
**TUC Strategic Framework Partnership
Arrangement (SFPA)
Second year annual report
July 2007 - June 2008**

TUC Strategic Framework Partnership Arrangement – Second year report

This progress report covers the key achievements of the TUC's Strategic Framework Partnership Arrangement (SFPA) during its second year, from July 2007 to June 2008. The three-year £756,000 DFID-funded Arrangement (2006-2009) aims put international development at the heart of trade union work through:

- increasing awareness and understanding of development among trade union members in the UK,
- promoting closer engagement with Southern trade unions, and
- enhancing co-operation between the TUC, affiliates and DFID on the international development agenda.

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1.0 Summary: The second year, at a glance...

- Providing advice to two unions to develop their proposals to DFID's Development Awareness Fund (DAF) in 2007 and two unions' proposals to DFID's Civil Society Challenge Fund (CSCF) in 2008. Prospect were successful in their Development Awareness Fund bid,
- Training 26 trade union officers on two, four-day intensive project design courses, giving them the skills to develop stronger bids for DFID's competitive funding schemes,
- Advising and funding seven unions running international development activities under the SFPA's International Development Learning Fund (IDLF). Three of these unions began their activities in the second year,
- Approving five mini-grants helping TUC regions and unions develop their strategies including building links with sister unions from Malawi, Guyana, Zimbabwe and India, and in one case, running a conference on international development,
- Piloting "Going Global", an online course on international development and trade unions,
- Running "Introduction to international development", a two-day training course for TUC tutors and union officers,
- Holding "Building partnerships with unions in the south", an experience-sharing seminar, and publishing a brief guide based on contributions,
- Producing "Responding to DFID country assistance plans", a guide for southern trade unionists engaging with their local DFID country office,
- Increasing the readership of the TUC's monthly International Development Matters newsletter and participation at the TUC's International Development Group, and
- Holding three DFID/TUC trade union forums where, on average, 10 affiliate unions and TUC staff meet discussed ten topics with DFID ministers and civil servants.

2. Achievements during year two

2.1 How does the SFPA “internationalise” trade union work?

A major part of the SFPA is a package of advice, training and funding for affiliate unions awarded under its “International Development Learning Fund” (IDLF). This assistance aims to give affiliate unions the expertise and experience to put in strong bids to DFID’s competitive funds: the Development Awareness Fund (DAF) and the Civil Society Challenge Fund (CSCF). (See appendix 3 for an overview of unions receiving IDLF assistance).

For all unions, the SFPA advances their international development work through:

- a range of education and training courses and materials,
- forums for policy engagement and experience sharing,
- a mini-grants scheme funding small international development activities, and
- participation in the TUC’s international development group and a range of other events and activities.

Advice

The SFPA team have worked with some 14 affiliates to explore ways to deepen their international development work. For ‘IDLF’ unions, the SFPA team have provided extensive advice: on developing IDLF proposals and activities; through participating in each union’s project steering groups or design workshops; and on concept notes, log frames, full proposals and budgets prepared for applications to DFID funding schemes.

Training

The TUC, in conjunction with BOND, ran two four-day courses with 26 trade union officers participating. From project design to proposal writing, logical framework analysis to budgeting, the training has given the participants the tools and skills to put development ideas into practice and compete in DFID’s competitive funding processes.

Funding

Some 60% of SFPA funds went directly to unions and TUC regions for their international development activities in the second year. A further 11% provided for training courses, seminars and education activities and materials. The remainder covered employment (27%) and administration costs (2%).

Governance

The day-to-day running of the SFPA is the responsibility of a project officer supported by a part-time project assistant. The TUC's international development advisor provides specialist advice. The head of the TUC's European Union and International Relations Department holds overall responsibility for the SFPA. The TUC Aid Trustees – the governing body of TUC Aid – are tasked with deciding on IDLF applications and noting progress on their implementation.

Reporting

Updates on the SFPA are provided to the TUC's International Development Group, (composed of union officers responsible for international development work within their unions), to the DFID/TUC trade union forum and published quarterly on the internet and in the TUC's International Development Matters newsletter. The SFPA team regularly report and meet with the DFID civil society team. Each IDLF union has been required to regularly report to the SFPA team, including submission of narrative and financial reports.

2.2 Outcome 1: Increased Development Awareness among UK trade union members

Four unions receiving IDLF assistance are making huge strides in raising member awareness and action on international development in their workplaces and communities.

Prospect: "Think global, act union"

Through a range of IDLF-funded activities, Prospect have spread the message to their members: "Want to change the world? Start in your workplace". Key achievements include:

- An online survey gauging member awareness of CSR, showing a promising level of interest.
- A seminar titled, "Corporate social responsibility: make it start in your workplace", with Gareth Thomas MP as the keynote speaker. A 12-minute DVD of the event was produced and widely distributed.
- Producing eye-catching posters, flyers, display stands and DVD, spreading the popular slogan, 'Think global, act union'.
- Presentations on the project to all union structures, including reaching 260 members at seven branch meetings.
- Prominent displays at all three sectoral conferences reaching 500 members.
- 50 articles on international development over the 12 months of the project, in publications with circulations ranging from 5,000 to 102,000 copies.
- The development of a CSR guide, exploring how workplaces can contribute towards achievement of the Millennium Development Goals.

Prospect's success: "Bargaining for International Development" project

Building on these IDLF achievements, Prospect successfully received funding for their "Bargaining for International Development" project from DFID's DAF in April 2008. The £190,000 project will enable Prospect's members: to work with employers to develop corporate social responsibility policies linked to achieving the millennium development goals; encourage them to develop practical actions with their employers to support development; and recruit and train a network of development champions to spread best practice within the union.

Amicus (now Unite the Union): Globalisation day schools

Amicus, received IDLF assistance to pilot a range of 'globalisation' day schools raising awareness of members, reps, and union officers on international development at the regional, sectoral and workplace levels of the union. The schools covered the impact of globalisation on poverty, governance, accountability and economic restructuring on the one hand, but also the globalisation of core labour standards and union role.

Key achievements include:

- Six regional globalisation schools with an average of 20 participants in Scotland, East of England, North East, and South West East midlands and Ireland
- Over 200 people attending six sector globalisation schools, each tailored to the experiences of members in aerospace, graphical, general industries, chemicals and finance.
- Pilot workplace schools run in Delphi and Rolls Royce/Airbus and three advanced international schools, driven by popular demand;
- Developing the materials and a pool of tutors to run the globalisation day schools
- Re-launching the "Africa Matters" online learning module
- Holding a fringe meeting on labour standards at the union's biennial policy conference attracting 300 people, an overwhelming response.

"Any union member would benefit from attending"

Feedback from day school participant.

These IDLF activities generating an overwhelming member demand for learning about international development. In response Amicus applied for DFID's DAF to expanding the awareness raising schools and taking the next step of building sustainable networks to support members' "action plans" on international development. Despite the advice provided by the SFPA team and the development of a credible proposal, their bid was not successful. The union has continued its education programme, on a limited scale and is considering re-applying to the DAF in 2009.

National Union of Teachers: Pilot International Development CPD Programme

The NUT's pilot International Development Continuing Professional Development Programme aims to give teachers the skills to enhance their pupil's knowledge,

skills and understanding of international development through a range of school-based activities.

The key achievements, as highlighted by an independent evaluation are:

- The first successful pilot, with 12 pairs of teachers attended a two-day seminar employing peer-2-peer training techniques. The teachers implementing the learning in their classrooms over the next twelve weeks before a final two-day seminar for participants to reflect on their experiences and lessons learned.
- Running of school-based activities on international development from being a good global citizen to exploring the foods of the world. "I now know that ingredients don't just come from Tesco but from all over the world", commented one student.
- Teachers reported gaining a broader understanding of the global dimension and techniques for placing it within their curricula, and disseminating the learning from this programme more broadly.

The NUT will apply to DFID's DAF in November 2008 to build on these strong foundations, to help put teachers put international development into more classrooms.

PCS: Building the union's capacity on international development

PCS was granted IDLF funding from the TUC Aid Trustees in March 2008, to pilot and explore a range of international development activities. These include:

- Surveying PCS' diverse membership on their levels of awareness and ways they might want to get involved,
- Developing a network promoting international development within PCS,
- Establishing a PCS reference group on international development,
- Piloting training exercise on international development in two regions,
- Identifying a sister union in the south to explore ways to develop project's together and inform the union's membership about the situation facing workers in the South,
- Exploring how PCS can collaborate with its members working in government aid and development departments on international development, and
- Appointing a part time project-worker to spearhead the IDLF activities.

These activities will assist PCS to design and develop a proposal to the DAF in 2009, with the support of the SFPA team.

Other SFPA awareness raising work

In the second year of the SFPA, Northern Region TUC used a mini grant to hold their international conference in May 2008 and produce a publication documenting the event. Together both activities have helped 1,000s of trade unionists better understand the situation of workers in the South.

A two-day introduction to international development was held in late April 2008, training a range of TUC tutors and union international development officers on engaging union reps and addressing some of the common myths about international development.

A pilot online course titled, 'Going global: online course on trade unions and international development' has commenced with 12 participants signed up. These participants are able to progress through this user-friendly and engaging introduction to international development and trade unionism in their own time.

Publication of a 'Fact File' for tutors to teach union reps, titled, 'Fair Play? The global sporting goods industry and workers rights'. It taps into enthusiasm around the Beijing Olympics and the lead up to London 2012 to highlight the poor working conditions in the supply chains of the big brands, and what trade unionists can do about it in their workplaces and as consumers.

The TUC updated its international development digest – a resource guide for trade unionists on international development.

2.3 Outcome 2: Closer engagement with Southern Trade Unions

Three unions receiving IDLF assistance to build partnerships with unions in the South have all made progress in developing joint projects.

CWU: Alleviating poverty of women and precarious workers in the Philippines telecommunications industry.

With IDLF assistance, the CWU has conducted a range of activities with its Philippines sister union to design a project to empower women and precarious communications workers. Key achievements include:

- Identification of appropriate southern partner to work with, with assistance from One World Action (OWA),
- Establishment of CWU steering committee and Congress resolution supporting working with their sister union in the Philippines,

- Several relationship building and fact finding visits to the Philippines and UK,
- Producing CWU and independent research reports documenting and analysing the problems facing Filipino telecommunication workers,
- Holding a project design workshop in May 2008 in Manila,
- Submitting a concept note to DFID's CSCF, and
- Submitting a credible proposal to CSCF in July 2008.

The proposal aims to reach out to those vulnerable workers not traditionally protected by labour organisations and institutions. It will aid the Philippines trade union partner with technical assistance and capacity building on gender awareness and organising in the precarious sector, while giving workers the knowledge and confidence to dialogue with employers and the state to improve their living conditions.

GMB: Reducing the poverty of Ship breaking downstream workers in India

With IDLF assistance, the GMB have developed a project proposal with the Mumbai Port Trust Dock and General Employee's Union (MPTDGEU) in India, aiming to assist tens of thousands of ship breaking downstream workers who face some of the most dangerous and poorly paid work in the world.

Achievements include:

- Two successful relationship-building visits, with the MPTDGEU Secretary addressing the GMB Congress in 2007,
- A comprehensive baseline study carried out by the Indian partners,
- A four-day project planning and design workshop in Mumbai,
- The "making a difference" leaflet and seminars: a campaign building grassroots awareness and support of the project among GMB's membership,
- Submission of a successful concept note to DFID's CSCF, and
- Submission of a credible proposal to CSCF in July 2008.

The project aims to educate workers on their rights, provide basic health and education for their communities, and give them the collective confidence to negotiate their way out of poverty and claim their fair share of India's economic growth.

“In the future, I hope to see a ship breaking industry that respects workers rights in every country and one in which workers are not killed on a daily basis.”

V.V. Rane, Secretary, MPTDGEU, addressing GMB Congress 2007

NUT: Pilot ICT Skills course for Sierra Leone Teachers' Union Women Teachers

With IDLF assistance, the NUT and the Sierra Leone Teachers' Union (SLTU) are running pilot ICT skills courses for women teachers. By providing them with basic ICT skills, the pilot programme aims to empower women teachers in the classroom, their union and the community. Key achievements include:

- Establishing a project steering group with broad representation from across the union,
- A three-day needs analysis trip, designing the project, gaining an understanding of the issues and conditions facing teachers and pupils, and forging a close working relationship with the sister union,
- Establishing a computer resource centre within the SLTU,
- Publishing articles on the project in a wide range of NUT and TUC publications,
- Completing the first five-day course, where the twenty teachers who participated gave very encouraging feed back, and
- Engaging an independent evaluator to review the pilot programme.

The NUT intends to apply to the CSCF in 2009 to expand the programme to other countries in Africa.

Other SFPA partnership building work

Five unions and TUC regions accessed the SFPA's mini grants scheme during year two, to take the first steps in building partnerships with sister unions in the South.

The Scottish TUC hosted two Malawian trade unionists to attend their Congress in Inverness in April 2008. Austin Kilimanjira, then Secretary General of the MCTU, and Denis Kalekeni from the Malawi Teachers' Union discussed a range of possible areas the two national centres could work together on, including workplace training and gender.

The GMB (London Region) hosted representatives from two Guyanese agricultural workers' unions in the UK. As well as informing the GMB membership of the development challenges facing Guyanese workers, the parties discussed exploring

future project work, possibly through an application to the IDLF during the final year of the SFPA.

Midlands TUC hosted Miriam Chikamba from the midlands region of the Zimbabwe Congress of Trade Unions (ZCTU) for a series of events around international women's day in early March 2008 and to explore developing a twinning arrangement between the two bodies.

Throughout the second year of the SFPA, the TUC has actively worked with TSSA, UCU, NASUWT and ATL on taking the first steps to building partnerships with unions in the south.

To capture the affiliate experience and encourage experience sharing, a seminar titled, "Building partnerships with unions in the south" was held in April 2008. Thirty participants, representing 20 unions, TUC regions and NGOs, participated in a lively discussion on finding a project partner, designing a project and sustaining and building the relationship. Quinton Dlamini, from the Swaziland National Association of Civil Servants, gave a Southern trade union perspective on building partnerships. DFID gave a presentation on how it assesses Challenge Fund applications. A summary of contributions from the day was published as a short guide.

2.4 Outcome 3: Enhance co-operation between the TUC, affiliates and DFID on the international development agenda.

Policy Engagement

Policy dialogue and relationship building between DFID and the trade union movement takes place through the DFID/TUC trade union forums, the DFID labour standards and poverty reduction forum and general policy consultations.

Three DFID/TUC trade union forums were held during year two of the SFPA. On average, representatives from ten affiliate unions (with TUC staff) attended each forum, discussing with Douglas Alexander, Secretary of State for International Development and Shahid Malik, Minister for International Development: DFID's strategy for tackling HIV/AIDS; the Commonwealth Trade Union Group Statement to CHOGM; Economic Partnership Agreement negotiations; DFID's Governance and Transparency Fund; DFID funding to civil society and trade unions; SFPA updates; water and sanitation; climate change and development; DFID's approach to labour standards and the Decent Work agenda; and the Global Call to Action Against Poverty (GCAAP).

The DFID Labour Standards and Poverty Reduction Forum met twice this year to discuss DFID's response to the Decent Work Agenda and the future of the Forum, respectively. Both forums had good trade union attendance and along with

representatives from NGOs, employers and academia, made strong calls for DFID to strengthen labour standards and decent work in all of its activities.

On climate change and development the TUC has set up a working group on the topic and met with DFID officials exploring ways to ensure that workers and communities in the south can support and drive adaptation and mitigation measures that provide them with decent work.

Finally, the TUC participated in DFID consultations on its HIV/AIDS strategy and Partnership Programme Agreements.

Strengthening trade union engagement with DFID in the South

A key priority for the TUC is to encourage DFID to work with trade unions in the developing world, recognising them as key partners in combating poverty.

The TUC produced an analysis of a DFID survey of its country office relationships with local trade unions in June 2007. In analysing the 14 DFID country office responses, it concluded that while there were some positive examples of collaboration, much more needed to be done.

To follow-up, the TUC is conducting a series of pilot in-country workshops assisting national trade union centres to engage with their local DFID office – typically under the auspices of responding to DFID Country Assistance Plans (CAPs) consultations. Workshops will take place with national centres in Zambia and Malawi in August. The TUC is also assisting with such relationship building in Nigeria, Zimbabwe, Iraq, Uganda, India, Bangladesh and Pakistan. To assist it has produced a guide titled, “Responding to DFID Country Assistance Plans”.

Such pilot programmes also aim to generate good practice to be documented and shared around DFID country offices, both as part of DFID’s “How to work with trade unions” staff guide, and as part of a planned video link-up with select DFID country offices later in 2008.

3.0 Lessons learned: strengthening the SFPA in its third year.

The follow five key lessons from year two will shape the final year of the SFPA.

IDLF training and assistance

The package of training, advice and funding given to unions under the IDLF has allowed them to put in credible proposals to DFID funding schemes. Such assistance can continue to strengthen the capacity of unions to do this work, and be spread to other interested TUC affiliates. Accordingly, the SFPA team will continue to assist unions to build their international development strategies and apply for IDLF funding, provide advice and support to unions developing proposals to the DAF and CSCF and rerun the 4-day training session on project proposals.

Access to funding

As Unite (Amicus Section) have demonstrated, a credible proposal is not enough to secure DFID funding from its highly competitive schemes. Without securing external funding the early success of unions remains vulnerable. Therefore the third year will hold a funding seminar to explore additional funding options for trade union work on international development.

DFID relationships with local trade unions

Despite high-level commitments from both DFID and the TUC, getting local trade unions and DFID country offices to collaborate is difficult without direct facilitation. Therefore during the third year a range of pilot initiatives encouraging closer collaboration between local trade union centres and DFID country offices will take place. This will include in-country workshops and video-links ups with DFID country offices discussing best practice and lessons learned with engagement.

International Development Education or “Global Learning”?

While many unions are now running their own global learning courses, global learning is still slowly emerging from the margins of the UK trade union education agenda. For the third year, the TUC will coordinate a new established Global Learning Union Group (GLUG) comprising of trade union education and international officers (with the DEA and GFTU) to develop a more collaborative and strategic approach to placing global learning at the heart of trade union education.

Deepening policy engagement and programme work

Policy engagement between the TUC and DFID is healthy, but potential exists for more sustained engagement by developing joint activities and programmes on issues of mutual interest. DFID and the TUC will advance a series of more detailed policy discussions between officials for the final year of the SFPA.

4. Appendices

Appendix 1: Abbreviations

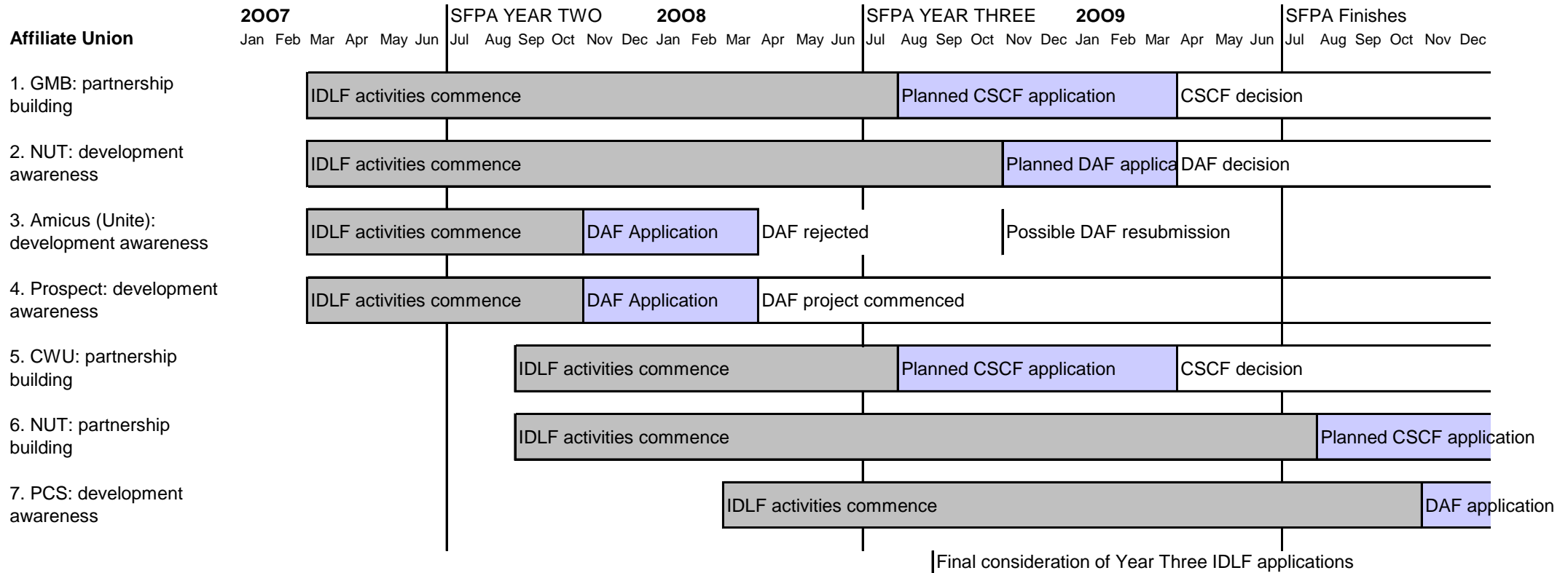
ATL	Association of Teachers and Lecturers
CAPs	Country Assistance Plans
CPD	Continuing Professional Education
CSR	Corporate Social Responsibility
CSCF	Civil Society Challenge Fund
CWU	Communication Workers Union
DAF	Development Awareness Fund
DFID	Department for International Development
IDLf	International Development Learning Fund
GMB	Britain's General Union
MPTDGEU	Mumbai Port Trust Dock and General Employees Union
MCTU	Malawi Congress of Trade Unions
NASUWT	National Association of Schoolmasters Union of Women Teachers
NUT	National Union of Teachers
OWA	One World Action
PCS	Public and Commercial Services Union
SFPA	Strategic Framework Partnership Arrangement
SLTU	Sierra Leone Teachers' Union
TSSA	Transport Salaried Staff Association
TUC	Trades Union Congress
UCU	University and College Union
ZCTU	Zimbabwe Congress of Trade Unions

Appendix 2: Second year SFP criteria and activities chart

Outcome 1	Year Two Achievements	Outcome 2	Year Two Achievements	Outcome 3	Year Two Achievements
Increased Awareness of UK Unions		Closer engagement with Southern Trade Unions		Enhanced co-operation between TUC, affiliates and DFID on the international development agenda	
Success Criteria					
1. Identify and work with two unions a year to develop an international development awareness strategy.	PCS; (nb: three unions met this criteria is year one, balancing out to four unions over two years)	1. Two trade unions a year to work with Southern trade unions	CWU; TSSA; GMB London Region;	1. Regular reporting to TUC structures and DFID Forum	Reporting to DFID/TUC trade union forum and TUC International Development Group
2. International development awareness to become established policy of six trade unions by end of year three	Prospect; Unite (Amicus Section); NUT; PCS, to date	2. Six unions to have built relationships with Southern trade unions by end of year three	CWU; GMB; NUT; TSSA; GMB London Region to date	2. UK and Southern union contributions to DFID Consultations	HIV/AIDS strategy; Programme Partnership Arrangements; CAP consultation preparations.
3. Minimum of two credible funding proposals to DAF by Oct 2008	Prospect; Unite (Amicus Section);	3. Three credible funding proposals to CSCF by July 2008.	CWU; GMB; NUT (July 2009)	3. Annual Programme Review meetings between TUC and DFID	(January 2008)
4. Membership of targetted unions to have greater awareness of global poverty agenda	Doucmented evidence of Prospect, Unite (Amicus Section); PCS; NUT	4. Southern trade unions applying for funding at country level	Active proposals being developed by ZCTU (Zimbabwe); MCTU (Malawi); and BOSHE (Bangladesh) for funding to local DFID offices	4. Enhanced co-operation between unions and NGOs working on labour issues with developing country partners	Specific collaboarations: CWU and One World Action on Philippines project; ACTSA/TUC/ZCTU collaboration on union to union twinning project; OWA/TUC/SEWA delgation visit
5. Integration of a development education component into TUC courses, including initial tutor training, FTO training, TUC Organising Academy and online learning	Tutor and Officer training (April 2008); Online Introduction to international development (May 2008)				
6. Two regions and eight affiliates develop awareness strategies, accessing minigrants	5 minigrants in Year Two: TUC Midlands Region; TUC Northern Region (2 minigrants); Scotland TUC ; and GMB London Region.				



Appendix 3: IDLF union chart





briefing