



25

ACTIVITY REPORT

2025

FOREWORD



for defending workers' rights and supporting the democratic vitality of our societies.

In 2025, the Belleville Institute continued to work in this direction with its partners, in contexts requiring constant adaptation. The case of Argentina illustrates the crucial importance of trade union mobilisation and organisation in the face of rising far-right forces and state repression. In a context marked by harsh reforms and increased criminalisation of social protest, the Autonomous Workers' Central Union of Argentina (CTA A) supports, through its Institute for Study and Training, an observatory monitoring state and para-state repressive actions. This tool not only documents repression but also helps develop strategies to prevent it and protect trade union activists. In an international environment where the far right is managing to come to power in some states, trade union experiences like Argentina's are valuable to know and share with other organisations worldwide.

The Institute has also continued its involvement in projects related to trade union structuring and training, the organisation of workers in the informal economy and digital platform sectors, as well as human rights in global supply chains. A new cooperation has been launched with the Randrana Sendikaly alliance in Madagascar. This alliance brings together

two unions, USAM¹ and SVS², which notably provide training to strengthen the capacities of their union leaders and members, as well as awareness-raising activities to promote trade union membership among a wider audience.

Finally, with a view to continuing to improve its practices, the Belleville Institute has launched a study with its partner ITUC-Africa³ on the changes driven by the support project for inter-union analysis and research conducted over more than ten years in West Africa. This study, carried out by an external consultancy team, included an evaluative dimension. It provided useful lessons on the contribution of trade union research as a lever for trade union action and advocacy as well as on the practices of the various actors involved in this project. The Institute intends to renew this type of evaluative approach, designed as a tool for shared learning for itself and its partners.

The Belleville Institute's activities, whether aimed at direct trade union support worldwide or at enhancing its own approaches to improve action relevance and efficiency, all share the same goal: to promote a stronger, more autonomous and better resourced trade union movement equipped to address contemporary political, economic and social challenges

Béatrice LESTIC

President of the Belleville Institute

1. USAM: *Union des Syndicats Autonomes de Madagascar* [Union of Autonomous Trade Unions of Madagascar].

2. SVS: *Syndicalisme et Vie des Sociétés Madagascar* [Trade Unionism and Social Life Madagascar].

3. ITUC-Africa: Regional African Organisation of the International Trade Union Confederation.

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COOPERATIONS BY THEMES AND REGIONS

	Africa	Américas	Asia	Multi-regional
Trade union training and structuring	Africa (multi-country) / ITUC-Africa, AFD Supporting trade union action on economic and social issues to promote decent work in West Africa	Venezuela/ ASI Strengthening the organisation and labour action of the ASI Venezuela confederation and its affiliated structures	Cambodge/ CLC Trade union education in favour of unionisation and improved working conditions in Cambodia	
	Madagascar / Randrana Sendikaly Alliance (USAM, SVS) Promoting trade union development and support for Malagasy workers through the Randrana Sendikaly alliance	Haiti/ CTSP, CTH Supporting CTH and CTSP trade union action in Haiti		
		Colombie / CTC Supporting occupational health and safety training for workers in the informal and platform sectors in Colombia		
Support for organising workers in the informal economy and platform economy	Bénin / CSA Strengthening the capacities of market gardeners affiliated to the National Union of Market Gardeners of Benin (SYNAMAB)			
	Burkina Faso / CSB Promoting socio-professional empowerment of women informal economy workers in the agri-food processing sector in Burkina Faso			
	Sénégal / ALPHADEV, ILO Supporting two women entrepreneurs' cooperatives in Yenne and Mbao			
	Africa (multi-country) / ITUC-Africa Supporting the organisation of platform economy workers in the transport sector (ride-hailing drivers, motorbike taxis, etc.)			
Human and labour rights	Côte d'Ivoire/ CISEL DIGNITÉ Promoting access to social protection for workers in the informal economy in Côte d'Ivoire	Argentine / CTA - A Strengthening the observatory on state and para-state repressive actions and providing training on preventing and addressing repressive situations in Argentina		Côte d'Ivoire, France, Sénégal Encouraging trade union involvement in implementing France's duty of vigilance law for parent companies and principal contractors

SUPPORTING TRADE UNION ACTION ON ECONOMIC AND SOCIAL ISSUES TO PROMOTE DECENT WORK IN WEST AFRICA

2024 marked the final year of the project “Supporting trade union action on economic and social issues to promote decent work in West Africa”, supported by the French Development Agency (AFD). The project aimed to strengthen the capacities of Francophone West African trade unions in economic and social analysis so these organisations could play a more influential role in shaping and implementing public policy. To achieve this, Trade Union Analysis and Research Committees (CARES) made up of representatives from the trade unions involved in the project were set up in each country. Each national CARES receives training in trade union research and economic and social analysis. By relying on national expertise, these CARES also carry out research work whose findings should feed into the demands and positioning of the trade union movement.

The first half of 2025 was devoted to carrying out a study on the changes brought about by this project, developed over the past twelve years by ITUC-Africa and the Belleville Institute in eight West African countries¹. An external consultancy team of three people conducted the study with support from the F3E association.

The study’s main objective was to identify the changes the project has contributed to since its launch, with a particular focus on its third phase (2021–2024). It also addressed three additional objectives: accountability to partners, collective learning and long-term maintenance of achievements.

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



Its main results are as follows:

DIVERSE NATIONAL CONTEXTS AND CARES WITH VARYING TRAJECTORIES

The study reveals that the project’s diversity of political, trade union and social contexts is both its greatest strength and its biggest limitation. Trade union fragmentation is widespread in these countries, although the causes and forms differ depending on their individual histories. Moreover, the past decade has seen shrinking civic space alongside political and health crises, which have often slowed or disrupted social dialogue and advocacy dynamics. CARES, which rely almost entirely on the voluntary commitment of activists, have had to continually

adapt to these constraints, alternating between periods of fatigue and revival.



RELEVANCE, EFFECTIVENESS AND EFFICIENCY OF THE PROJECT

The study found strong overall relevance of the project to the needs of the West African trade union movement. The intervention strategy was considered coherent and pragmatic by supporting collective long-term dynamics. Although not all expected outcomes were fully achieved, significant progress was noted, especially in strengthening trade union research skills, fostering a research culture within organisations and consolidating a regional network. Initial public policy changes were observed. Areas for improvement were identified, particularly in disseminating CARES' work and implementing national advocacy strategies.

SIGNIFICANT CHANGES ACROSS SEVERAL AREAS

The study highlighted that one major contribution of the project is its support for inter-union dynamics. Often, the CARES became spaces for cooperation between organisations, promoting the building of shared understandings and, in some cases, common demands and proposals.

The project also strongly contributed to developing a “research culture” focused on trade union action. CARES members gained solid skills in methodology, analysis, advocacy and communication. This skills development increased the unions’ credibility with public authorities and other partners by grounding their demands in well-founded analysis. Research is now seen as a tool for influencing action rather than an academic end in itself.

In phase 3, the focus on defining expected changes and advocacy strategies helped move from research to influencing public policies. Several advocacy efforts led to concrete decisions, especially on social rights, purchasing power and the allocation of public resources. In numerous countries, public authorities also called on the unions as experts or partners for strategic reflection.

INCLUSION OF WOMEN AND YOUNG PEOPLE: MIXED RESULTS

Although the overall targets for the representation of women and young people within the CARES have been met, the consistent integration of gender and youth topics into research has remained limited. On the other hand, the project has had a clear impact on individual paths: many women and young people have strengthened their skills, taken on responsibilities and played leading roles within their organisations. The CARES thus appear as spaces for learning and empowerment, even though further progress is needed to systematically address gender inequalities in the analyses.

ALLIANCE BUILDING, POLITICAL SUPPORT AND SUSTAINABILITY

The project has encouraged networking and alliance building, achieving real but still fragile progress, especially with civil society and academia. Political backing from trade union leadership is generally secured but uneven in its practical involvement, which conditions the technical and financial support made available to CARES. Phase 3 has, however, raised greater awareness of the need to mobilise own resources to ensure sustainability.

The study has also identified strong foundations for the future: activist commitment, stronger unity dynamics, recognition of research benefits and a sense of regional belonging. Two continuation scenarios have been proposed: targeted support for fewer countries, or differentiated assistance through a support fund. In all cases, the recommendations emphasise continuing action-oriented research, deepening advocacy, strengthening inclusion and consolidating regional dynamics.

FOLLOW-UP

In the second half of 2025, the study results were presented in an online meeting open to the public. Following this discussion, ITUC-Africa and the Belleville Institute launched a call for proposals to various CARES to support the production of briefing notes, studies or advocacy documents on the living wage and cost of living in West Africa. Proposals from four to five CARES are expected to be funded as part of this process.



SUPPORT FOR TWO WOMEN ENTREPRENEURS' COOPERATIVES IN YENNE AND MBAO, IN SENEGAL

The project supporting two women entrepreneurs' and fish product processors' cooperatives in Yenne and Mbao, Senegal, aims to strengthen their technical, organisational and economic capacities. These cooperatives, established several years ago under a previous initiative, now receive support to improve working conditions for women processors and help them better defend their rights. The 2023–2025 period focused on enabling the two cooperatives to provide better services to their members by strengthening their skills and diversifying their activities. Specifically, the support provided aimed to:

- strengthen the administrative, financial and organisational skills of the cooperatives' governing bodies;
- diversify economic activities, especially in Yenne, to increase women's incomes amid a shortage of fishery resources;
- improve access to health insurance for women and their families;
- speed up the digitalisation of their operations, such as sales management;
- ensure ongoing participatory monitoring of changes in practices and needs.

TRAINING SESSIONS

During 2025, training sessions were organised for the two cooperatives. In January and February, they focused on managing and calculating costs, including a review of concepts previously covered. These training sessions combined theory and practice, emphasising adaptation to local realities. The aim was to strengthen cost control and improve collective management.

In April 2025, two further training sessions covered record keeping (purchase, sales and cash registers, and identifying errors or irregularities). An introduction was also given to a simplified journal combining purchases, sales and cash on a single document.

It was noted after the training that several participants at one site tried the journal and took to it immediately, but at the other site, despite the managers' training, understanding was moderate and demanded extra support.



EVALUATION OF THE YENNE PURCHASING CENTRE

With a view to diversifying its activities, the Yenne cooperative set up a purchasing centre with support from the International Labour Office (ILO) in Dakar. From April to June 2025, the centre underwent an internal evaluation. The process was led by the NGO Alphadev, a partner of the Belleville Institute responsible for implementing the project in Senegal, supported also by the ILO in Dakar. The goal of this participatory evaluation was to assess management practice compliance, analyse the economic and social impact of the purchasing centre, identify strengths and weaknesses of the system and propose possible improvements. The method combined document review, interviews, financial verification and a SWOT (Strengths, Weaknesses, Opportunities and Threats) strategic analysis. It involved a team of three evaluators, two cooperative managers, a representative

of the local savings and loan association², 30 members using the centre and 15 women from the community as indirect beneficiaries. A feedback session on the internal evaluation was also organised during the cooperative's General Assembly on 21 June 2025.

² This is the association that manages the Yenne cooperative's account.

The evaluation results highlight that in terms of:

- **Management and finance:** Management tools (purchase and sales books, stock sheets, receipt books, cash ledgers) are generally well maintained and purchasing procedures are followed. It also revealed a major flaw, which was the failure to maintain a bank ledger, with cash being kept on site. The General Assembly has therefore decided to impose mandatory bank deposits.
- **Profitability:** The over-diversification of products, tested previously, proved ineffective and caused losses. Returning to the 5-product basket system has proven profitable by generating profits, stabilising income and meeting members' needs.
- **Participation and governance:** A worrying decline in attendance at monthly meetings was observed, thereby weakening collective momentum and the legitimacy of decisions. The Assembly has therefore decided to enforce the internal rules, including exclusion after two unjustified absences.
- **Skills development:** Women involved in the functional literacy programme are progressing in management and administration. The main recommendation is to extend this training to more members to improve record keeping.
- **Social impact:** The centre helps women access essential products at lower cost and strengthens community solidarity, especially through the basket system, which also benefits women who are not cooperative members. This system allows members to buy products at reduced prices and distribute them within their communities, thereby broadening access for non-members and fostering collective solidarity.





STRENGTHENING THE CAPACITIES OF MARKET GARDENERS AFFILIATED TO THE NATIONAL UNION OF MARKET GARDENERS OF BENIN (SYNAMAB)

The first phase of the capacity building project for market gardeners affiliated to the National Union of Market Gardeners of Benin (SYNAMAB) was carried out from November 2023 to October 2025. This project, led by the CSA Benin³ with the support of the Belleville Institute, aims to improve agroecological market gardening in the Littoral and Atlantic departments by supporting market gardeners wishing to engage in this approach. The general objective is to promote production of and access to healthy products, with specific goals centred on transitioning towards agricultural practices that are less harmful to health and on strengthening skills in management, preservation and occupational health and safety. More broadly, this involves implementing a trade union approach that supports informal economy workers in several ways to help them improve their working conditions.

To reach the objectives set within the project, various training sessions were delivered to around thirty market gardeners each time. These trainings took place mainly during 2024 and covering topics such as basic marketing, occupational health and safety, income management and product preservation. A session raising awareness of social protection was also held at

the start of 2025. The initial phase of the project included acquisition of seedlings, seeds, land and equipment.

In total, more than 200 market gardeners benefited from the project.

This first phase led to progress in promoting agroecological market gardening and strengthening the skills of workers affiliated with SYNAMAB. Despite challenges related to land tenure and energy costs, the results pave the way for expanding agroecological practices, subject to further investment, particularly in energy, water storage and training.

A second phase of the project has therefore been planned to continue building the knowledge and skills of market gardeners through training and awareness-raising (health and safety at work, access to social protection, etc.) and to address the limitations identified during the first phase. This includes installing solar panels to reduce energy costs and adding water retention tanks to increase water self-sufficiency.

3. Confédération des Syndicats Autonomes du Bénin
[Confederation of Autonomous Trade Unions of Benin].

PROMOTING ACCESS TO SOCIAL PROTECTION FOR WORKERS IN THE INFORMAL ECONOMY IN CÔTE D'IVOIRE

This project, led by the Union of Domestic and Informal Economy Workers of Côte d'Ivoire (SYDTEI-CI), affiliated to the Ivorian Confederation of Free Trade Unions (CISL Dignité), was rolled out in four different locations in Côte d'Ivoire: Daloa, Bouaflé, Toumodi and Djibi village. It aimed to extend activities already carried out in Abidjan to other parts of the country, focusing on welcoming informal workers and providing them with information on access to social protection. As part of this project, SYDTEI-CI engaged directly with informal economy workers (agricultural workers, artisans, vendors, domestic workers and others) to raise awareness, provide information and offer support regarding two social protection schemes: Universal Health Coverage (UHC) and the Social Scheme for Independent Workers (RSTI). More specifically, this project sought to:

- raise informal workers' awareness of the UHC and RSTI in four regions of Côte d'Ivoire;
- answer questions from workers about the UHC, RSTI and access to these schemes;

- enable more workers to understand the ways of paying monthly contributions;
- encourage the effective subscription of informal economy workers to the UHC or RSTI.

During the preparatory phase of the project, which took place in May and June 2025, SYDTEI-CI informed various stakeholders about its forthcoming implementation. It held meetings with local leaders, including village chiefs, municipal representatives, women's associations and religious communities.



The project itself was implemented from July 2025 to February 2026. In addition to meetings in markets, SYDTEI-CI teams organised “focus groups” in each of the four locations where the project took place to:

- gather workers' views on UHC and RSTI;
- identify obstacles to membership;
- better understand expectations around social protection;
- provide information on existing incentive measures.

Each focus group included workers with diverse profiles to ensure a variety of perspectives: market workers, domestic workers, agricultural workers and cooperative members, young artisans and more. A total of 240 workers took part in these meetings, which covered topics such as the importance of social protection as a stability tool as well as the barriers workers

face in accessing social protection, including misunderstanding of procedures, mistrust, difficulty accessing some services and lack of CNPS⁴ agencies in certain regions.

This project helped improve awareness and understanding of the UHC and RSTI schemes among workers in the informal economy and strengthened relations between SYDTEI-CI on one side, and CNPS and CNAM⁵ on the other.

4. CNPS: *Caisse nationale de prévoyance sociale* [National Social Security Fund].

5. CNAM: *Caisse nationale de l'assurance maladie* [National Health Insurance Fund].

SUPPORTING THE ORGANISATION OF DIGITAL PLATFORM WORKERS IN THE TRANSPORT SECTOR

In February 2025, ITUC-Africa and the Belleville Institute organised a training workshop for organisers of digital platform workers in Cotonou, Benin. The workshop brought together around twenty members of trade unions affiliated with ITUC-Africa from Benin, Cameroon, Côte d'Ivoire, Senegal and Togo. The aim of the meeting was to work with the participating unionists on how to organise and represent digital platform workers effectively, and to advocate for improved labour standards and living conditions. More specifically, the workshop sought to:

- assess the state of digital platforms, their management algorithms and the jobs affected in several French-speaking African countries;
- highlight best practices in organisation, unionisation and dialogue with employers or authorities, so they can be used and shared;
- identify common problems encountered in the various participating countries;
- identify the priority needs of unions and workers' associations in terms of capacity-building, campaigns and advocacy.

During the workshop, participants shared their expectations, especially regarding the need to strengthen their skills, better understand digital issues, defend workers effectively and learn from the experiences of other countries. Several described the issues they face related to their professional activity, such as lack of social protection, financial instability, risk of assault and ineffective complaint mechanisms. They also expressed common needs, especially fair wages, job security, the right to unionise, transparency of algorithms, conflict resolution mechanisms and a clear legal framework.

At the end of this workshop, action plans began to be developed by each trade union present, with a view to being finalised soon after the meeting and then implemented nationally. The activities outlined in these action plans focus on the legal framework for platform work, access to social protection and advocacy to improve working conditions and access to rights for these workers, their unionisation and their training.

Several trade unions started implementing these activities during 2025, with continuation planned in 2026 and beyond.



PROMOTING TRADE UNION DEVELOPMENT AND SUPPORT FOR MALAGASY WORKERS THROUGH THE RANDRANA SENDIKALY ALLIANCE

In 2025, the Belleville Institute launched a new cooperation with the Randrana Sendikaly alliance⁶ in Madagascar, which brings together two unions: the Union of Autonomous Trade Unions of Madagascar (USAM) and Trade Unionism and Social Life (SVS). This cooperation aims to support the alliance by:

- building the capacity of union leaders and members from both unions, some recently recruited, through trade union training;
- raising awareness of unionisation and increasing the visibility of Randrana Sendikaly through media communications and public events;
- increasing membership in both unions.

To reach these aims, USAM and SVS launched various activities in 2025 that complemented existing initiatives.

Within the cooperation framework, they carried out activities in:

- member recruitment and retention;
- training new members and union leaders;
- remote support for union leaders in Ambanja, a city in northern Madagascar.

The project targets workers in formal sector companies in Antananarivo and its surroundings, as well as women working in the agricultural sector in Ambanja.



6. "Randrana Sendikaly" means "Trade Union Braid".

RECRUITMENT AND RETENTION OF MEMBERS

Regarding recruitment and retention of members, the Randrana Sendikaly alliance carried out field visits in Antananarivo from May 2025 to meet workers, listen to the challenges they face in their jobs, provide advice where needed and direct them to trade unions. In addition to field visits requested by some members, four outreach officers organised two visits per week. Three small public events (march, conference, etc.) were also held during:

- the Southern African Development Community People's Summit on 17 August in Antsirabe;
- the International Youth Day celebration on 12 August in Antananarivo;
- the World Day for Decent Work on 7 October, also in Antananarivo.

Following these activities, two grassroots unions were established and 400 new union memberships were recorded. Three other grassroots unions renewed their union delegates.

TRAINING FOR NEW MEMBERS AND TRADE UNION LEADERS

The Randrana Sendikaly alliance regularly holds trade union training sessions. As part of this project, two further training sessions on labour law took place in the context of the 2024 revision of Madagascar's Labour Code. Forty-nine members attended these sessions, which were delivered by officials from USAM and SVS.





REMOTE SUPPORT FOR LEADERS AND POTENTIAL NEW MEMBERS LIVING IN AMBANJA

Ambanja lies over 800 kilometres from Antananarivo. Given the poor state of the roads, it is difficult for USAM and SVS trade union leaders based in the capital to travel there regularly. After conducting awareness and union recruitment activities on site, they organised remote support for union leaders and outreach workers. These support sessions were held once a month from August 2025, with two remote training sessions on 28 September and 26 October. Twenty-seven people took part in the remote support and training. A conference was also held in Ambanja on 12 October to mark Decent Work Day (7 October). The conference focused on the theme “Decent Work – Decent Pay”.

BROADCASTING RADIO PROGRAMMES

To increase visibility of its activities and reach more workers, the Randrana Sendikaly alliance strives to maintain a presence in the media. It has partnered with the Info Culture Média (ICM) radio station to produce a weekly 30-minute programme, with repeats, since July 2025. The programme covers workers' rights and current labour issues. Beyond Antananarivo, the show also airs in the Vakinankaratra region, including Antsirabe and Ambatolampy, through a local radio station and the Malagasy National Radio.

STRENGTHENING THE OBSERVATORY ON STATE AND PARA-STATE REPRESSIVE ACTIONS AND PROVIDING TRAINING ON PREVENTING AND ADDRESSING REPRESSIVE SITUATIONS

Since the end of 2023, Argentina has faced harsh structural reforms, dismantling of the public sector and the use of a repressive strategy by security forces against protesters opposing government measures.

In this context, the Autonomous Workers' Central Union of Argentina (CTA-A), through its Institute for Study and Training (IEF), has decided to support an observatory on state and para-state repressive actions and offer training to prevent and respond to these repressive situations. Through this, the CTA-A aims to enable trade union organisations to:

- monitor repressive responses to social protest in real time;
- develop strategies to resist this repression;
- strengthen the capacity of trade union leaders and activists to prevent and respond to repression during public demonstrations;
- denounce the growing repressive measures in Argentina.

To meet these objectives, the observatory created by the CTA-A via the IEF tracks and inventories the reality of repression while building strategies to resist it. It collects information such as the number of repressed protests and the number of protesters injured or detained. It also counts repressive operations carried out without active protests, such as police raids or evictions of offices, canteens, homes or spaces linked to popular organisations.

In addition, the IEF has introduced a “protocol for direct support to victims of the criminalisation of social protests and popular organisations”, which includes assistance for detained or seriously injured people. A “safety and precaution guide for demonstrations and mobilisations” has also been produced to provide advice that trade union activists are encouraged to follow before, during and after protests.



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

Despite a very tense sociopolitical context, ASI Venezuela continued its trade union activities during 2025. A partnership agreement was once again signed between this organisation and the Belleville Institute at the start of the year, covering the period up to the end of 2026. This agreement continues a partnership begun several years ago to strengthen the trade union, organisational and labour capacities of ASI Venezuela and its affiliated organisations, in a national context marked by significant political, economic and social constraints.

The project aims to contribute to the development of a democratic, representative and independent trade union movement in Venezuela, based on respect for internal democracy, social dialogue and human and labour rights, notably to promote decent work and social justice.

Various activities organised around several key areas are planned, including:

- **Support for trade union structuring:**
Cycles of visits (assemblies, meetings, etc.) and advice will be provided before establishing new sections or unions, particularly in the care sector.
- **Trade union electoral processes and strengthening of internal democracy:**
ASI supports and monitors elections within affiliated trade union organisations. This includes scheduling campaigns and running the elections. ASI also monitors and supports executive secretariats, executive committees, union councils and national congresses to improve transparency, financial accountability and internal governance.

- **Development of educational tools:**
Educational tools are needed to be designed, digitalised and distributed.
- **Training and capacity building:**
In addition to various support actions, ASI Venezuela is led to organise training on decent work, just transition and climate change. It also offers training days to strengthen trade union action, labour activism and social dialogue, prioritising activities with the Women's Committee, Young Workers' Committee, LGBTQIA+ Workers' Committee and workers in the informal economy.
- **National trade union meetings:**
National meetings, linked to regional ones, are held to analyse labour issues, share experiences and define common trade union and socio-political strategies.



OFFERING OCCUPATIONAL HEALTH AND SAFETY TRAINING TO WORKERS IN THE INFORMAL AND PLATFORM SECTORS IN COLOMBIA

The project implemented by the Colombian Workers' Confederation (CTC) with the support of the Belleville Institute aims to transfer technical knowledge on occupational health and safety and social dialogue to 180 CTC members working in the informal economy and platform sector. The training sessions will enable participating trade unionists to strengthen their organising skills, protect their labour rights and promote decent work. Through this, the CTC intends to help reduce the number of workplace accidents.

As in the previous cycle in 2024, before delivering the training sessions in 2025, the CTC conducted a survey on the needs and expectations of certain workers who would attend the training. This sought to offer targeted responses during the sessions to the challenges they face daily at work.

The survey questioned 80 workers from the Valle del Cauca and Cauca departments to identify environmental, ergonomic, physical and psychosocial risks they may encounter, as well as to collect sociodemographic information. The surveyed group is mostly male (78%) with a majority aged between 35 and 50 years old (52%). The most common jobs are delivery drivers (37%) and salespeople (36%), who carry out physically demanding tasks with high exposure to external factors. The survey also highlights the multiple risks faced by those interviewed: inadequate temperatures (72%), disturbing noise (61%), insufficient lighting (35%), and so on. Furthermore, 66% of respondents perform repetitive movements with their arms, hands or wrists, and 50% stand for long periods. Regarding prevention, although 70% of respondents were informed about the occupational risks they face, 42% still do not know about the preventive measures in place. The study therefore concludes that, despite generally acceptable working conditions and some basic preventive management, significant physical and ergonomic risks remain. Workers' views on psychosocial factors differ according to the roles held. Some mention



dull, limited tasks, while others benefit from autonomy and a mix of responsibilities. Communication and involvement in prevention efforts remain insufficient. It is therefore important to strengthen ergonomics, widen prevention and improve collective participation.

In 2025, training sessions were delivered to 143 people in the cities of Cali and Ibagué, reaching trade union leaders from the departments of Valle del Cauca, Cauca and Tolima. Another training session is planned for 2026.

PROMOTING UNIONISATION AND IMPROVING WORKING CONDITIONS FOR CAMBODIAN WORKERS THROUGH TRADE UNION TRAINING

In 2025, the Belleville Institute renewed its support for the Cambodian Labour Confederation (CLC) as part of a project to promote unionisation of Cambodian workers through trade union training and their participation in CLC activities. This project aims to strengthen the capacity of union leaders and activists so they can in turn train other union representatives and workers on trade union issues.

Through this project, CLC specifically wants to:

- set up several training clubs in local union offices across all sectors to enable union leaders to continue training union members and, more broadly, workers at their workplaces;
- compile existing documents and deepen research on training methods, tools and lessons for publication in a training handbook;
- enable trainers to share their experiences, thereby developing their skills and confidence to continue training union members and workers.

During 2025, CLC began implementing this programme of activities.

First, three meetings were organised with trade union leaders from CLC-affiliated organisations operating in both the formal and informal sectors with a view to setting up training clubs. Fifty-six people representing nine organisations, including 13 women, took part in these meetings, which served mainly to present the approach. At the end of these sessions, trade union representatives identified members in their organisations who could act as focal points for this activity.

Regarding the documents and training booklet, CLC held four meetings attended by 60 trade union representatives and focal points, including 37 women. During these discussions, it was decided to prioritise two initial themes: the national social security fund and the procedure for resolving workplace disputes. It also emerged as essential to prepare two separate sets of social security content, one aimed at workers in the formal sector and the other at those in the informal sector, because they have different benefit entitlements.

CLC will continue implementing activities under this project throughout 2026 and 2027.





PROMOTING TRADE UNION INVOLVEMENT IN THE IMPLEMENTATION OF THE FRENCH DUTY OF VIGILANCE LAW

As part of a project to encourage trade union involvement in enforcing France's duty of vigilance law for parent companies and principal contractors, field surveys have begun and identified challenges faced by subsidiaries as well as subcontractors and suppliers of two large French companies operating in Côte d'Ivoire and Senegal. These issues include lack of access to social protection and harassment. Identifying them should enable analysis of whether and how use of the terms of the French duty of vigilance law by local actors can help address such risks more effectively.

A duty of vigilance workshop took place in Abidjan in June 2025, bringing together Ivorian and Senegalese trade unionists, the Belleville Institute and the Syndex firm. The workshop aimed to inform about the duty of vigilance law for parent companies and principal contractors, to share the initial results of national surveys and to begin developing trade union action plans. Following the workshop, the action plans were refined during the second half of 2025 with a view to starting implementation in 2026. These plans include actions related to raising awareness

and training on the duty of vigilance, setting up tools and support mechanisms to address encountered issues and collecting testimonies or information to better understand workers' experiences and respond appropriately.

A video conference was also held with French and Ivorian trade unionists. This allowed everyone to learn about the survey results from Côte d'Ivoire and exchange views on the topic.

ORIGIN AND USE OF RESOURCES

ORIGIN OF RESOURCES

Most of the Belleville Institute’s resources come from the *Solidarité Syndicale Mondiale* (SSM) fund for international trade union solidarity, financed through a portion of CFDT members’ subscriptions. This enables the Confederation to pursue a cooperation policy reflecting its European and international priorities. The Belleville Institute is a non-profit association governed by the 1901 law with a Board of Directors.

BUDGET

The Belleville Institute’s total expenditure for 2025 amounts to €436,003. Total resources amounted to €464,599, giving a budget surplus of €28,596 for the 2025 financial year. This surplus has been carried forward and will therefore be added to the association’s equity.

COOPERATION ACTIVITIES

As in previous years, a significant proportion of the initiatives supported by the Belleville Institute in 2025 were implemented in Sub-Saharan Africa. Resources allocated to projects supported in this region amounted to €221,698, representing 57% of project expenses for that year. Support for initiatives developed in Asia came next, amounting to €65,729 or 17% of project spending, followed by support for projects carried out in the Americas, which accounted for 14% of these expenses. 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.

RESSOURCES	TOTAL 2022
CFDT International Trade Union Solidarity Fund (SSM)	420 000,00 €
AFD	44 599,20 €
TOTAL INCOME	464 599,20 €
PROJECTS	
NORTH AFRICA / MIDDLE EAST	
Cooperation with the UGTT	1 257,59 €
Supporting mobilisation of social actors of change in the North Africa / Middle East region	2 077,50 €
SUB-SAHARAN AFRICA	
Supporting trade union action on economic and social issues to promote decent work in West Africa	96 687,94 €
Promoting access to social protection for workers in the informal economy in Côte d'Ivoire	12 504,62 €
Training for focal points on the informal economy	367,40 €
Support for two women entrepreneurs' cooperatives in Yenne and Mbao (Senegal)	28 107,15 €
Promoting socio-professional empowerment of women informal economy workers in the agri-food processing sector in Burkina Faso	8 479,24 €
Supporting inter-union research for decent work in Mali	1 254,58 €
Strengthening the capacities of market gardeners affiliated to the National Union of Market Gardeners of Benin (SYNAMAB)	29 433,67 €
Capitalising on projects related to the informal economy	11 184,82 €
Promoting trade union development and support for Malagasy workers through the Randrana Sendikaly alliance	25 466,37 €
Support for workers in the informal economy	8 211,94 €
AMERICAS	
Supporting CTH and CTSP trade union action in Haiti	2 423,42 €
Strengthening the organisation and labour action of the ASI Venezuela confederation and its affiliated structures	21 685,25 €
Supporting occupational health and safety training for workers in the informal and platform sectors in Colombia	18 574,60 €
Strengthening the observatory on state and para-state repressive actions and providing training on preventing and addressing repressive situations in Argentina	10 378,22 €
ASIA	
Trade union education in favour of unionisation and improved working conditions in Cambodia	42 167,64 €
Raising awareness of labour law in Vietnam	7 665,40 €
Accompanying male and female workers to defend their rights in India	15 896,00 €
MULTI-REGION	
Union action on duty of care	48 040,94 €
TOTAL PROJECT EXPENSES WITH WORK TIME	391 864,29€
ACTIVISTS' WORKING TIME	-3 591,00 €
TOTAL PROJECT EXPENSES	388 273,29 €
TOTAL OPERATING EXPENSES	47 730,15 €
TOTAL EXPENSES	436 003,44 €
RESULT	28 595,76 €

STRUCTURE

MEMBERS OF THE BOARD OF DIRECTORS

Béatrice LESTIC
President of the Belleville Institute,
CFDT National Secretary for International
Policy

Joël BONENFANT
Treasurer of the Belleville Institute,
Confederal Secretary,
Head of the CFDT Finance Department

Hélène DEBORDE
Secretary of the Belleville Institute,
Confederal Secretary for Europe

Fabien GUIMBRETIERE
CFDT National Secretary

Maher TEKAYA
Confederal Secretary, Head of the CFDT
International and European Department

Didier SZLIWKA
Confederal Secretary in Charge of Africa
and the Middle East

THE TEAM

Élodie AÏSSI
Chief Representative, Cooperation Manager

Mathilde PANHALEUX-GUILLEMOT
Cooperation Manager

Anna MIKHAYLENKO
Administrative Assistant

EXPERTS

These experts, who are mostly activists from
the CFDT network, contribute their specific ex-
pertise and knowledge on a voluntary basis.

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