



ACTIVITY REPORT 2019

BELLEVILLE INSTITUTE

 International trade union cooperation

FOREWORD



Solidarity

The labour market has been especially hard hit by the crisis in recent months, and no-one can predict how this crisis will evolve. The pandemic has laid bare the extreme

vulnerability of millions of workers in France and Europe, and the situation is even more catastrophic elsewhere in the world.

In the informal economy, the majority of workers earn their living on a day-to-day basis. This crisis could rob them of their livelihood. It is a dramatic reminder of how important it is that everyone has access to decent work. We must hammer this message home, so that reducing poverty, widening access to rights, and increasing social protection are given priority in the future recovery process.

These major issues have been the focus of our very concrete discussions with the organisations and activists involved in cooperation initiatives. The mana-

gement of the projects presented in this booklet has been severely disrupted, as it is no longer possible to travel out of Europe. However, discussions are taking place regularly to keep projects moving forward as best as possible.

The period ahead will further accentuate the immense vulnerability of the labour market worldwide, making trade union and worker action more vital than ever. Nevertheless, the pandemic and the ensuing economic and social crisis may seriously destabilise the organisations with which we are working. We have therefore provided emergency aid to most of them, so that they can continue their work and activities. And, in some cases, so that their activists have at least some means of protecting themselves!

The cooperation activities presented in this booklet must be stepped up even further in the name of international trade union solidarity, which, for the CFDT, is embodied by the Belleville Institute.

Yvan Ricordeau
President of the Belleville Institute

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COOPERATIONS BY THEMES AND REGIONS

	Sub-Saharan Africa	Latin America	Asia	North Africa
Union training	Africa (3 countries) / ITUC-AFRICA, CSN Mali, CSTM Togo, CSTT Senegal, UNSA Organising and training informal economy workers	Vénézuela : ASI National Campaign Project "Join ASI"	Cambodia / CLC Union training	Maroc/UMT Strengthening and development of cooperation
	Côte d'Ivoire/Dignité, SIT Training project on union organisation and management	Brazil/CUT Union cooperation and strengthening	Viet Labor : Union management training	
	Africa (8 countries)/ITUC Africa, FAD Supporting trade union action regarding economic and social issues to fulfill decent work in Africa			
Human and trade union rights	Senegal – France/UNSAS, ESENTIEL, CFSI Promoting decent work for people in precarious situations	Haiti/CSA Empowering Haitian workers through unionisation and unity of action	Cambodia / CLC Make wokers aware of their rights	
			India/Fedina Workers' rights in global supply chains and union structuring	
Corporate Social Responsibility	Africa (8 countries)/ITUC Africa, FAD Supporting trade union action in economic and social matters to make decent work a reality in Africa			Tunisia / UGTT Professional training
	Africa (4 countries)/ Syndex, national consultants, ACTRAV, CSB (Burkina Faso), CSP (Cameroon), UGTCl (Côte d'Ivoire), UDTS (Senegal), ITUC Africa Business and development study			
Dialogue with civil society	Guinea/Multi-actor concerted program (PCPA/Projeg) • Strengthening the professionalisation of civil society organisations • Advocacy and lobbying to influence public policy • Supporting and promoting actions aimed at youth mobilisation and development			

ACCOMPANYING THE UGTT IN THE SUPPORT PROGRAMME FOR PROFESSIONAL TRAINING AND INTEGRATION (PAFIP)

Making the Tunisian vocational training system more effective as a vehicle for labour market integration.

The project comprises five strands, involves trade unions and employers' associations, and is supported by the *Agence Française de Développement* (French Development Agency). This project falls within the scope of the Support Programme for Professional Training and Integration (PAFIP), which aims to make Tunisia's vocational training system more effective as a vehicle for labour market integration.

PROGRAMME IMPLEMENTATION

The first seminar, launching the partnership between the UGTT and the CFTD, took place on 16 December 2019 in Hammamet. This seminar

brought together the 28 trade union officials involved in the programme (18 for the regions, 10 for the federations). It was an opportunity to remind participants of not only the objectives, but also the content, expectations and methodological principles.

Our partnership falls within the fourth strand of PAFIP, entitled "Capacity building of private-sector organisations", the main objective of which is to enhance the ability of trade union officials to engage in dialogue in several technical areas of vocational training reform and human resources management. This first day was followed by a 3-day seminar held from 17 to 19 December with the 18 regional trade union officials.

THE AGENDA

The aim of the first seminar was to give all activists a general understanding of the Tunisian and French system.

An update was given on the continuing training system in Tunisia, with an address delivered by the CNFCPP (national centre for continuing training and social promotion), a body under the Ministry of Vocational Training and Employment (MFPE). The Belleville Institute, represented by its experts Jean Claude Comet and Michel Gay, reported on the training system in France and on its professional qualification certification process (CQP).

The MFPE then spoke of the certification system in Tunisia and explained how the country validates experience and cross-certification.

The ANETI (National Employment and Self Employment Agency), which is an organisation that reports to the MFPE on employability in Tunisia, then concluded the seminar with a final theme. The same seminar will be held in February 2020 for the trade union federation officials. The partnership will run until 2022.





SUPPORTING SOCIAL AND ECONOMIC ACTION BY TRADE UNIONS TO PROMOTE DECENT WORK IN WEST AFRICA

COMPLETION OF THE SECOND PHASE OF THE PROJECT

2019 saw the completion of the second phase of the project "Supporting trade union action on economic issues to make decent work a reality in Africa", which ran from July 2016 to December 2019. This project, conducted jointly by the International Trade Union Confederation in Africa (ITUC-Africa) and the Belleville Institute, is being rolled out in eight West African countries (Benin, Burkina Faso, Côte d'Ivoire, Guinea, Mali, Niger, Senegal and Togo), with the support of 28 ITUC-Africa affiliates. It is designed, among other things, to strengthen the trade union research capabilities of the participating organisations, and to increase the influence of these organisations so that economic and social policy more effectively addresses worker concerns. To meet these objectives, trade

union research and analysis committees (CARES) have been set up in each of the eight countries where the project is being implemented. CARES members undergo training and are responsible for conducting research, communicating the findings to their organisations, and informing the trade union movement's discussions on the subjects addressed. These subjects relate primarily to three areas:

- The analysis of national budgets and fiscal governance;
- The extension of social protection to informal economy workers;
- The social and environmental responsibility of multinational companies and the international framework agreements (IFAs) between some MNCs and international trade union federations.

EXTERNAL ASSESSMENT

As the second phase of the project was completed in December 2019, a decision was taken to conduct an external assessment, enabling the Belleville Institute and its partners to:

- get a clearer picture of the project's outcome, particularly in terms of strengthening the social and economic analysis capabilities of trade unions;
- determine if the methods used had been effective and had produced conclusive results;
- identify the strengths and weaknesses of the activities carried out, and use the practices of the different partners to inform and improve their future actions.

The F3E network (of which the Belleville Institute is a member) provided support throughout the development and implementation of the assessment process. Thus, two consultants – Youssef Cissé and Abdou Salam Fallhe – successfully carried out the assessment between September 2019 and January 2020. They completed missions in five of the eight countries involved in the project, conducted interviews and took part in meetings with ITUC-Africa, the Belleville Institute and F3E, and surveyed the various stakeholders to gather feedback on specific issues. In addition, a workshop involving representatives of each national CARES, the consultants, ITUC-Africa and the Belleville Institute was held in Lomé in December 2019 to share the initial findings of the assessment and discuss what to do next.

THE MAIN RESULTS OF THE EXTERNAL ASSESSMENT, AND FUTURE DIRECTIONS

The assessment identified several strengths and weaknesses in the project.

The main strengths and positive outcomes are reflected as follows:

- The project is well organised and the objectives,



results and activities are presented in a relatively straightforward manner, leading to greater clarity of the outcomes achieved;

- Many of the planned activities have been completed; the project has therefore identified a significant group of around 80 trade union actors who are responsive to the three priority issues addressed by the project, and are capable of spreading information and awareness on those issues;
- In addition, the project has enabled:
 - Improvements in the negotiating skills of trade unions, especially relating to budget oversight;
 - The development of a culture of research;
 - The consolidation of united action around concrete issues, in almost every country;
 - The recognition of the CARES in some countries, beyond the trade union confederations involved in the project;
 - The emergence of new knowledge within trade unions, particularly through the creation of a new culture in terms of IFAs and CSR;
 - The documentation of trade union practices, thanks to a new momentum towards documenting trade union action requirements and organising workers' demands, particularly regarding budgetary matters.

The main pitfalls and weaknesses are reflected as follows:

- A lack of coordination between the project and ITUC-Africa's research and labour education institute (Institut Africain de Recherche et d'Education Ouvrière - IAREO);
- Inadequate financial resources given the scale of the project and its objectives;
- Networking difficulties due to the lack of appropriate tools and support;
- Inadequate differentiation between support strategies in the project design, meaning that the specific assets and opportunities offered by some countries were not taken into account;
- Insufficient emphasis on the changes that the project is meant to bring about.

The assessment also stresses the fact that the project led to the development of the CARES and their activities, but that it does not offer a long-term solution because – like all cooperation projects – it will eventually come to an end. The trade union confederations involved in the project must therefore seek ways of providing the human, intellectual and financial resources needed to continue their activities. Strategies must be developed for this purpose.

Based on the observations and recommendations in the assessment, ITUC-Africa and the Belleville Institute are going to look into extending the project into a third phase. They will also draw on the proposals made by the various CARES and trade union confederations involved in the process. Special consideration must be given to making sure that research activities continue beyond the project term.

PROMOTING SOCIAL PROTECTION OF INFORMAL ECONOMY WORKERS IN CÔTE D'IVOIRE

This project, implemented in 2016, has enabled us to continue supporting CISL-Dignité in partnership with three trade unions: the SIT in Geneva, the CSC in Belgium, and the CFDT through the Belleville Institute in France.

In phase one, the project focused on developing and implementing a national trade union education plan for Dignité. This was extended in phase two to include a social protection project involving the Ivorian trade union confederations affiliated with ITUC-Africa (CISL, UGTCI, FESACI, UNATRCI and CSH).

REMINDER OF THE 1st PROJECT (2016/2017)

Seminars taught the basics on managing trade union action, raising interest in trade unionism and trade union practice, explaining how to approach work-related issues from the appropriate social and economic perspective, and preparing members of Dignité for positions of responsibility in the trade union and cooperative movement.

But the expectations of companies and informal economy workers on the ground remained high. It was therefore essential that we continue to support the Ivorian trade unions on issues that still pose major unresolved problems for civil society and the world of work in general.



2nd PROJECT (2019 AND 2020)

Phase two of the project therefore concentrated on the need to observe and challenge the state at a crucial phase in Côte d'Ivoire's development, that of introducing universal health coverage.

The established texts and laws either lack precision or are incomplete or missing. It was therefore urgent that we work on the future form and content of this coverage.

Most workers have only a vague understanding of the ins and outs of this reform; they will focus above all on its binding and costly financial aspects, and will not understand the need to take out supplementary insurance to cover all medical costs. As a result, health care coverage will remain partial and unsatisfactory.

Trade unions must therefore keep a close eye on how this process develops, at the risk of seeing 85% of the population (informal sector) deprived of medical coverage because too expensive.

Hence, the general aim is to "provide access to social protection for workers in the informal economy by 2020" while examining the texts and laws on social protection enacted by the state. We need to identify all aspects of their application and protest any shortcomings found.

We must set up a union platform to ensure full implementation of universal health coverage (UHC), while also informing informal economy workers.

Since the second half of 2019, the Ivorian state has been extending new UHC to all workers in Côte d'Ivoire, including the informal sector (which represents over 85% of Ivorian workers).

THE IVORIAN TRADE UNIONS HAVE RAISED THESE QUESTIONS:

- Will they really benefit from the UHC?
- How much will the monthly contributions be?
- How will the new system work?
- How can a non-contributory medical assistance scheme for the poorest and unemployed be effectively implemented?

The unions have investigated these questions and provided answers. A legal study was carried out with the help of Maurice Utz, a lawyer and member of the international commission of the SIT, who was in Abidjan from February to July 2019 and in December 2019. This study was shared with the four other trade union confederations at specific meetings. These organisations have endorsed the proposed strategy.

The meetings revealed a number of relational difficulties between the trade union confederations.

As a result, this inter-union project could not be undertaken as part of the 2019 plan. The decision was therefore taken to implement the platform with only three confederations, while leaving the door open for the other confederations to "hop on the bandwagon"!

ACTIONS PLANNED FOR 2020

The creation of an inter-union platform, initially planned for 2019, will be discussed at a constitutive general assembly in early 2020. The associated legal texts should be validated at the same time.

The recommendations issued in the conclusions of the trade union strategy paper will be incorporated into an advocacy statement, to be used on various occasions by the leadership of the trade union confederations in future discussions with government bodies.

The platform will have a headquarters and provide information for anyone wanting to know more about UHC.

In 2020, thirty training sessions will be held throughout the country by CISL-Dignité trainers to inform workers about this new tool and explain how to apply for UHC.





TRAINING FOR FOCAL POINTS IN NINE FRENCH-SPEAKING AFRICAN COUNTRIES

At a seminar held in May 2018 involving 15 activists (focal points, political leaders and general secretaries) from nine French-speaking African countries, all the unions recognised that they had to work together and exercise influence in their respective countries.

Given the economic situation in these countries, concerns have been raised about the informal sector and the extension of social protection to the private, informal and rural sectors.

With this in mind, three seminars were held in 2019 on sector-specific alternatives to the informal economy, one in Bamako in Mali (February/March), one in Ouagadougou in Burkina Faso (April) and one in Dakar in Senegal (September).

OBJECTIVES:

- Collect information and encourage discussion and debate on this proposed approach of sector-specific alternatives to the informal economy based on existing initiatives and experiences
- Disseminate and share information within and between trade unions and involve the partners

contributing to this session, i.e. NGOs, micro-finance institutions, employers and politicians

- Gain perspective on the actions required to launch this approach within a consultation framework, to be determined, indicating the priorities and the necessary action plans and work schedule

Our work began with a socio-economic analysis of each country to place the development of the informal economy in the correct context, based on a focal point characterising its scale, causes and symptoms. We addressed the possibility of sector-specific alternatives aimed at moving away from impoverishing growth through a formalisation process, in line with initiatives already undertaken within each of the trade unions.

Given the complexity of this topic, we clearly had to discuss and share experiences with other partners in civil society (NGOs), microfinance, business and politics, to pool as many resources as possible. The aim of this first step was to share views and achievements between trade unions in pursuit of a national ambition.

CONCLUSIONS REACHED BY THE THREE COUNTRIES:

- **The way the informal economy is perceived** demonstrates the importance of a sector deemed dynamic, its trade-specific organisation, its individualist mindset and the enormous difficulties encountered daily. However, it is also clear that formalisation must begin with training, professionalisation and access to credit, and involve the informal sector.
- **For formalisation to succeed**, we must raise awareness and increase skills. The state must be closely involved, with for example a formalisation policy. This will require first meeting with the unions, targeting their members by trade, helping them gain access to financing and training them both professionally and on their social and union rights.

CHOSEN/PROPOSED SECTORS BY COUNTRY:

Mali:

Car mechanics - Tricycle drivers - Livestock/meat - Rice - Electronics - Sand quarries (the women who collect sand in the river)

Burkina Faso:

Corn, shea, African locust bean and food processing - Market gardening - Weavers - Soap production

Senegal:

Crafts - Fishing - Transport - Sewing - Trade - Agriculture - Processing of local products

PROGRESSIVE SECTOR-SPECIFIC IMPLEMENTATION

All the countries contributed to the creation of a process, based on real-world case studies presented by the invited partners, for structured and progressive sector-specific implementation:

- **A three-stage process**
 - Upstream: targeting, identification, study, training, etc.
 - Production: in cooperatives, and team evaluation, training
 - Downstream: storage, transport, marketing, outlets and markets
- **Creation of a project team** in charge of the experimental work, specifying the human and technical skills required to ensure good management and meet performance expectations in terms of production quality, costs and deadlines
- **Awareness-raising of the chosen sectors**, informing stakeholders of the benefits of a sector-specific organisation through educational and discussion forums, workplace training, etc.
- **Identification of human and financial resources**, by compiling an inventory of existing material and financial resources, evaluating needs and seeking funding as well as social protection

PROPOSALS AND SELECTED ACTION PLANS, in order of importance:

- Create **an inter-union consultation framework** in support of the informal sector to encourage discussion and experience sharing
- Draw up **a formalisation charter** to define the status of a formalised production unit, set up a cooperative
- Validate **the choice of priority sectors** based on existing experience
- Define a national ambition underpinned by the establishment of an **informal economy convention**, bringing together all stakeholders as part of a "national day"
- **Set up a reflection and steering committee** to support and evaluate action plans by country, integrating the focal points chosen by ITUC-Africa

COUNTRY-SPECIFIC APPROACHES:

A Malian approach marked by a context of high insecurity and a still fragile inter-union structure in the process of reconstruction. Mali is characterised by its two-pronged approach. The UNTM adopts a more traditional approach (unionisation and social protection), establishing focal points in charge of local coordination. The CSTM has taken a more regionally structured path, integrating plans for economic and social development as well as professionalisation in downstream professions: storage of gravel, packaging and wrapping of products, outlets for dyers, brick making and improvement of working conditions, etc.

A Burkinabe approach marked by a long tradition of inter-union cooperation, but an approach to the informal economy that is still compartmentalised by unions. Burkina Faso has an informal sector directorate attached to the Ministry of Labour, indicating the importance attached to the informal economy. Given the context, we might reasonably expect effective coordination between the different stakeholders. However, despite existing strengths, more coordinated action is needed to meet shared priorities. By the end of the session, it had become clear that Burkinabe inter-union cooperation is of a high quality, particularly in terms of their ability to formalise priorities and objectives then translate them into precise and coherent action plans within the framework of an inter-union work schedule.



A Senegalese approach with a strong focus on the informal economy, which clarified many aspects of the current situation from an inside perspective and demonstrated a need for rigorous analysis. A lot was said about reaching out to informal workers, supporting them, providing a framework for the creation of decent employment, taking into account their cultural resistance to formalisation, listening to the violence they have suffered and the social instability they have experienced, behavioural excesses, "shanty towns", the lack of permanent income, and the refusal to involve them in decision-making bodies. The need for informal sector employers was discussed on several occasions, given the lack of commitment from governments which consider the informal economy as a means of absorbing poverty, despite being supposed to organise the economy.

THE CHALLENGES:

- Implement a strategy to move away from continuous state support towards a social and solidarity economy
- Find ways of supporting professionalisation before formalisation
- Find ways of supporting the introduction of business sectors
- Build up good practices

CHANGING ATTITUDES TO THE INFORMAL SECTOR

Progressive challenges and leverage effect:

in the past, informal economy trade union action took a "social" approach focused on raising awareness of the rights and duties of informal workers with a view to organising them within trade unions, thereby improving their living and working conditions and promoting decent work. Although this remains a very genuine concern, recent experience has revealed a growing interest in professionalising workers to promote both work quality and new management, logistics and even technical skills, in order to make their resources more reliable and hence improve expected performance. There is a desire to optimise purchasing by introducing purchasing groups, while also paying closer attention to product quality to better meet market requirements, improving the ergonomics of workstations to reduce physical strain and fatigue, and meeting the packaging requirements for transport and distribution to new markets. By addressing these challenges, they hope to improve the added value of their products. You only need to look at the handicraft products currently on sale in African airports to see how much progress has been made and the level of quality now on offer. Organising trades by sector will effectively increase the quality and diversity of products targeting not only the local market but also the national market and regional markets throughout Africa. This approach is being gradually experimented with in different sectors, with the aim of creating a leverage effect to lend credibility to the idea that formalisation is possible in what is currently an ocean of informality.



FORMALISATION and UNIONISATION go hand in hand!

- Identifying and grouping informal workers by sector reflects a belief in the things that unite workers
- Organising workers into cooperatives ensures them a decent income and social protection over the long term
- Favouring a sector-specific organisation shows that informal workers are being taken seriously and encourages them to take the lead once more to find best solutions on their own without expecting the state to do everything or outside help
- Sector-specific formalisation restores pride and the belief that you can do good work and find fulfilment in a useful and well-respected job
- With this sector-specific approach, unionisation gains a new sense and meaning, because it CHANGES LIVES!

PROFESSIONALISING CIVIL SOCIETY ORGANISATIONS, AN INSTRUMENT OF DEMOCRACY IN GUINEA

The consultative capacity-building programme aimed at civil society organisations and young people in Guinea has come to an end after twelve years.

Twelve years of experimenting, action, partnerships, consultation, opposition, advocacy and political and social transformation.

Twelve years during which the CFDT, through the Belleville Institute, has made its own contribution to the global PROJEG programme in collaboration with the Guinean trade unions.

Twelve years of political transition and social changes crucial to Guinean civil society and its development, during which the members of the PROJEG team have played an essential role. PROJEG is a PCPA programme (*programme concerté pluri-acteurs*), i.e. an innovative consultative multi-action programme initiated by the French Ministry of Foreign Affairs with the aim of creating an organised civil society to facilitate dialogue with public authorities on the development of public policies.

The programme was built on the belief that involving ordinary people and civil society in the creation of policies to combat poverty and inequality will make them more effective. Hence the term "multi-action", involving discussions between civil societies in the south, civil societies in the north, public authorities in the south, and public authorities in the north.

PROJEG in brief

PROJEG has focused on:

- developing the most strategic public policies: mining environment, management of public resources and young people;
- consolidating democracy and peace to foster public debate and effective implementation of public policies;
- appeasing and consolidating national unity, defending human rights and fighting impunity, and strengthening civil society legitimacy.

CHANGES BROUGHT ABOUT BY PROJEG

Human rights and rule of law: Development of a space for managing local issues, conducting consultations and taking collective initiatives through regional colleges.

Mines: The mining issue has moved from the exclusive realm of experts to also involve citizens. Local CSOs have specialised in mining issues. Gold panning is now included in local policies: gold panners contribute 20% of their income to local development, training for gold panners and the environmental restoration of sites.

Transparency of public resources: Civil society has taken up the issue of debt and is contributing to strategic discussions. Some CSOs are able to implement their citizen oversight procedures across several sectors.

Youth: The citizen's jury has produced many young leaders. The local youth council has become a valuable tool for the Ministry of Youth and Youth Employment. FRANCAS (French secular federation of educational, social and cultural organisations and activities) and the Ministry of Youth and Youth Employment have set up a training course for youth workers; 600 young people have received training.

CLOSURE

The PROJEG project officially ended in December 2019, when the closing ceremonies took place. But is that really it?

The CFDT is continuing, through the Belleville Institute, to work with trade unions and with all civil society stakeholders.

PROJEG has sown its seeds, and they will continue to grow and bear fruit.





STUDY OF SUPPORT PROVIDED TO COMPANIES THROUGH FRENCH DEVELOPMENT COOPERATION FUNDS

DEVELOPMENT COOPERATION FUNDS ALLOCATED TO COMPANIES

Like other countries, France has been saying for several years that it would like companies to be more involved in development cooperation activities. At the same time, it has developed mechanisms for supporting companies in this respect, particularly by funding the projects they undertake. It is therefore essential that trade unions – in their capacity as worker representatives – be involved and have their say in such projects, particularly as regards their impact on sustainable development in the regions where they are implemented. So, in 2019, a study was conducted of the support provided to companies through French development cooperation funds. It was run by the Belleville Institute and Syndex Europe International, and was based on case studies carried out in four African countries: Burkina Faso, Cameroon, Côte d'Ivoire and Senegal. The case studies were performed by consultants in the four countries, with the help

of national trade union representatives. The ILO Bureau for Workers' Activities and ITUC-Africa were also involved in the investigations.

CONSIDERABLE IMPROVEMENT IS NEEDED BEFORE A GENUINE, LONG-TERM SUSTAINABLE DEVELOPMENT STRATEGY CAN BE DELIVERED

The study led to several observations and recommendations regarding the more effective resolution of concerns about the involvement and consultation of local actors (such as neighbouring communities, trade unions and local authorities) in the project implementation process, the need for greater transparency (regarding the end beneficiaries of projects, sub-contracting chains, etc.), the need to provide more support for local companies (especially micro, small and medium enterprises), the need to work on creating permanent jobs and making sure they are all decent, etc.

OUTLOOK

Going forward, the study findings must be shared with development cooperation actors and with trade union representatives, including those operating in company supply chains. Further discussions and actions may be put in place to see how trade union oversight of projects could be stepped up, along with the development of tools for more effectively addressing trade union concerns about these projects.

ACTION TO ORGANISE TRADE UNIONS AND WORKERS' RIGHTS IN INDIA

CONTINUATION OF THE PARTNERSHIP BETWEEN FEDINA AND THE BELLEVILLE INSTITUTE

For over ten years now, the Belleville Institute has been supporting the NGO Fedina, which is composed of Indian civil society organisations working to organise and defend workers' rights in particular, as well as those of marginalised and vulnerable people in general.

After completing a mission in Bangalore in early 2019, the Belleville Institute decided to support Fedina and its members over the rest of the year, mainly in the following three areas of activity:

- Defending workers' rights in global supply chains;
- Organising and strengthening the South India Federation of Trade Unions (SIFTU), which is a member of Fedina;

- Supporting the IRDS (Integrated Rural Development Society), a Fedina member that focuses specifically on defending the rights of rural workers in Tamil Nadu and promoting organic farming



THE RIGHTS OF RURAL WORKERS AND THE PROMOTION OF ORGANIC FARMING

Lastly, in 2019, the Belleville Institute also provided support for the Integrated Rural Development Society (IRDS), another Fedina member. The IRDS has been working with Dalit communities in Tamil Nadu (particularly the Villupuram district) for many years. These communities include landless and marginalised farmers whose fundamental rights are being flouted. The IRDS operates on the principle that collective organisation is necessary to bring about change. In the Villupuram district, it is working on:

- Helping women in several villages to recover land that was illegally taken from them;
 - Enforcing the National Rural Employment Guarantee Act, which ensures that rural workers are able to work in or close to their village for at least 100 days a year, and that certain conditions are respected (payment of a minimum daily wage, etc.).
 - Promoting organic farming and protecting public goods (such as lakes, community forests, etc.), so that workers can produce their own food and protect the biodiversity around them;
 - Forging links between agricultural workers and a union of workers in the sewage industry, with a view to producing organic fertiliser.
- To meet its objectives, the IRDS is developing awareness, training and skills-building programmes for workers, as well as helping the latter to communicate certain demands to local authorities.

In 2020, the Belleville Institute should be conducting a mission to India to talk with its partners there about how they wish to proceed with these various actions.

TRADE UNION ORGANISATION

In 2019, SIFTU members continued to set up meetings to discuss worker concerns relating to their areas of activity (ratification of ILO Convention no. 189 on domestic workers, changes in employment legislation, retirement pensions, pay increases, improvement of working conditions, etc.). SIFTU also continued to support the organisation of workers' unions and their registration with the administrative authorities. Three unions were supported through this process in 2019.

WORKERS' RIGHTS IN GLOBAL SUPPLY CHAINS

The working conditions in a textile factory – which produces goods for a French brand, among others – were observed with a view to defending the rights of workers in global supply chains. Union action may be considered as a result.



TRAINING AND UNIONISING WORKERS IN CAMBODIA

Since 2015, our work with the Cambodian Labour Confederation (CLC) has required us to evaluate the training courses completed during the year. Forty people attended the evaluation seminar, including the three permanent trainers. All are members of the textile federation CLC/C.CAWDU; some also serve as general secretary, treasurer or secretary for their branch.

CFDT National Secretary Yvan Ricordeau and Cambodian Labour Confederation (CLC) President Ath Thorn opened the seminar.

Yvan spoke of the importance of cooperation and of the flagship initiatives underway in Cambodia, in Asia. Ath presented his "independent" organisation and pointed out the difficulties raised by the new labour laws.

The CLC is aware of the need to increase its membership, and these trainings serve as a basis for increasing its members' capacity to interact with employers and the government.

OBJECTIVES

The aim of this evaluation seminar was to assess the training courses in terms of both their content and form.

The trainers presented the results for the past four years and group work was undertaken to inform us of progress made as a result of this training.

BASIC TRAINING

The CLC and its textile federation C.CAWDU trains its members, activists and leaders in how to manage local branches, labour law, organisational strategies, conflict resolution procedures, responsibility and gender relations, with the technical assistance of internal and external trainers.

Training makes perfect sense as a tool for sharing knowledge and experiences among union members, activists and leaders, on subjects such as freedom of association, responsibility, economics, conflict resolution procedures and the emergence of women leaders.



Over the past four years (2016-2019), more than 800 workers have had access to training and improved their knowledge. The training sessions take place on six Sundays (every other Sunday), with employees working six days a week, mostly on short-term contracts.

50% of participants are women working for 34 companies. The managers of these factories are mainly Han Chinese from mainland China, Hong Kong, Taiwan and Malaysia.

The factories manufacture products for brands like Calvin Klein, DKNY, Michael Kors, Lauren, LuLuLemon, TNF, Nike, M&S, Lacos, H&M, C&A, Adidas, Puma, Salomon, SY, NB, Mer, Aéropostale, Wonder Nation, Carter and Carhartt.

The training participants shared their new knowledge with members, activists and workers in general, in particular information relating to freedom of association and the benefits of unionisation and solidarity. One participant explained how the branch at her company had become stronger, currently counting 600 members for a total of 900 employees.

Emphasis was placed on the need to gather as much information as possible before engaging in trade union action, driving home the importance of working as a team. Despite the pressure put on them by their employers (and the associated fear of redundancy), they are all convinced that training is important and will help them in their work.

TRAINING FOR TRAINERS

The CLC and C.CAWDU have trained 94 appointed trainers (34 women). On completing their basic training and a training for trainers course, and having put their new skills into practice, all the new trainers explained the training methods and their effectiveness to members and activists. C.CAWDU currently has a strong network of trainers.

OUTLOOK FOR 2020

The C.CAWDU federation can now continue these training courses, so we are currently looking at other federations with a view to continuing training for activists in the four sectors targeted: industry, tourism, transport and agriculture. This new scheme should strengthen the CLC as a whole.

PROMOTING DECENT WORK IN FRANCE AND SENEGAL

WORKING TOGETHER ON ISSUES OF COMMON CONCERN

At the end of 2018, the CFDT became a member of the French Committee for International Solidarity (CFSI), which includes 24 organisations actively involved in international solidarity. As part of a CFSI programme called "Cooperating differently to bring about change" (Coopérer autrement en acteurs de changement – CAAC), the CFDT, via the Belleville Institute, has presented a project with two partner organisations: the National Federation of Independent Trade Unions of Senegal (UNSAS), with which it has worked on various projects in the past, and the Nantes-based NGO ESSENTIAL, which is involved in international cooperation activities to improve global health.

The project, entitled "Promoting decent work for persons in precarious situations", is designed to address issues that may be encountered by trade unions both in France and Senegal, by developing or adjusting measures to contribute to the widespread availability of decent work. In particular, organisations like the UNSAS in Senegal or the

CFDT in France are encouraged to think about what can be done to reach out to workers who, in some cases, are in very precarious situations, and with whom they would like to be in closer contact. How can we improve our understanding of the difficulties these people face, and the exclusion mechanisms at work in our societies? How can we support them better, represent them better, involve them more in social dialogue, and incorporate their concerns more effectively into the package of demands, along with proposals for effective solutions? Lastly, how can we align trade union action more closely with the actual experiences and ambitions of these people, so that they are convinced of the utility of trade unionism? These are all questions that trade unions and other actors in our societies must answer.

FOCUS ON SOCIAL PROTECTION

The scope of any project must be limited to obtain concrete results. Therefore, it has been decided that, to try and provide some answers to the questions above, the emphasis will be on examining how existing and/or potential trade union strategies can be used to increase worker access to social protection – bearing in mind that social protection is an essential pillar of the decent work agenda. To do this, research must be carried out in France and Senegal, focusing specifically on the situation of those working in Senegal's informal economy or under France's new self-employment system.



SUPPORT FOR WOMEN IN THE FISH PROCESSING INDUSTRY IN SENEGAL

In Senegal, stronger and more comprehensive support will be provided to two groups of women working in the fish processing industry in Yenne and Mbao, close to Dakar. Support for the women participating in the project will include the installation of equipment (such as smoking kilns and drying racks) at their workplaces, as well as training in literacy, micro-enterprise management, health and safety at work, product hygiene and quality, packaging, storage, etc. The aim will be to improve their working conditions and the quality of their products, and increase their income. At the same time, action is being taken to ensure that the women have access to social protection. To get a clear picture of their circumstances, the barriers that impede their access to social protection, and the solutions that may be considered in this respect, a study will be conducted into their contributory capacity, the saving mechanisms available to them (including through their groups), and existing social protection systems at the national and regional levels. The results of this study should enable us to determine what kind of social protection mechanism would be the most suitable for them, with a view to helping them access it. The project, which began at the end of 2019, is expected to run for two years.



ORGANISATION OF WORKERS IN GRAND'ANSE, HAITI

SUPPORTING INFORMAL ECONOMY WORKERS AND FACILITATING THEIR ACCESS TO MICRO-CREDIT

For several years, the Belleville Institute has supported the project *"Unionisation and decent work: a joint project to support and strengthen the trade union movement in Haiti"*, run by the International Trade Union Confederation (ITUC) and its American regional organisation (TUCA).

In 2018, trade unionists from Haiti and West Africa took part in an experience-sharing programme facilitated by the Belleville Institute and focused primarily on social protection. An action plan was agreed in late 2018, following a mission conducted in Togo and Benin as part of this experience-sharing programme. It consists in supporting groups of informal economy workers in Haiti, who need micro-credit to develop their businesses and meet their basic needs (food, transport, housing, education, etc.). Thus, access to micro-credit would

be facilitated for certain pre-identified groups, who would also receive comprehensive support to enable them to derive maximum benefit from the initiative (training, networking with actors able to offer assistance with administrative formalities, etc.). Issues such as social protection and unionisation could then be discussed with these groups.

AN INTER-UNION APPROACH

To ensure the success of this initiative, three trade union confederations in Haiti have pre-identified groups of workers in the Grand'Anse department, who could potentially work with them on a programme to develop solidarity organisations. The three confederations conducted a joint mission in the department in 2019, and a fourth confederation may join them in the future. During the mission, representatives of the three confederations met with local trade unionists and with members of the pre-identified groups. They were able to present the initiative to them and identify some of their

needs regarding equipment, financial support, networking, etc.

This initial mission was necessary to identify the trade unions and groups of workers who will be involved in the initiative. However, it would be helpful to organise more missions with target actors to carry out a more thorough analysis of the situation and needs, before the interested trade union confederations consider starting this joint pilot project.

ORIGIN AND USE OF RESOURCES

ORIGIN OF RESOURCES

Most of the Belleville Institute's financial resources come from the CFDT's international trade union solidarity fund, the SSM. A percentage of the CFDT membership fee goes to financing this fund, created in 1965. The confederation therefore has the means to implement a cooperation policy in line with its European and international priorities. The Belleville Institute is a non-profit organisation created under the French law of 1901 and has a board of directors.

CFDT FUND

The CFDT Confederation has allocated a fund of €110,855.38 for the Belleville Institute to support and implement cooperation projects.

FRENCH DEVELOPMENT AGENCY (FDA) FUNDING

The Belleville Institute has received financing from the French Development Agency (*Agence Française de Développement*) for the "Supporting

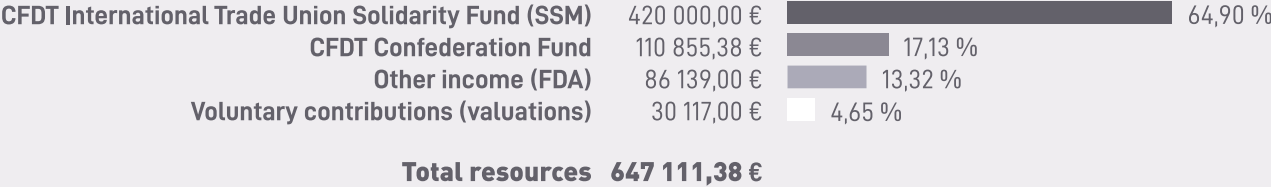
trade union action on economic issues to make decent work a reality in Africa" project. The Belleville Institute's budget for 2019 was €647,111.38, which included an operating budget of €167,885.55, representing 25.95% of the total budget.

COOPERATION ACTIVITIES:

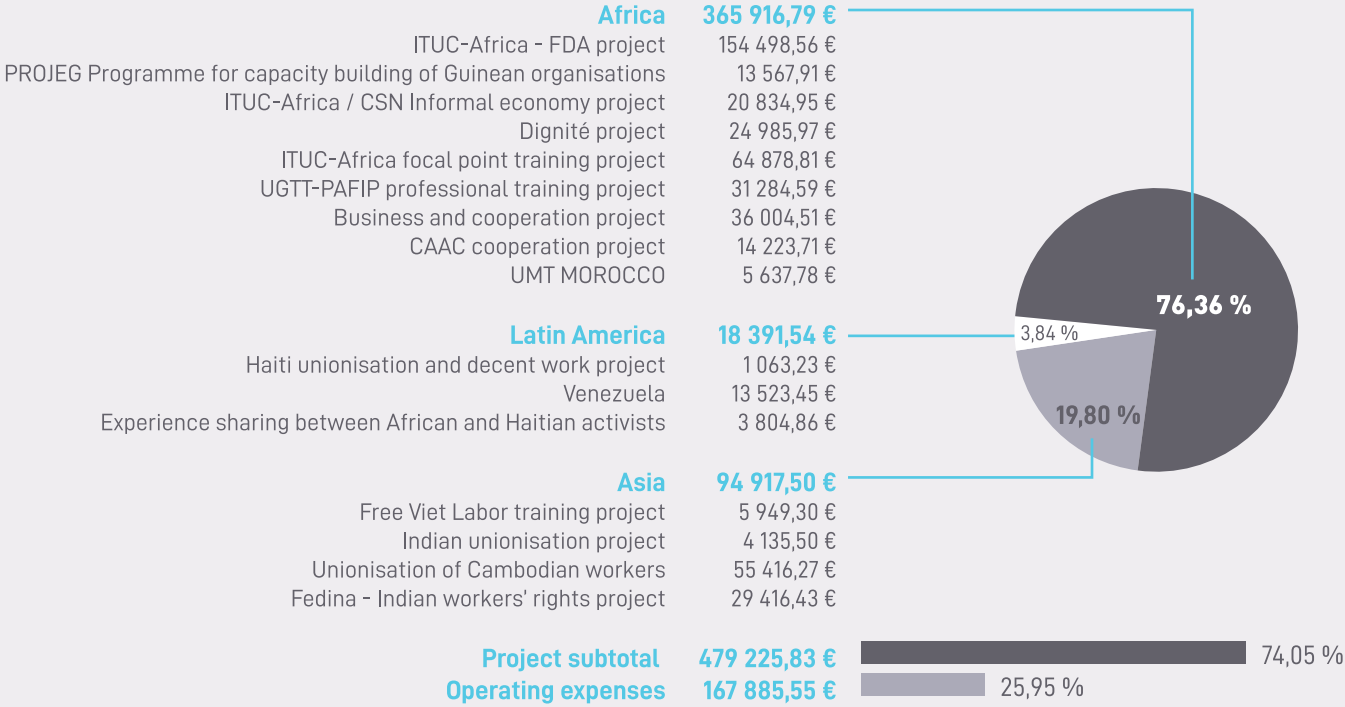
Activities in Africa are as important as ever. There are nine projects representing 76.36% of the total budget. In Asia, projects are ongoing in Cambodia and India and represent 19.80%. In Latin America, Venezuelan and Haitian activities represent 3.84%.

The Belleville Institute's accounts are signed off by the association's general assembly. They are included in the CFDT's consolidated accounts and certified by auditors.

ORIGIN OF RESOURCES



USE OF RESOURCES PROJECTS



Total used 647 111,38 €

STRUCTURE

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President of the Belleville Institute,
CFDT National Secretary

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Blandine Landas
In charge of the Europe International
Department for the CFDT

Fabien Couderc
Confederal Secretary in charge of Africa and
the Middle East

THE TEAM

Martine Roy
Chief Representative, Cooperation Manager

Elodie Aïssi
Cooperation Manager

Mickaël Goulette
Administrative Assistant

THE EXPERTS

These contacts, almost all members of the CFDT network, volunteer their own essential specialist expertise and knowledge.

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BELLEVILLE INSTITUTE

4 boulevard de la Villette 75955 Paris cedex 19 FRANCE

Phone: + 33 (0)1 42 03 81 37

e-mail: institutbelleville@cfdt.fr