



23

ACTIVITY REPORT

2023

FOREWORD



2023 also saw multiple crises and conflicts, which have had negative impacts on the everyday lives of workers and the organisations representing them. Some of our partners are trying to continue their trade union action

to defend workers' rights and support them in their endeavours, despite sometimes complicated political, social, economic and security circumstances. In such contexts, which can unfortunately extend over time, trade union cooperation on social and economic development projects must be flexible, and at times leave room for emergency action if a situation becomes too chaotic.

This is the case in Haiti, for example, where the cooperation programme planned for 2023 could be only partially implemented due to the multidimensional crisis in play. It has seriously deteriorated the security situation in certain areas, sometimes even preventing trade unionists from travelling. In the face of such realities, it is more important than ever that the CFDT listen to its partners through trade union cooperation. We are also prepared to mobilise other budget lines dedicated to emergencies in situations that demand it.

Generally speaking, the Institute continued to support processes for organising and defending the rights of workers in the informal economy in 2023 despite sometimes hostile conditions, including in Senegal and Burkina Faso, and its union-building activities in Venezuela. At the end of 2023, we launched an initiative with partners to capitalise on experiences and practices as part of a project developed in West Africa over several years with the International Trade Union Confederation - Africa. It is important to reflect on ways of scaling up actions implemented, and on how lessons learned from projects may feed into the thinking and initiatives of other trade union players.

Finally, at the end of 2023, the Institute organised a screening and debate open to the public as part of the Alimenterre Festival, coordinated by the French Committee for International Solidarity and featuring a selection of films and documentaries on sustainable and socially responsible food in France and worldwide. In addition to involving itself in trade union cooperation in the strictest sense of the word, the Institute likes to take this type of opportunity to contribute to discussions and debates among citizens on a wide range of subjects, including international trade, interdependence, challenges shared by countries and choices of production model. While always paying close attention to the place and roles of workers in these dynamics.

This booklet presents some of the cooperation activities developed and supported by the Institute and its partners in the course of 2023.

Béatrice LESTIC

President of the Belleville Institute

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COOPERATIONS BY THEMES AND REGIONS

	North Africa / Middle East	Sub-Saharan Africa	Americas	Asia
Trade union training and structuring	Tunisia/UGTT Supporting the UGTT under the Support Programme for Professional Training and Integration (PAFIP)	Africa (7 countries)/ITUC Africa, French Dev. Ag. Supporting social and economic action by trade unions to promote decent work in West Africa	Venezuela/ASI Strengthening the organisation and labour action of the ASI Venezuela confederation and its affiliated structure Haiti/CTSP, CTH Supporting CTH and CTSP trade union action in Haiti	Cambodia/CLC Trade union education in favour of unionisation and improved working conditions in Cambodia
Support for organising and training workers in the informal economy		Burkina Faso/CSB Promoting socio-professional empowerment of women informal economy workers in the agri-food processing sector in Burkina Faso Senegal/ALPHADEV, ILO Supporting two women's fish processing cooperatives in Yenne and Mbao (Senegal)		
Human and labour rights	EGYPT, LEBANON, MOROCCO, PALESTINE, TUNISIA/FIDH Supporting mobilisation of social actors of change in the North Africa / Middle East region	Côte d'Ivoire/CISL DIGNITE, FESACI, UNATRCI, UGTCL, SIT (Switzerland), CSC (Belgium) Taking action to extend social protection for men and women informal economy workers in Côte d'Ivoire		

SUPPORTING THE TUNISIAN GENERAL LABOUR UNION (UGTT) UNDER THE SUPPORT PROGRAMME FOR PROFESSIONAL TRAINING AND INTEGRATION (PAFIP)

UGTT-CFDT collaboration as part of the Support Programme for Professional Training and Integration (PAFIP), through which the CFDT provides resources for the Tunisian General Labour Union (UGTT), has now come to an end.

TRAINING AS A TOOL FOR DRIVING INTEGRATION

This project is aimed at **making vocational training in Tunisia more effective as a means to entering the employment market**. It receives financial support from the French Development Agency (AFD), with the main objective of increasing the capacities of private sector structures by developing skills among trade union officials in several technical areas of vocational training reform and human resources management.

The last seminar was held in Paris in April 2023. It provided an opportunity to review the French process for forward planning of employment and skills (GPEC) and certification system. The programme included a presentation on trade union training within the CFDT and ended with a visit and discussion with the French UIMM metallurgy union, which provides resources for Tunisia's employers' organisation, the Tunisian Confederation of Industry, Trade and Handicrafts (UTICA).

Preparatory work also began on the drafting of the UGTT's policy paper on vocational training.



A PARTNERSHIP PROMPTING PUBLICATION OF A GUIDANCE DOCUMENT

After the seminar, a final meeting was held in Tunis attended by experts from the Belleville Institute and all UGTT participants to mark the end of our collaborative work on this project. The meeting also gave the UGTT a chance to present its policy paper to UTICA.

Bipartite seminars involving the UGTT and UTICA were scheduled to formulate a joint proposal for a Tunisian vocational training system, but these had to be suspended due to differences in opinion on methodology. The CFDT is no longer involved in this stage of the project, but is continuing to support its partner, the UGTT.

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

The CFDT has been working for several years with the International Trade Union Confederation - Africa (ITUC-Africa) on the Supporting Social and Economic Action by Trade Unions to Promote Decent Work in West Africa project. The trade union research and analysis committees, or CARES, set up in eight West African countries¹ as part of this initiative have continued to carry out **research into fiscal governance and extension of social protection to workers in the informal economy**. This has been done with the support of experts from the various countries concerned (academics, civil society organisations, etc.).

A FIRST SUB-REGIONAL COLLABORATIVE REPORT

Several CARES have also contributed to a research report on the high cost of living and decline in purchasing power in numerous sub-region countries. **It is the first report produced at sub-regional level by members of the project's trade union analysis and research committees**. The conclusions of this work may be submitted to national authorities and to sub-regional bodies like the Economic Community of West African States (ECOWAS) and the West African Economic and Monetary Union (WAEMU). Coordination of work undertaken through this initiative and information sharing between the CARES involved in the regional research process have been facilitated by face-to-face workshops organised alongside the International Labour Conference in June 2023, and ahead of the Congress of the International Trade Union Confederation - Africa in November 2023. Additional meetings were organised by videoconference.

1. Benin, Burkina Faso, Côte d'Ivoire, Guinea, Mali, Niger, Senegal and Togo

OUTLOOK FOR 2024

A process for capitalising on experiences and practices was also launched at the end of 2023, focusing on the transition from research to trade union advocacy. This capitalisation process should:

- highlight approaches and actions developed as part of the project that have influenced public policy, to give greater consideration to workers' concerns;
- provide food for thought on action strategies within the framework of international trade union cooperation projects;
- strengthen the internal capabilities of the organisations taking part by capitalising on experience.



SENEGAL / FRANCE : SUPPORTING TWO WOMEN'S FISH PROCESSING COOPERATIVES IN YENNE AND MBAO (SENEGAL)

THE PROJECT: FROM THEN TO NOW

This project, created with the aim of supporting two groups of women working in the fishery product processing sector in Yenne and Mbao in Senegal, continued in 2023 with assistance from the NGO Alphadev and the International Labour Organization (ILO) in Dakar. A self-assessment process was initiated after three years of project implementation for the women to take stock of the situation in their cooperatives based on a participatory diagnosis, to identify areas for improvement and develop strategies to make them more efficient. It was an opportunity to collect the views and experiences of parties

affected directly or indirectly by the project, including members of the groups who joined the cooperatives in 2022 and members of the boards of directors of the cooperatives or of their support structures, managers of local authorities and of mutual organisations in contact or working with the cooperatives, and customary leaders. 81 people (43 in Yenne and 38 in Mbao) were interviewed in total as part of this initiative. It shed some light on the project's contributions and potential areas for improvement with respect to administrative and financial management and capacity building.



CLEAR IMPROVEMENTS, POTENTIAL ADJUSTMENTS

In terms of administrative and financial management, the switch to a cooperative status has given both groups a more democratic and efficient structure, while encouraging group dynamics and improving the flow of information. However, it also emerged that some members of the cooperatives were unfamiliar with certain bodies and with the roles and responsibilities of some of the people involved in their organisational governance. They also reported difficulties in using the existing management tools.



As to capacity building, the interviews revealed that:

- **the functional literacy courses satisfied a very important need** and have helped the women taking part to better manage their economic activities, given them more self-confidence and empowered them in both their professional lives and within the family unit;
- **the training on health and safety at work has proved beneficial in terms of improving the working conditions** of group members, having lightened their workload and improved postures and exposures potentially responsible for illness and physical discomfort (headaches, back pain, stinging eyes, etc.);
- **training in micro-enterprise management has improved their understanding of the problems preventing their business from growing, of certain rules of sound management** and of ways to develop their business (separation of family and business budgets, costing, product marketing, customer relations, etc.);
- **the training received in processing techniques and product development has allowed them to diversify and improve their products.**

However, supply difficulties linked to the depletion of fish stocks are preventing much of this learning from being put into practice. Similarly, although the ovens and drying racks set up at the Mbao site as part of the project are used extensively during periods of activity, such periods are becoming scarce, meaning the equipment is underused over the year as a whole.

Women working in the processing sector have also received help accessing health insurance, for themselves and their families. Links have been developed with the mutual health organisations working with these cooperatives. The 2023 review revealed that people at one of the two sites had good access to health insurance and were generally satisfied. Unfortunately, this was not the case at the other.

IN CONCLUSION

On completion of the self-assessment, a workshop was held in Dakar in early December 2023 to present its main findings. In light of the conclusions, it was decided that the Belleville Institute would continue its support for both cooperatives in partnership with the ILO, with the aim of:

- **strengthening skills at both cooperatives** (more particularly in their governance bodies), with a particular focus on administrative and financial management and planning;
- **encouraging the diversification of economic activities** within the Yenne cooperative to help the women increase their income;
- **continuing to improve access to health insurance** for members of these cooperatives;
- **encouraging digitisation within the cooperatives** to carry out some procedures online (credit management, sales facilitation, etc.).



ACTING TO EXTEND SOCIAL PROTECTION TO MEN AND WOMEN INFORMAL ECONOMY WORKERS IN CÔTE D'IVOIRE

This project has received the support of Switzerland's SIT (Cross-Industry Union of Workers), and Belgium's CSC (Confederation of Christian Trade Unions), as well as the CFDT through the Belleville Institute. **Trade union help desks are continuing to be set up to welcome workers in the informal economy** in the cities of Abidjan and Bouaké.

They have also been created in Bouaké by CISL Dignité (Confederation of Free Trade Unions of Côte d'Ivoire), which worked too with three additional trade union organisations – FESACI (Federation of Autonomous Trade Unions of Côte d'Ivoire), UGTCL (General Union of Workers of Côte d'Ivoire), and UNATRCI (National Union of Workers of Côte d'Ivoire) – to introduce desks in Abidjan.

A VALUABLE SOURCE OF BOTTOM-UP AND TOP-DOWN INFORMATION

These help desks serve to:

- answer workers' questions about universal health coverage (UHC);
- assist and guide workers through the administrative procedures involved in gaining access to such coverage.

Information collected in the course of discussions has given us a better understanding of the difficulties encountered by workers in the informal economy in accessing UHC. They may feed into trade union advocacy in order to facilitate access. UHC awareness-raising campaigns have also been organised in different regions of the country.





POSITIVE RESULTS DESPITE SOME OBSTACLES

On the whole, the activities were well received and involved a wide range of stakeholders. They also spotlighted some of the realities and difficulties faced by workers in the informal economy with respect to UHC. Discussions at the clinics and during the awareness campaigns revealed mistrust of a still hard-to-access system. Other obstacles included insufficient availability in pharmacies of the generic drugs covered by the UHC, non-acceptance of the care pathway by those wishing to go directly to specialist establishments, and refusal of the political pressure to sign up to the scheme (for example, a UHC card is needed to obtain official documents).

CONTINUED ACTION, TAILORED TO TARGET AUDIENCES

These inter-union help desks should continue to function in 2024, although they may be relocated to other organised groups such as cooperatives in an attempt to reach people unlikely to visit them of their own accord or who live a long way from them.

PROMOTING SOCIO-PROFESSIONAL EMPOWERMENT OF WOMEN INFORMAL ECONOMY WORKERS IN THE AGRI-FOOD PROCESSING SECTOR IN BURKINA FASO

A PROJECT SUPPORTED BY THE BURKINA FASO TRADE UNION CONFEDERATION

In 2023, the Belleville Institute supported a project led by the CSB (Burkina Faso Trade Union Confederation) aimed at empowering women agri-food processors in Banfora, a town in south-west Burkina Faso. Through this project, **the CSB wants to reduce the financial insecurity of the women involved while helping improve their living and working conditions.**

TRAINING FOR WOMEN TO INCREASE THEIR RIGHTS AND AUTONOMY

Training was provided for forty women from three associations with the aim of strengthening their skills to help them better manage their economic activities and ensure their rights are respected, as part of a sustainable development approach. The sessions covered topics such as simplified accounting, marketing, food hygiene, health and safety at work, trade union structuring, cooperative management, universal health insurance and environmental protection. The women who received the training went on to set up cooperatives with the support of CSB to manage their activities collectively and put their new knowledge into practice.

MICRO-LOANS IN SUPPORT OF WOMEN'S ACTIVITIES

A CSB delegation also visited Banfora in October 2023 and granted two micro-loans to women processors through the trade union solidarity fund, made available through a savings and credit cooperative born of a CSB initiative to fight poverty through solidarity. It offers various products (savings, term deposits and micro-loans) and is intended for the organisation's activists. The micro-loans granted were used for example to purchase equipment and raw materials.

POSITIVE ACTION, REVEALING NEW NEEDS

In the wake of these initiatives, the women processors expressed various needs:

- **to strengthen their communication skills**, particularly public speaking, to express themselves convincingly and sell their products more effectively;
- **for premises to house the cooperative's head office**, to carry out their activities in better conditions and have greater visibility;
- **for equipment and raw materials** to increase the cooperative's production capacity.

Follow-up is necessary to ensure these women can integrate what they have learned into their everyday practice and secure the project's long-term future. This will be carried out by the CSB throughout 2024.



STRENGTHENING THE ORGANISATION AND LABOUR ACTION OF THE ASI VENEZUELA CONFEDERATION AND ITS AFFILIATED STRUCTURES

DIFFICULT ACTION IN AN UNSTABLE COUNTRY

Venezuela is still in the throes of a deep political and economic crisis. The country's workers, and indeed the population as a whole, have to contend with lasting realities and difficulties that include political polarisation, social fragmentation, forced migration, fragile public services, the collapse of the health system and shortages of food and medicines. In such a bleak context, many Venezuelans are kept in poverty.

DETERMINATION TO SUPPORT WORKERS AND UNION ACTION, REGARDLESS

In 2023, the Belleville Institute renewed its partnership with ASI Venezuela, the country's independent trade union alliance. It has undertaken **to support activities to strengthen the union's organisation** to:

- **increase representativeness and empower workers** by helping to organise elections in the national federations and unions affiliated with the ASI;
- **improve workers' organisational, communication and participation skills** through training with a focus on human and trade union rights;
- **develop proposals to encourage trade union action** within a framework of plurality, social dialogue, democracy and respect for human rights.





MULTIPLE ACTIONS IN SUPPORT OF TRADE UNION RIGHTS AND ACTIVISTS

ASI Venezuela carried out a number of actions in 2023 in pursuit of these objectives, including visits to monitor and evaluate workplaces and union headquarters, assistance with the elections of several affiliated unions, organisation of forums in six of the country's states, and publication of a handbook on autonomous trade union elections. By the end of the year, ASI Venezuela had added two more unions to its list: one national union in the oil sector, and one regional union bringing together municipal workers. To help its members contribute as effectively as possible to the debate on the minimum wage, ASI Venezuela also produced a minimum monthly consumption basket for workers.

It organised demonstrations and campaigns in the course of the year in favour of wages and trade union freedom and against gender violence and child labour.

As a result, an ASI union leader sentenced to 16 years in prison was released in December 2023. ASI union representatives also received support from the Belleville Institute to participate in the tripartite dialogue forum organised with the assistance of the ILO.



2024 EQUALLY COMPLICATED

Actions to further strengthen the organisation of ASI Venezuela are expected to continue in 2024. However, high levels of tension have erupted in the country around the 2024 presidential election. This is seriously affecting the action of ASI Venezuela and its affiliated structures and preventing some activities from taking place. The CFDT is particularly attentive to its partner's needs in this difficult period.

SUPPORTING CTH AND CTSP TRADE UNION ACTION IN HAITI

A COUNTRY PLAGUED BY INSTABILITY AND INSECURITY

Haiti is still plunged in a deep, multidimensional political, social, economic and security crisis. Armed gangs control a large part of its capital, Port-au-Prince, and the population is prey to serious violence. Various situations and any form of travel can be sources of danger, and it is very difficult for trade unionists, like others in the country, to continue their activities. As a result, the 2023 trade union cooperation programme involving the CTH (Confederation of Haitian Workers), the CTSP (Confederation of Public and Private Sector Workers) and the Belleville Institute has been only partially completed.



UNION MOBILISATION SUPPORTING WORKERS WITHIN, SOUNDING THE ALARM WITHOUT

The CFDT's two partner trade union organisations in Haiti have endeavoured to continue supporting workers despite the national chaos. For example, they accompanied union representatives from an industrial estate in the north-east of the country under the monitoring of the implementation of the collective agreement signed there the previous year.

More generally, and given the serious crisis currently affecting the country, the Haitian trade union organisations, including the CTH and CTSP, organised a trade union conference in early 2023 together with the International Trade Union Confederation (ITUC) and its Americas regional organisation (TUCA) in solidarity with the Haitian people. It took place on the Haitian-Dominican border with the aim of drawing attention to the country's dire situation and the serious difficulties faced by the population, and to raise awareness of the roadmap prepared by the trade union organisations in this context. It involved also the CFDT. There is hope that this will attract trade union support for their struggles, for more international visibility.

As an extension of this initiative, the Belleville Institute gave a CTSP trade union representative visiting Europe in the first half of 2023 the opportunity to present the Haitian situation and the union's vision to French stakeholders. He was also able to share this point of view in a video, which was subsequently posted on the CFDT's social networks.



2024 CAUSE FOR ADDITIONAL CONCERN, BUT UNIONS WILL CONTINUE TO CAMPAIGN

Unfortunately, the situation in Haiti is still very worrying. The Belleville Institute will continue to support its partners in 2024 to assist workers in their workplaces (where possible) and through actions to increase visibility of the national situation and the related trade union positions and struggles.

ORIGIN AND USE OF RESOURCES

ORIGIN OF RESOURCES

Most of the Belleville Institute's resources come from the CFDT's international trade union solidarity fund, the SSM, created in 1965. A percentage of the CFDT membership fee goes to financing this fund. Therefore, the confederation 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.

OTHER FUNDING

In 2023, as in the previous year, the Belleville Institute received two grants from the French Development Agency (AFD), one for Tunisia's Support Programme for Professional Training and Integration (PAFIP), and the other for the Supporting Social and Economic Action by Trade Unions to Promote Decent Work in West Africa project. It also received the balance of funding from the French Committee for International Solidarity (CFSI) for the Promoting Decent Work for Vulnerable People project, implemented as part of a CFSI programme in Senegal and France over several years.

BUDGET

The Belleville Institute's total expenses for 2023 amounted to €585,651.13. Total resources amounted to €556,828.72. The budget outturn for 2023 is therefore a deficit of €28,822.41. This deficit is financed using the association's reserve funds from previous years.

COOPERATION ACTIVITIES

As in previous years, a large proportion of the initiatives supported by the Belleville Institute or in which it was involved in 2023 are being developed in Africa. A total of €331,806, representing 63% of project expenditure, went mainly to this continent in 2023¹.

Then comes the Americas, with €81,366, equivalent to 15% of project expenditure, followed by Asia with €80,175, also equivalent to 15% of project expenditure.

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.

1. The Sawa Si Ya project aimed at strengthening the engagement of social actors of change, led by the International Federation for Human Rights and supported by the Belleville Institute in 2023, concerns the North Africa/Middle East region (Egypt, Lebanon, Morocco, Palestine and Tunisia)..

ORIGIN OF RESOURCES	TOTAL 2023
CFDT International Trade Union Solidarity Fund (SSM)	420 000,00 €
Other Income	136 828,72 €
AFD	70 270,47 €
CFSI	30 000,00 €
FUNDS DEDICATED TO UKRAINE	28 730,14 €
VARIOUS REPAYMENTS	7 828,11 €
TOTAL INCOME	556 828,72 €
PROJECTS	
NORTH AFRICA / MIDDLE EAST	
Support programme for professional training and integration in Tunisia	35 552,44 €
Supporting mobilisation of social actors of change in the North Africa / Middle East region	9 938,02 €
Cooperation with the UGTT (Tunisia)	2 016,20 €
SUB-SAHARAN AFRICA	
Supporting social and economic action by trade unions to promote decent work in West Africa	171 984,98 €
Taking action to extend social protection for men and women informal economy workers in Côte d'Ivoire	12 720,16 €
Socio-professional empowerment of women informal economy workers in the agri-food processing sector in Burkina Faso	17 959,84 €
Supporting inter-union research for decent work in Mali	2 418,86 €
Organising and training workers in the informal economy	1 435,57 €
Focal point training in the informal economy	604,86 €
Support for two women's fish processing cooperatives in Yenne and Mbao (Senegal)	52 697,42 €
Capacity building for workers affiliated with Benin's national union of market gardeners	24 477,71 €
AMERICAS	
Strengthening the organisation and labour action of the ASI Venezuela confederation and its affiliated structures	19 697,59 €
Supporting CTH and CTSP trade union action in Haiti	44 397,91 €
Transferring knowledge of health and safety at work in Colombia	17 270,12 €
ASIA	
Trade union education in favour of unionisation and improved working conditions in Cambodia	51 405,76 €
Structuring men and women workers to defend their rights in India	26 984,28 €
Training Free Viet Labor activists	1 785,11 €
EUROPE AND MULTI-REGIONAL PROJECTS	
Union action on duty of care	4 654,04 €
Ukraine convoy	29 067,47 €
TOTAL PROJECT EXPENSES WITH WORK TIME	527 068,31 €
TOTAL OPERATING EXPENSES	58 582,82 €
TOTAL EXPENSES	585 651,13 €
BUDGET OUTTURN	-28 822,41 €

STRUCTURE

MEMBERS OF THE BOARD OF DIRECTORS

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