in participating in either or both of the two schemes you should then begin to think about:

- a) When during 2006-2009 your union might want to make an application to either fund;
- b) When you might be in a position to begin a process of developing your union's capacity?
- c) What help you might need in terms of advice and assistance from the TUC.

The type of assistance we can offer is varied but could for example include assistance with project concept formulation and development, relationship building with external partners and DFID, training and advice on project design, budgeting, sustainability, monitoring and evaluation, understanding DFID criteria on log frames etc....

Once you have done this, the next step is to contact Gemma Freedman [gfreedman@tuc.org.uk](mailto:gfreedman@tuc.org.uk) so that the TUC can begin to explore this with you, at first by telephone and then in a meeting. During the meeting, a set of criteria (as set out below) will be as the basis for the discussion. The meeting outcome will help you to design in partnership with the TUC, a tailor-made international development strategy for your union that will lead to an application to one of DFID's funding streams, or else a plan for your union to engage in another way with the SPPA. The TUC Aid Trustees will make the final decision on which unions the TUC will work with in each year of the SPPA.

### **IDLF Access – Civil Society Challenge Fund**

A set of criteria, have been established, to help identify unions which given the opportunity to work more intensively on international solidarity initiatives, would be in a position to submit credible proposals to the CSCF. This information will also be used as a baseline to measure progress during the course of the SPPA:

- One individual within the union with primary responsibility for developing work in this area
- Buy-in by union leadership/decision-making structures
- Identification of other departments within the union and strategy to get their commitment
- Experience of working in partnership with development NGOs
- History of relationships with southern union partners – any projects in the past?
- Participation in Global Union Federation activities
- Union strategy on development, identification of priority countries or issues
- Understanding of CSCF guidelines and constraints
- Previous experience, successful or otherwise of making applications to the CSCF
- Identification of resources needed.

### **IDLF Access – Development Awareness Fund**

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- One individual within the union with primary responsibility for developing work in this area
- Buy-in by union leadership/decision-making structures
- Identification of other departments within the union and strategy to get their commitment
- Previous experience of team working on Development Education
- Previous experience of development awareness work, e.g. through the TUC Mini Learning Fund
- Participation in Make Poverty History activities, TUC International Development Group, TUC training activities
- Union policy on development issues, including conference motions
- Understanding of DAF guidelines and constraints
- Identification of resources needed.

## **IDLF Mini Grants**

### **Introduction to IDLF Mini Grants**

The Mini Grants are part of the SPPA International Development Learning Fund and are open to TUC regions and affiliates. The Grants have been created to assist unions to adopt an international development awareness strategy, so that the long-term objective of the TUC's SPPA assisting its affiliates to reduce global poverty can be achieved.

There are two elements to the Mini Grants Learning Fund:

- a) to run a small project: seminar or an education programme;
- b) to host trade union visitors from developing countries.

However, to meet the SPPA objectives, they must form part of a development awareness strategy within the union or TUC region.

### **Timetable:**

The Mini Grants Scheme is open to bids all year and there is no limit on the number of bids that anyone affiliate or TUC region can make. This offers greater flexibility for planning as well as the ability to take advantage of opportunities as they arise. However:

- a) There are limited funds available each year so if your application is successful you may have to wait until the new financial year (April) to start your activity.
- b) It is possible to have more than one project provided they are part of your development awareness strategy but if your plans are more ambitious, your union might want to consider applying to the DFID Development Awareness Fund (DAF) which offers £10,000 - £100,000 per project (limit of three years).

## **Thinking about your international development awareness strategy**

**When thinking about/discussing your union's strategy you should consider:**

- a) Making a clear distinction between the issues that you would raise with the Foreign and Commonwealth Office, which are more about political issues and those that you would raise with DFID, which are about development.
- b) What the level of awareness within your union (both internally and within the membership) is at the moment?
- c) Which groups or sectors within your union you would like to focus on?
- d) How you could develop that awareness – what would work?
- e) If you have had a development awareness Mini Grant or Mini Learning Fund before - what learning lessons did they offer and how you now might build upon that work?

**Your strategy should also consider structural/procedural issues such as:**

- a) Who within the region or union is responsible for this area of work?
- b) Who else needs to be involved?
- c) Who else does development awareness impact on?
- d) What relevant TUC/NGO/Government meetings does your union participate in?
- e) What else have you achieved in the past and how can you build on it?
- f) What resources do you have available from region/union funds?
- g) What other resources do you need?
- h) When could you time your awareness activities to the greatest effect?

## Inviting a developing country trade unionist to the UK

Visits can enable the sharing of information about the socio-economic and political situation of developing countries and their union's activities. To this extent, their programme should involve their participation in relevant events, meetings with trade union officials, members, NGOs and where appropriate DFID and/or FCO officials.

### Amount available:

Up to £2,000 is available for each visit

### Successful applications will meet the following mix of criteria and other elements:

- Clear aim and purpose of visit that meets the key SFPA goal
- Identified trade union (affiliated to a Global Union Federation or proven free and independent union) from a developing country in Asia, Africa or Latin America with which the trade unionist will come
- A well thought out and full itinerary that involves your guest meeting as many trade unionists as possible at all levels, including workplace visits
- Involvement with a relevant NGO where appropriate
- Realistic and well researched budget which includes flight, hotel and other likely travel costs at the time of the bid
- Visit to London to meet the TUC and relevant government departments.
- Whilst applications partnering with NGOs are welcome, because an overarching aim of the SFPA is to build the capacity of TUC affiliates and regions to work in development, the majority of the organisation of the visit must be organised by the bidding TUC region or affiliate.

### Developing country visitor application guidance:

The Mini Grant can cover flight, accommodation, subsistence (£20 a day), country of origin travel to the airport and visa costs. The visit should last between five and ten days and could be centred round a conference, launch of a campaign or another significant event focused on or including an international development and trade union theme. Other slots in the programme could include involvement in an education course which includes a slot linking trade union activity to international development; workplace visits; meetings with union officers; organisation of an international development seminar and meetings with relevant NGOs. The visit could be concentrated in HQ or shared with regions.

### NB:

- Advice can be given on projects, identifying trade unionists, logistics, ideas for their programme etc. by the SFPA Project Officer Gemma Freedman [Gfreedman@tuc.org.uk](mailto:Gfreedman@tuc.org.uk), 020 7467 1233.
- To avoid panic and possible disappointment, plenty of time should be given between the agreement of the visitor to the proposed visit dates, the successful purchase of a visa and the start of the visit
- Flight prices have increased due to rising fuel surcharges in the past few years, therefore you

should ideally aim to book flights at least 6 weeks in advance of the visit

- Flights must NOT be purchased until the Visitors visa has been obtained. If the flight has been booked before the visa has been obtained and the visitor for whatever reason is unable in the end to obtain a visa in time and the visit is cancelled, unless the flight dates are changeable, the cost of the flight cannot be paid for by the Mini Grants Project.

### How to apply:

Applications must be sent submitted with a covering letter signed by the General Secretary or for TUC Regions, the Regional Secretary, to Gemma Freedman, SGA Project Officer, TUC, Congress House, Gt Russell Street, London WC1B 3LS. Applications should use address all of the following:

### Organisation(s):

- Affiliate name
- Officer responsible for bid and contact details
- Name, country, trade union and position of identified visitor
- The global union(s) the identified trade unionist's union is affiliated to?

### The visit:

- Aim and objectives of visit
- Where and how the visit fits the objectives of your unions development awareness strategy
- Planned itinerary: please list potential workplace visits, conferences or seminars, campaign activities, training events and other meetings that your visitor would be involved in
- Please state if there are any other partners involved in the visit
- Whether the visit could fit into appropriate TUC events happening at that time
- Draft costs of flights, accommodation and other travel

## International development awareness-raising project

This could be in the form of a seminar; leaflets, booklets or an education programme to make use of existing materials; or any other suitable idea.

### Amount available:

Up to £3,000 is available for each project.

### Successful bids will match the following mix of criteria and other elements:

- Clear project aims and objectives
- A timetabled programme of planning and implementation activities
- Involvement of a maximum number of trade union members
- Realistic and budget that includes, in the least, researched likely costs
- Whilst applications partnering with NGOs / colleges / other unions are welcome, because an overarching aim of the SPPA is to build the capacity of TUC affiliates and regions to work in development, the majority of the organisation of the project must be organised by the applicant.

### Awareness Raising Project application guidance:

Project ideas might include:

- A publication
- Seminar or a small campaign, which could be linked to the invitation of a developing country trade unionist to the UK
- Preparation of international development materials for incorporation into existing education courses
- A programme that makes use of TUC development education materials, see [www.tuc.org.uk/devfr](http://www.tuc.org.uk/devfr).

### The project cannot fund the following:

- Core funding (such as salaries of permanent staff, office rental, equipment and general running costs, except where these are directly attributable to the project)
- The creation of a digest of resources on international development
- The creation of new development education materials on subjects / issues that already exist and are not outdated
- Paying for campaign or other materials that another organisation has developed
- Tutor training

### How to apply:

Applications must be submitted with a covering letter signed by the General Secretary or for TUC Regions, the Regional Secretary, to Gemma Freedman, SGA Project Officer, TUC, Congress House, Gt Russell Street, London WC1B 3LS. Applications should use address all of the following:

### The project:

- Aim
- List of hoped for outputs/outcomes
- How the project fits into the aims of your awareness strategy

- Key activities
- Involvement of trade union members (numbers?), partners (if any)
- A brief timetable including planning period and activity implementation
- Researched budget
- Whether your union will be able to contribute any extra funds (although this is not a requirement)
- Officer responsible for project and full contact details

## Annex one

### Examples of Civil Society Challenge Fund projects with trade union partners:

#### Banana Link:

Reversing the Erosion of Trade Union Rights and Deterioration of Working Conditions in the Banana Exporting Communities of Latin America:

This main aim of this project was to strengthen seven independent banana workers' union organisations [1] in five key exporting regions of Latin America in order to increase their capacity to secure - or maintain - trade union and labour rights in the process of erosion and in the face of the economic concentration in the supply chain and structural overproduction in the international banana economy. The programme in Latin America focused on organising, educating and training hitherto unorganised men and women workers, giving them legal and organisational support in defence of their rights, seeking to bring the banana industry to the negotiating table at a local and regional level and on developing long-term solidarity linkages with the trade union movement in Britain and Ireland. Evaluation of the project identified that progress was made through the strengthening of banana workers' unions, which were better able to defend workers' rights and to conduct increasingly sophisticated advocacy work both nationally and internationally. (This project has ended)

Consolidating Banana Workers' Rights: Latin America:

Banana Link currently coordinates a CSCF funded project to consolidate banana workers' rights in Latin America, working in close partnership with seven trade unions in five countries [2] and developing achievements of a previous project to support the capacity building of banana workers' unions following years of repression. The project aims to improve the social and economic well-being of banana workers and thus contribute to poverty alleviation in banana exporting communities. The majority of project funds go directly to our partners to finance organising work on the ground and to provide training, education and legal support to union members in order to negotiate directly with employers. Thus strengthened, our democratic grassroots trade union partners are better able to contribute to securing changes to policies at national, regional, continental and international levels. The initiative also aims to ensure that women workers are not discriminated against in their employment and to increase the decision-making power of women with the union organisations, as well as building alliances at national levels and consolidating international linkages aims to increase the advocatory power of the unions. We work with a number of British trade unions [3], notably those organising workers in retail and distribution, to build solidarity between workers at either end of the international banana supply chain. Awareness-raising and solidarity-building in the UK aims to open space for the Latin American unions' voices to be heard. Activities include speaker tours, delegation visits, education workshops, information dissemination and the production of regular publications to create a stronger solidarity action network and contribute to the strategy of British trade unions to develop their educational work and international solidarity work. For more information please visit the campaigns section of [www.bananalink.org.uk](http://www.bananalink.org.uk)

#### Commonwealth Trade Union Council:

Bangladesh Women's Development Project:

The Commonwealth Trade Union Council developed a project in co-operation with the Bangladesh Institute of Labour Studies, to which all the national trade union centres in Bangladesh are affiliated. The two-year project aimed to increase the involvement and representation of women in trade union activities through a programme of education, organising and political lobbying. The CTUC has closed but further information about the project is available from [awatson@tuc.org.uk](mailto:awatson@tuc.org.uk)

Zimbabwe Informal Economy Project:

The Commonwealth Trade Union Council developed a project in co-operation with the Zimbabwe Congress of Trade Unions. The project aimed to strengthen the organisation and representation of informal sector workers in Zimbabwe through building alliances between informal sector workers and trade unionists. At a national workshop held in November 2002, it was agreed that the best way forward for the informal sector in Zimbabwe was to form a national organisation for the informal sector, which would operate in parallel with the ZCTU. This organisation, known as the Zimbabwe Chamber of Informal Economy Association was established and continues to operate today.

The CTUC has closed but further information about the project is available from [awatson@tuc.org.uk](mailto:awatson@tuc.org.uk)

Nigeria Women's Development Project:

The Commonwealth Trade Union Council developed a project in co-operation with the Nigeria Labour Congress, building on the experience gained in working with women in Bangladesh. The project aims to increase the involvement and influence of women within the trade union movement and to build links between women workers and women's NGOs. When the CTUC closed, responsibility for the project implementation was taken on by TUC Aid. Further information about the project is available from [bkothalawala@tuc.org.uk](mailto:bkothalawala@tuc.org.uk)

#### War On Want

Labour Rights Education and Leadership Training Programme:

The Bangladesh Agricultural Farm Labourers' Federation (BAFLF) aims to facilitate the organisation of agricultural workers employed on government and private farms through campaigning, training, advocacy and networking activities. The Labour Rights Education and Leadership Training Project aimed to support efforts of BAFLF to increase awareness of labour rights and the capacity of landless agricultural workers to organise through their participation in literacy classes, leadership training, campaigns and lobbying activities. It also helped the institutional strengthening of BAFLF and helped raise their profile. The project has now finished, but BAFLF continues campaigning and has recently secured a long overdue wage increase for permanent farm workers from 70-75 Taka to 120 Taka (about 40%).

Improving the Rights and Livelihoods of Women Garment Workers:

Hundreds of thousands of jobs in South and South-East Asia are dependent on the textile, garments and related industries, however, the huge wealth created have had little impact to

making sustainable improvements to the livelihoods of ordinary women workers and their families. This project aimed to support TIE-Asia's (the Transnational Information Exchange) efforts to establish and develop democratic workers organizations in South and South-East Asia in order to promote and implement the rights of mainly women workers and in doing improve their livelihoods. They do this through training of local trade unions and worker groups, capacity building, workers exchanges, research and advocacy to governments. A crucial part of the project is to build solidarity with international organizations.

### **Unison/Solidar joint bid**

Global Network - The International Alliance of NGOs and Trade Unions:

The Global Network is a worldwide alliance of trade unions, NGOs and social movements. It was established in 2001 by Unison, SOLIDAR and IFWEA in order to bring together organisations concerned about the effects of globalisation on people's lives. The Global Network currently works in 29 countries across Africa, Asia, and Latin America. The Global Network brings people together to promote a constructive engagement with the processes of globalisation and to improve the capacity of civil society activists to engage in dialogue with key decision makers at the national, regional and international levels. This is achieved through seminars, workshops, the publication of educational material for trade unions, worker organisations and NGOs, and the development of educational programmes. The project is currently in its second round of funding from the CSCF. Lessons from the first phase indicated areas for that needed strengthening and the funding is assisting the Network to bed down and mature. Further information about the project is available from Ian Derry at Solidar Ian@solidar.org.

### **IFWEA:**

Southern & East Africa Organising in the Informal Economy Project:

The Objective is to promote and support the effective democratic organisation and representation of informal economy workers within Southern and East Africa. This includes new and strengthened democratic organisations representing informal workers; new models of organisation based on local, national and regional partnerships between trade unions and informal economy workers' organisations; increased participation of women in the leadership of unions and associations representing informal economy workers; new regional partnerships between unions, associations, NGOs, and other major stakeholders to strengthen workers' organisation in the informal economy. Ending in 2008, the project objectives will be met through regional training workshops, local and national training programmes, regional seminars, production of new training material. Further information can be gained from Dave Spooner at dave.spooner@ifwea.org.<sup>1</sup>

<sup>1</sup> [1] Ecuador: FENACLE; Nicaragua: ATC and FETREBACH; Honduras: COSIBAH; Guatemala: UNSITRAGUA; Costa Rica: SITRAP and SITAGAH.

[2] As above

[3] GMB, TGWU, USDAW, UNISON, STUC, NTUC, BWTUC, AMICUS

## **Examples of relevant Development Awareness Fund projects:**

### **Labour Behind the Label**

Fashioning and ethical Industry:

Labour Behind the Label is Labour Behind the Label is a campaign organisation that supports garment workers' efforts worldwide to improve their working conditions. The aim of the project which lasts until May 2008 is to work with colleges, tutors and course development teams to embed Corporate Social Responsibility issues into the curriculum fashion programmes of Further and Higher Education Institutions. The target groups are two fold: people who work in education and will continue the work once it has formally ended and students who will go on to work in the fashion industry and understand that their future decision making could either positively or negatively have an affect on working people and their families in developing countries. Activities include working with tutors do develop resources and methodologies, providing training events, enabling students to understand and critically analyse current CSR initiatives, two dissemination conferences and providing Southern and British trade union speakers. Further information about the project can be gained from info@fashioninganethicalindustry.org.

### **The Irish Congress of Trade Unions (ICTU/Congress)**

Irish Congress of Trade Unions (ICTU) Global Solidarity 2004 - 2007

Development education has been a main theme of ICTU work for some years now and we are currently in the middle of our third cycle - of three years each - with support from the EU, Irish Aid and Trocaire, as well as DfID who started funding the programme in April 2005.

The aims of the project are to show trade unionists the context in which job negotiations take place - the international links between core labour standards, globalisation and development; to encourage Irish TUs in greater solidarity actions internationally; to encourage development education to be more firmly integrated into TU training and education programmes; to promote a TU voice on international issues; to extend the ongoing ICTU campaign for workers' rights to include Corporate Social Responsibility and Overseas Development Assistance by greater campaigning and action by trade unions. We produce a Global Solidarity Newsletter; produce annual themed resources, closely following the ILO's priorities; offer training and education to trade unions and other partners; aim to accredit a globalisation module; we have done training work with Queen's University M.Sc (in Leadership for Sustainable Development) students, as well as a number of unions; and we hold seminars, workshops, summer schools and other events to progress the trade unions' international agenda. Global Solidarity also promotes linkages between unions here in Ireland and unions in developing countries, with a major international event planned for next year. More information can be gained from Neil Alldred neil.allred@ictuni.org.

### **TGWU**

The T&G has been involved in a sequence of DAF-supported projects designed to raise awareness on questions of the global economy, international development, and international trade union organisation. The backbone of this work has been a comprehensive programme of five-day residential courses for senior workplace representatives, designed around some of the key sectors in which the T&G has significant numbers of members (food and agriculture, passenger transport,



textiles and garments, public services, etc) and complemented by courses for the equalities sector and others specifically for T&G tutors. Each course is closely involved with the appropriate Global Union Federation, and invites participants from relevant unions from one or two developing countries. The main objectives, aside from generally raising awareness on development issues, have been to strengthen the union's lay member engagement in the solidarity work of the international unions, build new links with unions overseas, and encourage workplace reps to place questions of workers' rights on agenda for national and international collective bargaining. Further information can be gained from Dave Spooner [dspooner@tgwu.org.uk](mailto:dspooner@tgwu.org.uk)

### **War on Want**

The Global Workplace

Initiated in July 2000, a key objective of the programme was to build a network of trade union activists, across a number of trade unions, who would act as advocates for international development within their trade unions. The success of the programme was measured by the ability of these activists to put pressure on their trade union institutions for greater institutional commitment to international development and globalisation issues, and to "mainstream" this work with other existing activities.

There were a number of elements to this programme:

\* Education \* Global Workers Fora \* Mini Campaigns \* Pensions \* Website

The Global Workplace aimed to capture the imagination and increasing awareness of international development issues amongst grassroots trade unionists - a group of people who are almost by definition "active". Its approach was multi-faceted and from the outset it was anticipated that although all the strands would be interesting, not all would necessarily be effective as a means of delivering the awareness-raising potential. Education, Global Workers Fora and the website being the most successful strands which still continue after the cessation of funding.

Further information can be gained by contacting Jackie Simpkins [jsimpkins@waronwant.org](mailto:jsimpkins@waronwant.org)

### **IFWEA**

Informal Economy Workers' Rights

The Informal Economy Workers' Rights project seeks to build awareness and support among British trade unions for the organisation of informal economy workers in developing countries. The two-year project will be working with IFWEA's UK affiliates to produce new multi-media resources and educators' pack to undertake trade union education provision in the UK and a sequence of seminars on key issues related to the informal economy: workers' rights and trade union organisation, the role of workers' education for informal economy workers, and women workers in the informal economy. The project works closely with the T&GWU, affiliated unions of the GFTU, the UK affiliates of the International Transportworkers' Federation, the Workers' Education Associations in the UK, and the residential colleges. Project partners include War on Want, unions and associations in India and Zambia, and other international organisations involved in informal economy workers' organization.

Further information can be gained from Dave Spooner [dspooner@tgwu.org.uk](mailto:dspooner@tgwu.org.uk)

## **Annex three**

### **Summary descriptions of the TUC's SGA International Development Mini Learning Fund**

The Mini Learning Fund ran from November 2004 to March 2006, for further information, in some instances you can contact the union directly, in other instances, you can email Gemma Freedman [Gfreedman@tuc.org.uk](mailto:Gfreedman@tuc.org.uk) instead.

#### **Amicus**

The union developed paper-based and online education materials to further the union's Africa Matters Campaign, a joint initiative with Action for Southern Africa. It organised two national seminars and six regional workshops, attracting a total of 390 participants, against a target of 360. The experience of the first regional workshop convinced the project team that the presence of an African trade unionist was an essential component of any future regional meetings as a recruiting tool. There was good co-operation between the union's education and international departments and both are working hard to ensure that international solidarity work becomes part of the union's wider educational provision.

Additional international solidarity campaigning materials were developed and will be incorporated into a new Workplace Representatives Stage 4 course on the Amicus national education programme, which will be offered to Amicus members from autumn 2006. These materials (largely consisting of group activities) are also offered as a stand-alone one-day course for incorporation into the education programmes offered by Amicus Regions. One of the primary purposes of the development of these materials is to mainstream the results of the Africa Matters Project into Amicus educational activities as well as to act as a natural introductory course for Amicus members interested in applying for the Africa Matters Module itself.

Work on developing the union's dedicated Africa Matters website: [www.amicustheunion.org/africamattersmodule](http://www.amicustheunion.org/africamattersmodule) has been completed. The project has been widely publicised within the union and further dissemination is continuing. It was efficiently administered and the union has presented some ideas regarding further work. For further information email [harriet.eisner@amicustheunion.org](mailto:harriet.eisner@amicustheunion.org).

#### **ASLEF**

The union held an international development school at Wortley Hall, Sheffield, followed by a series of regional seminars.

It was an example of good co-operation between the union education officer and the national organiser and the Global Union, the ITF, was also involved. Unfortunately, the education officer left the union before the completion of the programme and it was not continued due to staff shortages. The union reports a sustained impact on the education courses run by the union, all of which now cover the issue of the impact of globalisation on developing countries. The union has also expressed interest in further developing this work in the future.

#### **AUT/Natfhe (now UCU)**

The project sought to raise the profile of international development with AUT and Natfhe members through examining the impact of the 'brain drain' on higher education in developing countries. There was a speaking tour by a Zimbabwean university lecturer and the issues were examined at the two unions' annual conferences and in a one-day conference held in London. The project focused mainly on Africa and union members from the African diaspora were very much involved in the debate about the need to develop a holistic approach to the issue. The project has been widely publicised within the union, in the global union Education International and in the media. The two unions merged on 1 June 2006 to form the UCU and there ideas about how the issues

could be followed up in the new union. The links established with developing country academics will be sustained. For further information, email Rob Copeland, Rob.Copeland@aut.org.uk.

### **Communication Workers Union**

The project was developed in co-operation with One World Action and Solihull College Trade Union Education Centre. It was designed to raise awareness of development issues through the core education programme and began with an awareness-raising visit by a trade unionist from the Philippines. Following the visit, a DVD and education materials were developed and were launched at the CWU Union Learning Conference. The 17-minute DVD about the trade union visit is entitled 'We are Many, they are Few'. It emphasises the importance of unions working across borders to resist exploitation of the most vulnerable workers. A booklet to accompany the film makes suggestions for discussion topics at meetings and contains comparisons of life in the UK and the Philippines, case studies and information about international development. All CWU branches have received copies of the DVD and booklet and at least two have put in place formal twinning arrangements with the sister union in the Philippines.

There is now a structured international session on some union skills and health and safety courses. The DVD is shown on every CWU residential course at the union national education centre. The project was publicised in the union journal and on the website and in the Morning Star newspaper. The CWU wants to expand development education resources available to branches and activists. For more information visit [www.cwueducation.org](http://www.cwueducation.org) and click on the International Solidarity Appeal link.

### **FBU**

The union developed its proposal in consultation with the College of NorthEast London and ICTUR. Its aim was to develop a 2-day course to educate members by linking global issues with current issues affecting fire-fighters and other public sector workers in the UK. The course has been piloted and participants will be surveyed before the course content is finalised. The results will inform future work on the development education agenda.

### **National Union of Teachers**

The project was developed in co-operation with a number of NGOs: Education Action International, Oxfam, VSO and the Global Union Federation, Education International. It aimed to raise the members' awareness of international development, build knowledge, encourage links and provide ideas and practical examples for NUT members at local level. Funding from the MLF enabled the NUT to organise themed meetings at NUT conferences in 2005 and 2006, run four residential workshops for members, provide an international development input into the annual training course for NUT division secretaries and organise a one-day Good Practice Forum.

A Good Practice Guide for NUT members and associations was produced, encouraging the promotion of international development throughout the union. It contains case studies, quotations, jargon busters and useful resources and websites. For further information email [r.blunt@nut.org.uk](mailto:r.blunt@nut.org.uk)

### **Prospect**

It was not possible for the project to be implemented as envisaged because of internal restructuring. After consultations with the TUC, two pilot membership workshops were held in February 2006 to gauge the interest of Prospect members in developing future work on international development and the results are promising. The union has learned lessons about how to plan future work on a cross-departmental basis and there is a committed team in place to manage future work on international development. For further information email [Beverley Hall](mailto:beverley.hall@prospect.org.uk)

### **TGWU**

The project was developed as a joint initiative between the Education and International departments of the TGWU. It focused on two sectoral groups – public services and the logistics sector. Two 5-day residential workshops were held and had participation from the relevant Global Union Federations and from developing country trade unionists and International Federation of Workers Education Associations. The participants (40 in total) were shop stewards and senior workplace representatives from the two sectors. Feedback from participants was very positive and they felt that they had been given the confidence and competence to understand the international dimension in their sectors and educate their members in the workplace.

### **TSSA**

The project was planned to have four weekend courses for young members examining different aspects of international development and the transport industry. The union experienced in attracting sufficient numbers of young members to the courses and, by agreement with the TUC, the age limit was removed. In line with the proposal, it was also agreed to extend invitations to participants from other transport unions but this did not lead to any recruitment. In the end, two courses were held, one on HIV and AIDS and the other on Women in Transport. The total number of participants was 22. The union officer concluded that more work needs to be done to build up the members' interest in international development issues and she is attempting to do this in her work as a result of her experience with this project. The union wishes to continue working with the TUC to further the international development agenda. For further information email [Val Stansfield](mailto:Val.Stansfield@tssa.org.uk)

### **UNISON**

The Unison project was developed in co-operation with the International Federation of Workers Education Associations and IFWEA were also involved in the development of course materials. The project was run by the Learning and Organising Services Department of the union with good co-operation from the International Unit. Recruitment proved to be challenging because of domestic issues on the union agenda and two pilot programmes were organised instead of three. International development issues were promoted at a seminar for Branch International Officers. Unison would like to continue a programme of development education. Service groups, young members' groups and new representatives have been identified as possible targets. For further information email [Louise Chinnery](mailto:Louise.Chinnery@unison.co.uk)