

Mondiaal.

Magazine about Mondiaal FNV's work in 2020

CAROLINE KHAMATI MUGALLA (EATUC)

*'Learn from
our resilience!'*

CHAIN APPROACH

*David against
Goliath*

CORONA CRISIS

*What did trade
unions do to prevent
things getting
even worse?*

**Small successes
for domestic
workers**

FIVE YEARS' STRATEGIC PARTNERSHIP

*Things we
never thought
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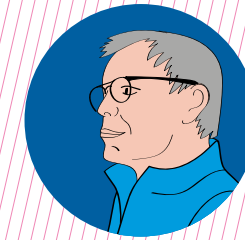


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International trade union solidarity



Attention to what did go ahead

Now that, in the spring of 2021, I am addressing you for the last time as President of Mondiaal FNV, I cannot help but look back at the period behind us, which sometimes reaches back even earlier than 2020, the subject of this annual report.

This was obviously because the evolution of the corona epidemic had a great impact on Mondiaal FNV's work. Plans had to be adjusted, activities took place online in a modified form and physical visits were cancelled. This annual report fortunately devotes ample attention to those activities that did, in fact, go ahead, and which maybe became even more important as a result of the impact of the virus worldwide. The conviction of the need for social dialogue, which we in the Netherlands have for a considerable time been familiar with, proliferated along with the virus itself - possibly thanks to the virus too - across many more countries. In countries with an unreliable government, unable to offer solutions to cope with the consequences of the corona crisis, social partners nonetheless connected with each other.

I have now handed over the presidency of Mondiaal FNV, a role that I have performed with the greatest of pleasure. The work is important not only for all the partners in Latin America, Africa, Asia and the Middle East, but also for awareness raising here in the Netherlands. For instance, the attention focused on fair production chains, trade union rights all over the world and the unremitting fight against child labour.

For Mondiaal FNV, there is still a great deal to be done. I have every confidence that the knowledge and the results achieved in the past year will serve as a good basis for successfully meeting the challenges of the coming period.

Han Busker

President Mondiaal FNV 2017-2021

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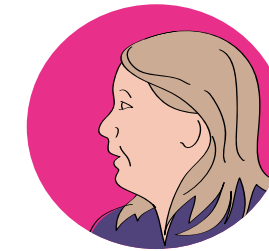
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Socially-minded, even in the face of difficulties

2020 began as a year when we would be reaping the benefits of four years' trade union co-financing and five years' strategic partnership. We were so looking forward to that! Substantial progress had been achieved in a number of thematic areas and several of our partners had developed into innovative unions with a growing membership. From March on, however, we too had to adjust our expectations, regular work ground to a halt, and other acute problems needed to be solved.

At the beginning of the COVID-19 crisis, many employees, and therefore our partners' members too, lost their jobs. Laid off from one day to the next, because buyers of clothing, for example, cancelled their orders. Workers in the informal sector, including street vendors, were no longer allowed to go outdoors and so had no income. Trade unions found themselves faced with practical problems: how do you organise workers who are no longer allowed to come to the factories? How do you give people working on the streets information about the dangers of COVID-19 and about how to protect themselves? How do you convince employers to continue their responsibilities to their employees? And above all, how do you do all this remotely?

Looking back, we can be proud of what our partners have achieved despite the crisis: trade unions and workers worldwide have adapted to a new way of working with, for example, many more meetings online. We can now see what a firm base we have laid together over recent years. In Peru, for example, employers and workers were able to combat the impact of the COVID pandemic because years ago they had begun a social dialogue process.

Regrettably, COVID-19 has revealed that in many production countries there is a total lack of any kind of 'social contract' between employees, employers, and government. Agreements that you make with each other and which, particularly during a crisis, ensure that there is a safety net for employers as well as employees. Without such a safety net, not only do jobs in developing countries disappear and many people fall into poverty, but suppliers to Dutch companies disappear too.

Such a social contract is the bedrock of sustainable and ethical business practice. As in Peru. Here, there is a fine task for Dutch companies that operate globally. Stimulate the dialogue between your supplier and its employees, demand a good social contract and keep to the agreements, even when things are difficult. In other words, don't think only of your own interests, because, trading nation as we are: when things go well with the world, things go well with the Netherlands.



[In the picture]

The ominous Omnibus law

Photo: Marsinah FM

A 'better investment climate' in Indonesia? An excellent idea, one would think! At long last one all-inclusive law (the 'omnibus law') combining all the other existing (over seventy!) environmental and labour laws? Sounds sensible. And yet in October last year people took to the streets in huge numbers to protest against this Omnibus Law, which was

rushed through parliament by the Indonesian government. People are angry, because it will be detrimental to man and the environment.

The minimum wage is abolished, paid leave for childbirth and marriage scrapped, and permitted overtime increased to four hours a day. And fewer

obstacles to plantations being purchased and forests cleared.

From the Netherlands, FNV (thereby including Mondiaal FNV) along with a further thirteen other organisations wrote a letter to Minister Kaag for Foreign Trade and Development Cooperation. Kaag conveyed the concerns during the

virtual trade mission to Indonesia. A large number of international companies and investors have indicated that precisely out of concern for man and the environment they intend to do business and make investments in Indonesia.

The protests continued for roughly a week. They were dispersed with tear

gas and water cannons and according to police reports, six thousand people were arrested. "Corona has made it easier to simply introduce the law and crack down on protests. We see this more often: under the guise of the pandemic, the government skips the usual consultation processes and pushes through the laws", says Frans Dekker, Mondiaal FNV lobbyist.

What now? Frans replies: "We're keeping an eye on developments and we'll find out whether our partners see a potential role for us in organising international pressure."

STRIKE AGAINST 'SHIFT OF DEATH'

91 whole days, that was how long the Colombian mining union Sintracarbón and its members went on strike for. It was the longest strike in the history of the Cerrejón coal mine. The mining company is owned by the multinationals Glencore, BHP and Anglo American. The coal mine wants to remove the benefits that had been built up and to introduce a shift system, called by the workers the 'shift of death'. "We put up a good fight against the three multinationals", said Sintracarbón President Igor Díaz.

Thanks to the FNV and many of the other supporters who have shown solidarity, a new collective agreement was signed on 30 November, meeting the key demand: ensuring that workers get to keep their benefits. Díaz: "This wasn't a fight by Sintracarbón alone but by the whole trade union movement – it was a real show of international unity."



Photo: IndustriA



Photo: Romy Fernandez

#STANDWITHBELARUS: FNV SHOWS ITS SOLIDARITY

On a sunny day in September, a crowd of FNV people with face masks were standing in a rather dignified area in The Hague, carrying signs with texts such as 'Time for change! FNV in solidarity with the union for democracy in Belarus' and '#standwithbelarus'. They had come together for a peaceful manifestation at the Belarus embassy. All over the world, international trade unions were organising similar manifestations. The message: stop the violence, the persecution and the arrests and free all the imprisoned trade union leaders and other activists. The trade unionists also demanded free and fair elections with an independent election commission and international observers.

FNV President Tuur Elzinga, then Vice President, said, in a speech: "We're standing here in solidarity with our brothers and sisters in Belarus who at this very moment are fighting a daily battle for their rights, democratic rights, human rights, trade union rights! We're standing here, too, to show that our brothers and sisters in Belarus are not alone in this."

THE WIN-WIN METHOD IN PERU

Pursuing dialogue is not such a bad idea after all, as they discovered in Peru. After setting up a Peruvian Foundation of Labour, with support from Mondiaal FNV and its sister organisation for employers the DECP, training sessions were given on how to negotiate following the win-win method, in Spanish *ganar-ganar*. Not with the objective of the greatest gain, but to achieve a mutually satisfactory outcome.

"Peru has scarcely any culture of dialogue to speak of and negotiations tend to go on for a very long time", says Samuel Machacuay, FNV consultant and coordinator of the training programme. "Partners won't give in and they find it very difficult to put themselves in the other party's position."

It was a mixed group of participants. Some worked for companies, others were trade union leaders. In the first instance, it seemed likely that the corona outbreak would throw a spanner in the works, but the trainers and participants were highly motivated to make the digital lessons a success. 34-year-old Jimy Lázaro of the national trade union federation FNT-CGTP-ABA was following the training sessions. He was amazed: "I'd no idea you can achieve so much with dialogue. Because we had to do role play, and get inside each other's skins, I suddenly saw the other party's dilemmas." In other words, a win-win.

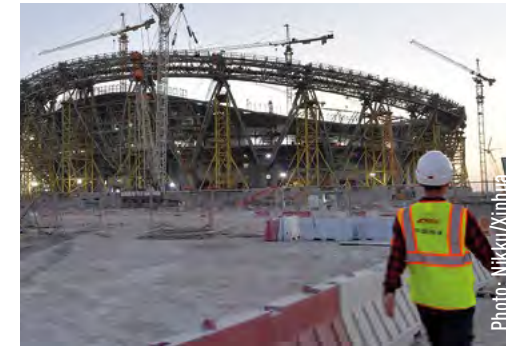


Photo: Mikku/Xinhua

QATAR: FROM DREAM TO NIGHTMARE

It all looked so good. Yet huge numbers of labour migrants, from countries like Nepal, Bangladesh, Kenya and India, are working in Qatar on the football stadiums and the infrastructure for the upcoming WC. They burden themselves with debt to pay for the crossing, in the hopes of a better future and the expectation of being able to take care of themselves and their families. Once in Qatar their passports are confiscated, they discover that they'll not be getting the wage they were promised and that overtime – even while long gruelling working days – won't be paid out. Because of unsafe conditions and working in the intense heat, many workers succumb. Trade unions in Qatar are banned. Because of COVID-19, the labour migrants have ended up in an even worse situation: because of overcrowded dormitories with unhygienic sanitary provisions, many labour migrants become infected.

The FNV and international trade unions have repeatedly denounced these abuses. Even going as far as to take FIFA to court. The FNV considers that companies throughout the chain, including the production chain, and sports associations like FIFA must do something to rectify the abuses. Together with partner union BWI and others, successes have been achieved (see also pages 13). A case in point is that, under pressure from the trade unions, the minimum wage has been introduced and labour migrants may now quit their jobs.

However, more is needed. The number of deaths is continuing to rise. The latest figures show 6,500 deaths.

Patricio sees huge progress

"The high point of 2020? Where shall I begin! If you live in Colombia, that's not an easy question. There's a whole lot going on here. Colombian society is constantly under attack: socially, economically and in terms of labour relations. The trade union movement has become an important voice in censuring the violence in Colombia and the lack of respect for human rights shown by the government. Last year, no fewer than 370 leaders of social movement organisations in Colombia were murdered!"

"In these circumstances, dialogue is incredibly difficult. For instance, the dialogue needed to achieve a just and equitable transition. In November 2020, the leaders of three unions in the mining and energy sectors in Colombia came together to discuss what form a just and equitable energy transition for the workers in those sectors should take. It is essential for the unions to act jointly and approach the government and the employers with a single message. During the meeting in November, we managed to achieve common agreement on how to continue. This was huge progress."

"With a joint strategy, the unions can put specifically targeted pressure on the government. My role was to promote, organise and facilitate the meeting. The involvement of Mondiaal FNV was extremely useful because it enabled us to gain access to technical knowledge and other countries' experiences. The challenge now is to get the government not only to understand the importance of a just and equitable energy transition but also of a dialogue on this issue. In other words, by lobbying. The unions in Colombia still have a great deal to learn."



Patricio Sambonino is Mondiaal FNV consultant in Colombia



Mondiaal FNV's production chain approach

DAVID AGAINST GOLIATH

War (23) from Myanmar poses in the sort of clothing that she makes for the Western market
Photo: Chris de Bode

You could compare Mondiaal FNV and major players in the palm oil production chain, for example, to David and Goliath. Seemingly by definition an unequal fight. But we all know how the Bible story ended. Just one little stone...

Every day, on a plantation in Indonesia, a woman sprayed oil palms with pesticides. The result was that she contracted a lung disease and died. Her family was left behind destitute. A local NGO that Mondiaal FNV works with compiled information. Mondiaal FNV talked with the plantation's parent company. The outcome was that the woman's family was retrospectively reimbursed for the medical expenses and outstanding wages and agreements were made for a safer and healthier workplace where trade unions were also permitted to operate. Mondiaal FNV's links with several players in the palm oil production chain proved crucial in this case.

WHOLE GAMUT OF PLAYERS

Since 2017, Mondiaal FNV has focused not only on unions and companies in low- and middle-income countries but also specifically on the production chains that they are part of. This would seem a logical step: you may well attempt to improve the working conditions on a palm oil plantation, but if the palm oil customer in the West refuses to pay a fair price for the product, you're fighting a never-ending battle. Not only, then, must you target the plantation, but the customers and the financiers too. At the same time, it doesn't sound logical, because how can a small organisation like Mondiaal FNV ever force all the players in a production chain, which includes multinationals like Unilever, into a different course of action?

"It means you have to make choices", says Frans Dekker of Mondiaal FNV. "In our production chain approach we have let ourselves be guided by two questions: where are the abuses the greatest and where can you achieve the most?" A further consideration has been whether Mondiaal FNV already had a network at that location and whether the partners felt the need for a production chain approach. This gave rise to a focus on seven sectors: fruit and vegetables, construction, clothing, flowers, palm oil, cocoa and ship demolition, with the later addition of vegetable seeds.

Having determined your target, you must then decide how you're going to proceed within a chain. Where do you begin and most particularly: where will you end? Production chains can be long and complex. Take the clothing chain: it begins with the cultivation of raw materials like cotton and ends with the recycling/processing of the clothes that we discard. In-between come processes such as spinning and weaving, sewing, shipping and selling, with the whole gamut of associated players.

For better work on plantations, you must also target yourself at commissioning parties and financiers



Photo: Roderick Polak

Seeds: transparency in a shadowy sector

In 2015 the India Committee of the Netherlands (LIW) exposed practices including child labour and modern-day slavery in the Indian seeds sector. Sector organisation Plantum expressed its shock and made funds available to map out the sector. "They managed to do this up to India, but within India itself the sector is very shadowy", Wilma Roos of Mondiaal FNV told us. Last year, the research into the supply chain in India was also hindered by the corona measures. Notwithstanding, considerable progress was made. Over the last two years, the Indian union for agricultural workers APVU, which was not as yet active in the seeds sector, successfully organised 25 thousand agricultural workers and trained 875 people, mostly women, as union leaders. The APVU also identified 402 child labourers, managed to get 364 of them into school, and helped set up libraries in 130 villages. "What we're now working on is for the Dutch seed-breeding companies to push for better working conditions there", says Wilma. "Up to now, they've shown themselves to be fairly open to this idea."

Conditions are favourable for a production chain approach: it is receiving more political attention

A FIELD OF ACTIVITY IN ITS OWN RIGHT

Within such a complex production chain how can you use your influence as effectively as possible? "Here, too, we have set our priorities", says Astrid Kaag of Mondiaal FNV. "In the case of clothing, we have said: we won't include the raw materials, as you're then entering the territory of other continents and other sectors, like agriculture. Our expertise is in ready-made, so that's what we focus on." On top of that, the strategy varies per sector. In the case of clothing, for example, the commissioning parties, the fashion brands, form the main target, in the case of palm oil it's also the intermediaries in the production chain, such as the processors and traders. All this in keeping with the motto: you don't need to be big, as long as you're smart.

THREE KINDS OF CHAINS

Mondiaal FNV focuses on three kinds of chains:

Production chains. For example: agricultural seeds. Dutch seed-breeding companies send seed to India for testing, followed by inspection/verification in the Netherlands and then they have it produced in India, after which it is traded there or comes back to the Netherlands for trading;

Human chains. For example: the construction of the stadiums for the WC football. International contractors bring over construction workers from countries like Bangladesh, Nepal and India and base them in Qatar for the duration of the construction work;

Financial chains. For example: international financial institutions like the Asian Development Bank (ADB) finance large infrastructural projects for example a dam in Pakistan. The Netherlands contributes financially to the development fund of the ADB

director with the FNV, is for example a participant in the ICRS pension funds covenant. "This is a sector that is becoming increasingly aware of sustainability", he says. "Thanks to the covenant the focus is shifting now

from detrimental effects on the funds themselves, for example loss in returns and in reputation, to detrimental effects for stakeholders, for instance child labour, poor working conditions and too low pay, and that's a gain for us."

Within this covenant, working groups and sub-working groups were formed in relation to specific issues. These included the palm oil sub-working group, of which Frans Dekker is a member: "Within the framework of this covenant, Dutch pension funds hold discussions with a major trader in palm oil", he tells us. "We are able to put questions and requests to them from our partners in the palm oil countries. Because these pension funds invest in that company, this has a much greater effect than if we were to talk to the company ourselves."

"Mondiaal FNV focuses above all on the production chains where the abuses are the greatest"

"An added value of the covenant is that the trade unions and NGOs contribute information from their networks that the pension funds themselves do not have", says Gerard Roest. "The projects are therefore better funded. The parties also get to know each other better, which gives a different perception. Pension funds were for example always a little wary of NGOs and NGOs had little awareness of what is achievable and what not."

GREENWASHING

As well as via a covenant, influence on a production chain can also be effected via a strategic partnership, for example, or via legislation (see inset). The effect varies according to the approach. A strategic partnership, for instance, contributes mainly to strengthening the partners overseas. But to influence companies, the best thing you as a union can do is to join a covenant. And if voluntary agreements are insufficiently effective in the production countries, as has proved to be the case in many ICSR covenants, then legislation enters the picture, enabling standards to be created and sanctions to be imposed.



Photo: Chris de Boue

Palm oil: focus on the plantations

"It is an illusion to think that the palm oil production chain is equally effective at all levels", says Marijn Peperkamp of Mondiaal FNV. "It is too complex and too differentiated for this to be the case. Palm oil is to be found in food, cosmetics, fuel, you name it. In other words, a whole range of sectors, countries and unions." This means that we need to be selective. Mondiaal FNV's focus is on the plantations and the factories where the initial processing is carried out. "These are the places where the largest group of workers are and at the same time the ones who are the most severely affected." However, because of COVID-19, last year was marked more by monitoring existing rights than acquiring new ones. A sharp reduction in demand and price led to many jobs being shed in the production countries Indonesia and Colombia. Mondiaal FNV's partners provided support and assistance to those who had been laid off. They also managed to equip the workers with face masks and hand gel. Meanwhile, Mondiaal FNV continued making representations to the RSPD, which works on sustainable palm oil, for better trade union and workers' rights, and to lobby for better legislation and regulations.



Photo: Catrinen Aftens

Clothing: a double victory

The FNV is confronting the clothing production chain via a strategic partnership as well as via an ICRS covenant. Ruben Korevaar of Mondiaal FNV considers the two to be aligned. "Within the partnership you build up knowledge, experience and a network. We have direct contact with unions and NGOs in the production countries. They act as our eyes and ears and we can bring them into contact with the clothing brands. Small and medium-sized businesses that have clothing made tend not to have their own people in place. For them, too, the information that we contribute to the ICRS covenant is added value."

This double victory has reaped clear rewards. Via the strategic partnership, Mondiaal FNV has amongst other things secured improvements in remuneration in Bangladesh, Myanmar and Ethiopia, and in all seven countries of the partnership steps were taken to prevent gender-related violence and to work towards improved social dialogue. And via the ICRS covenant the ties with employers have been strengthened. As when, just before the talks started, Ruben consulted in a spirit of harmony with a clothing company on setting up a trade union at a supplier's.

As for Astrid and Frans it is not a question of either/or or but rather of and/and/and. The tools can be mutually reinforcing. A strategic partnership enables you to build up so much knowledge and so many contacts within a sector that you become a particularly valuable partner in a covenant. Sometimes, however, a productive discussion or an action emerges, without there being any covenant. A case in point was when sector organisation Plantum wanted to participate in research

in the seeds sector after abuses in production units of Dutch companies in India were revealed. "If an ICSR covenant has no added value, I would say: don't do it, because so much is involved", says Astrid Kaag. "But at the end of the day, legislation will be inevitable for all the production chains", adds Frans Dekker.

"Otherwise it'll just be greenwashing and a small group of front-runner companies behaving in a responsible manner." FNV pensions director Gerard Roest concurs wholeheartedly.

THE GENERAL PUBLIC

Mondiaal FNV gradually began to shift its focus in the production chain approach. "We are now no longer presenting trade-union freedom as an advantage for the workers alone, but also as an opportunity for the production chain as a whole", says Astrid. Frans adds: "Rather than restrict ourselves to raising concerns with companies on trade union rights violations, we also show them that social dialogue results in fewer strikes and higher produc-

tivity." Astrid continues: "We notice that companies are increasingly realising this."

The production chain approach not only links all the players within the production chain but also within the unions. In this way, Dutch unions come into contact with partners in the South. This happened in the seeds sector, when Jeroen Brandenburg of FNV Agrarisch Groen (agricultural sector) travelled with active members from Dutch seed-breeding companies to India and visited local unions there. A solidarity arises between unions in the South. Representatives from Colombian and Indonesian palm oil unions met in the Netherlands and remained in contact. The Indonesians expressed solidarity with their Colombian colleagues when they reported abuses.

Mondiaal FNV's production chain approach is targeted more at companies than at consumers. This is not only because unions are more accustomed to talking with employers, but also because they anticipate a greater impact. "On the palm oil issue, we have attempted to address ourselves to the general public, but this is extremely difficult", says Frans. "In the first place, palm oil is concealed in a great many products and in the second, a boycott would hit our partners. Companies often point the finger at consumers, but they are only able to make a choice when the production chain is transparent. And that then is a responsibility for companies and governments."

"The pension funds are now also becoming aware of what is going on in their financial chain"

"At the end of the day, legislation is needed, otherwise it'll just be greenwashing"



Construction: the sandwich formula

Photo: ITUC/Matilde Gattoni

Workers from countries like Bangladesh who are working in Qatar on the football stadiums for the WC are among the most totally deprived of rights anywhere in the world. In Qatar, unions are banned and employment is governed by the controversial kafala system, which makes unskilled labour migrants serfs of their employers. "Fortunately, however, the global union federation of building unions BWI, is active there", says Wilma Roos of Mondiaal FNV. "They encourage labour migrants to organise in committees and assist in submitting complaints." A resounding success was achieved in the relaxation of restrictions under the kafala system. Workers may now, without permission, change employers or return to their country of origin.

Besides following the track of the human chain in the construction industry, Mondiaal FNV follows the track of the financial chain. This means bombarding international financial organisations that finance big construction projects. "It is a sandwich formula. Together with BWI we exert pressure on the shareholders. At the same time, we organise people on the construction sites and we make them aware of the role of the financial organisations." Last year, Mondiaal FNV discovered that the Ministry of Foreign Affairs gives support via an ILO project to the Pakistan Labour Inspectorate, which acts highly negligently during construction projects. "In collaboration with the Ministry we then organised a webinar and discussed this problem. This provided greater insight for the Ministry."



Photo: ITUC/Matilde Gattoni

Domestic workers sacked
and now better protected

Celebrations in a disastrous year

Domestic workers had a difficult time in 2020. On a wide scale workers were sacked or their wages withheld. With the help of Mondiaal FNV successes were also achieved, specially in Peru and Lebanon.

Last year, Urmí, a young woman from India who was working there as a maid, was dismissed without notice after fifteen years of faithful service. The reason: her neighbour's little son had fallen ill. In Lebanon, families ruthlessly dumped their foreign domestic workers on the pavement outside the embassy of their home country – without their passports. All over the world domestic workers were having similar experiences. They were supposedly 'spreaders', corona virus spreaders. There is no evidence for this, but then, in a pandemic it's handy to have a scapegoat. Which you tend to be if you are poor and indigenous and have a different skin colour, as in the case of many domestic workers. Food packages, funds and other supportive measures from trade unions and governments got the domestic workers through it.



'It's the law now!'

shouts a militant woman wearing a trade union vest. She is standing on a Fenttrahop placard, the federation for domestic workers in Peru. Last year, the Peruvian parliament adopted legislation guaranteeing domestic workers an eight-hour working day and a minimum wage. They now also have access to health care and a pension and are entitled to thirty days' holiday after a year's employment. "A fine reward for the effective lobbying, excellent proposals and persevering actions by the unions for domestic workers", reports Astrid Kaag of Mondiaal FNV. The FNV supports Sinttrahol, the Peruvian trade union for domestic workers in Lima, which is affiliated to Fenttrahop.

More good news from Lebanon, where some 250 thousand labour

migrants work as domestic staff. At the insistence of the International Domestic Workers Federation (IDWF) supported by Mondiaal FNV, Lebanon introduced a standard contract last year giving better protection to domestic workers. They now have a 48-hour working week, a weekly rest day, overtime, sickness benefit, annual leave and the minimum wage. They may also now give notice without the permission of the employer. This was previously not possible under the kafala system, which made uneducated labour migrants victims of their employers. "We're not there yet, but it's a step in the right direction", says the regional IDWF coordinator, Lara Nuwayhid. IDWF also helped domestic workers who were given the sack or whose pay was withheld, by creating funds, in collaboration with other labour and human rights organisations.



Just transition is increasingly taking shape

Trade unions as 'energy leaders'

"This is set to become a major issue", said FNV Vice President Kitty Jong about the energy transition in last year's Mondiaal. Oil, coal and other finite energy sources are making way for sustainable sources like the sun and wind. Trade unions prefer the term a just transition, whereby employees are retrained and guided towards other work instead of losing their jobs. Mondiaal FNV has committed itself to this. What has been done and achieved up to now?

Nigeria

With the support of Mondiaal FNV and Friends of the Earth Netherlands, a unique alliance has been forged between trade unions and environmental organisations in Nigeria. This alliance travels all over the country to inform workers and local communities about the impact of climate change and what actions can be taken to counter this. In Nigeria, the oil and agriculture sectors are significant in size. Both sectors contribute to drought, desertification, unpredictable rainfall and extreme heat, which also puts the health of workers at risk. In a social dialogue with the government, the alliance discusses the national climate plans and a just and equitable transition to new and high-quality work in a sustainable economy. The alliance supports alternatives such as chemical-free agriculture in combination with fish farms, where chicken manure is fed to the fish and water and sludge from the fish farms are used on the land.

India

With support from Mondiaal FNV, the women's union Self Employed Women's Association (SEWA) helps ensure that the poorest in India are given access to renewable energy. In a pilot scheme, SEWA makes electric rick-

shaws available to families from the lowest castes, enabling women to transport heavy loads and for which SEWA is training 'energy leaders'. They support people in a variety of ways in transitioning to a more sustainable way of life. Mondiaal FNV also supports a SEWA project in India relating to salt production, whereby electricity generated from diesel generators is replaced in the daytime by electricity generated by solar energy.

Colombia

Mondiaal FNV supports unions in Colombia participating in a platform in which environmental groups, farmers, indigenous peoples, and social organisations and others take part. This platform conducts a national dialogue on the future of the mining and energy sector. Colombia is a large coal exporter. The working conditions in the Colombian coal mines are distressing and many mining companies have close links with violent paramilitary organisations. Colombian coal is accordingly sometimes also called 'blood coal'. Representatives of Mondiaal FNV and FNV Havens were among those present at a national meeting on the energy transition, organised by the FNV partners USO, Sintracarbón and Sintraelecól.

Sweden

Last year, Mondiaal FNV entered into a partnership with the Swedish sister organisation Union to Union. Like Mondiaal FNV, Union to Union is dedicated to just transition. The two organisations together support projects in this area and have developed short informative videos to be launched in 2021.



Energy leader Reka (aged 32) from India now pumps up her water with the aid of solar energy. Photo: Roderick Polak.



From dismantling to recycling

From mean to green

Photos: Prathamesh Rane

It used to be Dante's Inferno here. End-of-life ships were dragged onto the beach. Workers had to dismantle the ships without any form of protection. Pieces of metal and other toxic substances spilled into the sea. Accidents – sometimes fatal – were commonplace. Partly thanks to trade union ASSRGWA, IndustriALL and Mondiaal FNV, there has been a total about-turn at this green, recycling shipyard in India. Now, shipbreaking takes place with due regard for man and the environment. Photographer Prathamesh Rane captured this.



PHOTO ABOVE LEFT: Brijmohan Singh, one of the founders of trade union ASSRGWA and also safety officer at this shipyard in Alang, poses with his well-equipped team in the hold of the ship. It takes about half a year to dismantle a ship. Thanks to the trade union, the workers are trained in amongst other things safe working practices and wear protective equipment such as helmets and face masks.



UPPER PHOTO: Ram Singhar Rajbhar, aged 48, has worked in shipbreaking for 34 years. He was fourteen when he began. Child labour is now strictly forbidden at the shipyard. "We now work in a clean and safe environment, without polluting the sea. The ships aren't dismantled on the beach anymore."

LOWER PHOTO: It looks hectic and chaotic, but every aspect has been thought of. At this green shipyard, it's no longer dismantling but recycling that goes on. There is a specially hardened floor and there are demarcated zones for the various parts of the ship. Every part is given a new purpose.



For over fifteen years now, Mondiaal FNV has been engaged in the issue of responsible and safe shipbreaking and supports the global sector federation IndustriALL in organising trade unions at shipbreaking yards in India, Pakistan and Bangladesh.



ABOVE: Cutting torches are used to cut the steel plates from the ship into smaller pieces. These are finally melted down into usable bars.

ON THE LEFT: A place for everything and everything in its place. Every screw or cable has its own zone. Leaking oil is collected. The sign tells you what the idea is.

ON THE RIGHT 1+2: Handy. A tap you can clean your eyes from without having to use dirty fingers. In the meantime, a quick check by the safety officer to see who's going to be working on the ship today. On behalf of the union, he continually emphasises: 'Safety first!'

With thanks to: Alang Ship Recycling & General Workers Association (ASSRGWA), Leela Greenship Recycling Pvt Ltd plot nr. 35 and Panchvati shipbreakers' plot nr. 20 in Alang, India



FIGHT AGAINST CHILD LABOUR IN KABWINJA, MALAWI



28 pupils gone missing... and found again

It seemed like a huge blow to the fight against child labour. When the schools in the small town on Kabwinja, in Malawi, re-opened on 12 October following half a year of lockdown due to corona, it became apparent that as many as 28 pupils were missing. Nineteen girls and nine boys. Thanks to intensified campaigning, the pupils gradually began to return. In December 2020 pupil numbers were even greater than before the lockdown.

Photo: Matumbo Simwaka

Over the past years, 'Out of work, into school' has been the slogan for trade unions in several African countries (including Burkina Faso, Malawi, Mali, Uganda, Togo and Zimbabwe). Since January 2019 Mondiaal FNV has supported projects organised by these unions to root out child labour. The global union Education International also helps in these projects.

An important element of the approach is to involve the children's immediate environment in the campaign. The unions sit down with parents, teachers and local authorities and talk about the harmful effects of child labour and what measures can be taken to address it. This is mainly about getting girls back into school, as they are the ones who suffer the most under child labour. In the context of the project, teachers and community leaders go on home visits to encourage parents to send their children back to school again. In addition, the school conditions

themselves have been made more attractive: corporal punishment has been eradicated and sanitary facilities (in particular for girls) have been improved. Local authorities help to ensure that those who make use of child labour are punished.

This approach works. In the village of Kabwinja, in Malawi, for example, one year after the project was started, 285 children (138 boys, 147 girls) had already been freed from child labour and got back into school.

AND THEN CAME CORONA

When the schools closed, child labour suddenly again became an alternative. Many pupils went to work on the tobacco plantations or as domestic helpers. And backward steps were taken in other areas too. "In the district of Dowa alone, of which Kabwinja is part, during the first months of the lockdown 257 children were married off

and 95 girls became pregnant", says Pilirani Kamaliza, coordinator of the anti-child labour project that has been developed by the teachers' unions TUM and PSEUM.

TRADE UNIONS IN ACTION

Not only in Malawi, but also in the other countries where similar projects are supported by Mondiaal FNV and Education International, unions pulled out all the stops to turn the tide. Pilirani Kamaliza tells us: "We organised a 'back to school' campaign. In Kabwinja, cars drove through the streets with huge loudspeakers on the roofs, broadcasting a message: 'Stop child labour - Children back to school'. We also placed anti-child labour signs in strategic positions around the village. Furthermore, house visits by teachers and village chiefs were intensified. The companies that buy tobacco from the tobacco growers in Kabwinja were also warned by our radio messages. They warned the growers that if they continued to put children to work on the plantations, their tobacco would no longer be bought."

After all these efforts, it was something of a cold shower for the teachers at the Kabwinja schools when, despite all this, 28 pupils (nineteen girls and nine boys) failed to turn up on 12 October.

However, in Kabwinja, feelings about child labour had evidently swung right around. While the campaign was still in progress, the missing children turned up again at school in the following weeks and by the end of December the number of children at the schools in Kabwinja was higher than before the lockdown.

Read more about this at fnv.nl/actiekinderarbeid. (Dutch only).



Photos: Teachers Union of Malawi/Education International

[Selfie]

Shahinur catches up

"2020 was of course the year of corona. There's no getting away from it. For the unions in my country, corona was disastrous. Trade unions are having a hard time of it in Bangladesh: the government and certainly the employers too are doing everything possible to control and marginalise the unions. The most important weapon that the unions are able to deploy in response is the direct contact they have with workers. But it is precisely this that corona has rendered as good as impossible. The unions looked for new ways of maintaining contact with the members and with workers in all sectors.

"The solution was found – at least to some extent – in technology: online meetings, social media, digital platforms. Support from Mondiaal FNV enabled me, amongst other things, to organise a training programme to help the unions in Bangladesh to digitalise. These were courses for union leaders and for the youth committee and the women's committee of the IndustriALL Bangladesh Council. This is a platform of all member organisations of IndustriALL (the global union federation for workers in the mining, energy and manufacturing sectors, ed.) in our country.

"Among its benefits, this training programme has enabled unions in Bangladesh to catch up on digitalisation in a relatively short period of time. Many unions have meanwhile got started on developing ways of organising workers digitally."

Shahinur Rahman is Mondiaal FNV consultant in Bangladesh





Behind- the-scenes *acrobatics*

Caroline Khamati Mugalla, Executive Secretary of the East African Trade Union Confederation EATUC, is one of the few women at the top of a large trade union organisation. A position she didn't reach without a struggle. And even nowadays, a great deal of behind-the-scenes 'acrobatics' are needed to allow women to move up, she says. An interview with a woman who considers that trade unions and the issue of work deserve to play a greater role in development cooperation.

Photos: Meshack Uruno

The readers don't know you, so you're free to introduce yourself in any way you want. You can say, for example, what impression you think you make on others, or when the last time was that you were angry.

"Well then, I'll go for the latter. I'm an introvert. I know what the warning signals feel like and then I take a time-out. If it's really bad, I pack my bag and go home. I need to do that now and again, because in this work there's a lot to get angry about. Members who don't pay, a journalist who doesn't turn up on time... In these kinds of situations, I just can't talk. So, if you see me sitting quietly for a while, then you know what's going on."

What in particular makes you angry?

"The fact that I can't see a solution for a problem. I always have not only a plan B, but also a plan C, D and E ready and imagine beforehand what the worst is that could happen and all the various solutions. So, if I'm then still not able to resolve the situation, I feel cross with myself. It can give me sleepless nights."

2020 was an eventful year because of COVID-19. What was it like for you?

"I was in Arusha the whole year (Tanzania, where the EATUC office is, ed.). Normally speaking, I need to replace my international 64-page passport every two years because it's full and I'm never at home longer than a week. Because of COVID-19, I didn't travel the whole year. I haven't relaxed so much ever. I went to the office now and again because I wasn't used to being at home for so long."

What does a working week look like for you?

"The one moment I have a training session in Kenya, then a technical meeting in Rwanda, followed by a conference on the informal economy in Uganda. Normally speaking I'm always on the move. We're now doing everything digitally. I have a lot of contact with the Africa department of the international trade union umbrella organisation ITUC, which our members are also affiliated to, and I am a member of the trade union development steering group of the ITUC. Yes, I am an active member of the global trade union movement. What am I doing today? I've just been discussing an audit report and in a little while I'm going to talk about our contribution to an event on free trade in Kenya."

What was for you the high point of last year?

"That we began to be much better at focusing on social protection, in particular in the informal economy, where 60 percent of the people here work. We have always said that it's an important area of focus, but now everything was happening at the same time: people had no work or benefit payment and

became ill. And if you live in a remote village and you can't afford to be admitted to a private clinic... We have focused our efforts on disinfectants, face masks, public water taps, food packages, work in the neighbourhood and paid leave. In particular in Kenya, Uganda and Rwanda, we have been able to come to good agreements with the employers on this issue. Traditionally we don't have as good bipartite relations with the employers as you do, but over the last five years we have invested a lot of time in this and it has paid off. Where there was good social dialogue, for example in Kenya and Rwanda, the most has been achieved in the area of protection of workers against COVID-19."

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We should not do everything ourselves, technocratically, from the head office

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Was there also a personal high point?

"Yes there was, the fact that I could spend the whole year with my four-year old son. Normally speaking, for me as a single parent it is quite a job to combine work and private life, particularly now I'm doing a PhD as well. When he was born, I took six months' leave but I was available if it was necessary. That worked perfectly. Later, I had to miss out on conferences and such like, because the organisers were not willing to pay for his travel costs. I have learned to stand up for myself, but in Africa, with its male-dominated trade union culture, it is not easy to do work like this as a woman."

And what was the worst experience you had last year?

"That my colleague David got corona and couldn't go back to his home in Uganda. In the same period, his mother died. So, he couldn't be at the funeral. In the end, he was able to follow the funeral via a very poor WhatsApp connection. Fortunately, he recovered. In that period the office acted as his family."

Does your position indicate progress in the field of gender in the trade unions?

"Yes and no. Yes, because of the result, no because of the process. When my boss left, he said: she can do it. But other

people had reservations: she is young and a woman and this hasn't happened before in Africa. When I replaced my boss, I worked two to three times as hard as normal to prove myself. That went on for eight months. By that time, they were confident that I could do it. Fortunately, there are more glimmers of hope. In Zanzibar, a traditional and predominantly Islamic country, the vice president of the trade union federation is a woman. The trade union of mechanics in Kenya, where 80 percent of the members are men, has a woman as its secretary general. It's achievable, but it isn't easy. Often a lot of work goes on behind such an appointment. Behind-the-scenes acrobatics, I always call it. Yes, I do that myself. Including by having a good look at who is holding the reins. I do think that this is a position that has to be earned. There are unions - no, I'm not saying which ones - that reserve these positions exclusively for women. But I don't believe that it's handed to you on a silver platter. You have to have fought for it yourself."

How do you feel about the role of the trade unions in development cooperation?

"They need to be bigger. You can't talk about sustainable development without including the issue of employment. But what you often see is that it's the business sector and not us that is automatically called in when it's to do with matters such as the funding of development cooperation or the effectiveness of the aid. Often, the companies they consult don't even have African roots and what's more they are involved in illegal channelling of funds."

How can the relationship between the global South and North be made more equal?

"For one thing by putting more emphasis on the work factor in trade agreements. Kenya has just concluded a free trade agreement with the UK. But farmers in the two countries are in totally different positions. British farmers are heavily subsidised. Kenyan farmers are not. I would say: make it a requirement in this type of agreement that the signatories must have ratified ILO convention 190 against violence and harassment. In Africa practically no country has done so yet, and Kenya hasn't in any case."

What do you gain from the support of Mondiaal FNV?

"This has helped us in particular in conducting and strengthening social dialogue. It has contributed to our now being more effectively involved in developing social policy. Here at the EATUC secretariat there are only five of us. The affiliated unions have most of the expertise. Among other things, Mondiaal has helped us in developing research skills. We are also assisted by progressive African researchers. In the same way, for gender-related activities, we have to call in foreign partners, as the unions themselves generally do not have

What is the EATUC?

The East Africa Trade Union Confederation unites federations from six countries, Tanzania, Uganda, Rwanda, Burundi, South Sudan and Kenya, and a semi-autonomous state, Zanzibar. Over three million workers are members. The organisation was established in 1988. It concerns itself with issues such as regional integration, social dialogue, the informal economy and the ratification of international working standards. The EATUC looks in particular at the position of young people and women.

such expertise. At the end of 2019, Mondiaal invited us to the Netherlands, where we were given lessons in lobbying. This was of considerable benefit to us. One of the things I learned was that we should not do everything ourselves, technocratically, from the head office, but should leave more for the national federations and unions to do. Furthermore, Mondiaal has strengthened our financial department. David, the man who contracted corona, has a Master's degree in economics that was funded by the FNV. This fell outside the scope of any programme whatsoever. That is true solidarity. In this way you help each develop."

What can we in the Netherlands learn from you?

"Resilience. And how to tackle the informal economy. Do we show this to our Dutch visitors? Hah hah, we don't need to, because you can see the informal economy all over the place here. Contrary to what is often thought, the informal economy is pretty well organised. You can't just go and simply stand where you want as a street vendor, as there are all kinds of mechanisms operating behind the scenes, which also form the key to formalisation. Although that's by no means what everyone wants - to be part of the formal economy. We, too, are linked to the informal economy. When I organise a conference, I have Maasai women at the market make the bags."

At the end of the conversation, which goes via Zoom, Caroline takes along her camera to show me the EATUC office as she walks through the building. Things are very quiet this Friday morning. There's only one colleague at work. He raises his hand in a friendly gesture as she walks by. The premises are in the centre of Arusha and look well cared for and pleasant to be in. "This is where we all get together and have a gossip", says Caroline as we walk past the kitchen, "and the furniture you see there in the meeting room was paid for by the FNV." She then walks back to her desk where her tea has got cold waiting for her, ready for the next meeting.



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I have Maasai women at the market make the bags

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Added bonus!

A DIFFERENT PERSPECTIVE ON PRODUCTS AND SERVICES



Give gold if you love each other

Is there anything more beautiful than gold? Gold means love and purity. It is the synonym for prosperity and beauty. The purest gold is mined in Mali. More precisely, in de Sikasso region. The Bougouni gold mines are legendary. The gold is mined by the enthusiastic population. The Bougouni miners would do just about anything for your gold wedding ring. Everyone works alongside each other with tremendous enthusiasm in the open pits to mine the precious metal. Even children as young as five are welcome to lend a hand. Which they're only too pleased to do!

Jointly with Mondiaal FNV, the General Education Union (AOB) supports the Malinese education union Syndicat National de l'Education et de la Culture to combat child labour.



Cerrejón coal mine in Colombia: 'The shift of death'

The older readers will remember them: the glowing coals in the stove that used to make the house so lovely and warm. That coal hasn't gone away. It's used nowadays mainly to fuel power plants. It comes from the Cerrejón mine in Colombia. Coal is so popular that Cerrejón has even contrived a special working regime: the 7-3 system. This innovative model stands for seven days of twelve hours' work followed by three days' rest. Yes, That's the way to get the coal out of the ground. The workers call it 'The shift of death'. You can guess why...

On 30 November 2020, the miners' union Sintracarbón concluded a collective agreement with Cerrejón, which included scrapping the 'shift of death'.



Do Everest?

One person buys a motor cycle, another lets his beard grow, but for many a man (and woman) going through the midlife crisis, climbing Mount Everest is high on his (or her) bucket list. It costs a bit, but then you've got something special. And you won't be going alone: every tourist is accompanied by one or two Sherpas. They carry the gear: the climbers' baggage, food, cooking equipment and tents. That's how it's done in Nepal: it just so happens that there are lots of people going through a midlife crisis.

Sherpas and other people who work in Nepal's tourist industry are organised by the trade union UNITRAV. Mondiaal FNV supports UNITRAV in strengthening the social dialogue to improve the Sherpas' situation.



Qatar sports promotion

Organising a sports event? How about Qatar? This charming emirate on the Persian Gulf can offer you everything you need to make your event a resounding success. And whatever we don't already have we'll build for you. We'll hire in experts from all corners of the globe: India, Nepal and a number of African countries. These people are used to working when the temperature hits 50 degrees. Just how they like it. And for safety reasons, we hang on to their passports. Makes things easier for them. They like Qatar so much that as many as 6,500 workers have decided to stay here for good!

Mondiaal FNV supports the Building and Wood Workers' International BWWI to strengthen the position of labour migrants.

Comes with:



COVID-19 CERTIFICATE

[Selfie]

Tia provides moral support

"Last year I was present at an important meeting between an independent union and one of the major palm oil production companies in Indonesia. Of course, I had attended this type of meeting before, but this one was different: this was social dialogue online! You've guessed: corona! Where, normally speaking, time is the main constraint (there's always more to be discussed than there's time for) unstable internet was now a major hurdle. And this did not help improve the already awkward, atmosphere between both parties.



"Despite this, I'm proud of the Indonesian trade union, the way they keep on pursuing dialogue in the face of disappointing results. Because, we have to be honest: things aren't exactly going quickly. Suryani, one of the women trade union leaders, said: 'Mbak Tia, we won't take things lying down because of the company's failure to cooperate. They're not the only ones calling the shots. We'll keep on pursuing dialogue. We won't be stopped. Even by corona!'

"As a Mondiaal FNV consultant, it is my job to offer technical, moral and strategic support to unions before they begin to sit down with employers. Dialogue is the most important weapon that the trade unions have. Especially when in negotiations with internationally operating companies that like to take refuge behind local circumstances they can supposedly do nothing about. It only makes me more determined than ever to do my utmost to help flesh out corporate social responsibility."

Tia Mboeik is Mondiaal FNV consultant in Indonesia

Corona after the crisis

There's no getting away from it: 2020 was of course dominated by the corona crisis. Mondiaal FNV was receiving reports from all corners of the world, one of which was about the garment production in South East Asia. The global outbreak of the corona-virus slowed down the economy and thousands of jobs in the global supply chain were scrapped. We looked for examples in different countries. What could trade unions do to prevent things getting even worse?



Flowers from Uganda

Sleeping at work

What was the impact on the flower sector?

Rosa van Wieringen, Mondiaal FNV: "At the beginning of the corona crisis things were dramatic: the entire flower sector collapsed worldwide. People stopped buying flowers. And Uganda was under a very strict lockdown. As a result, a large proportion of the workers, in particular women, were forced to sleep on the premises. And for many of the already low-paid rose pickers, work - and so income too - disappeared. The impact of the lockdown was greater than that of corona itself."

What did the trade unions do?

Rosa: "The unions saw to it that companies keep to the corona measures, for example by providing adequate hygiene and sufficient protective equipment. They also negotiated hard for all the

jobs to be safeguarded. By for example a slight lowering of salaries, enabling people to be kept on. The flower union and the federation together lobbied for people to be able to take up a small portion of their accrued pension, to bridge this difficult period." René Kouwenhoven, union official of FNV Industrie Agrarisch (industry and agricultural sectors): "That's correct. And they also made agreements to help unions hold on to members. By paying less for a limited time. When your pay is very low or you are temporarily without work, then paying your membership dues is very difficult. While staying on with the union is so important."

Did this produce any positives?

Rosa: "Yes indeed, thanks to the flower union, the consequences of the crisis have been slightly less severe. The union has also made many television appearances, to provide information and take part in debates about the corona measures. Fortunately, the flower sector quickly picked up again. People are again buying roses. But even before corona, rose growers in Uganda were going through unbelievably difficult times." René: "We are striving for a minimum liveable income for everyone, starting at the bottom of the chain. The consumer will continue to buy flowers, whatever. Add on a couple of cents. Those extra cents are vital to giving people a decent income. No-one can be against that."



The fruit and vegetable sector in Peru

Continuing demand for avocados

What was the impact on fruit and vegetable cultivation in Peru?

Astrid Kaag, Mondiaal FNV: "Corona didn't cause any job losses in fact. As a vital sector, fruit and vegetable cultivation in Peru even experienced growth." In the Netherlands there is an ongoing great demand for avocados, blueberries or other products from this country. Astrid: "However, there was a lot of discussion about stopping wage payments during quarantine or sickness through corona. The employers called this unpaid leave 'suspensión perfecta'. But this 'perfecta' only applied to the employer. These uncertainties, alongside the political discussion about a discriminatory labour law for the agricultural sector, gave rise to unorganised disturbances in the country. During the demonstrations, the unions sought to adopt a conciliatory approach to the activists and in the end, they took on the role of spokespersons vis-à-vis employers and government."

What else did the unions do?

Astrid: "Many agreements needed to be made about how to work safely and how to get to work in a corona-proof manner. A lot more is involved than simply keeping a distance. On their way to work, workers were often crammed in buses close together. This was resolved satisfactorily by the unions with the companies that they were in discussions with, by for example, making protective equipment available and adapting the shifts so that fewer people needed to travel together. Trade union federation Fentagro compiled guidelines and held courses on health and safety. Don't forget, though, that only a small proportion of the sector is unionised. You notice a big difference from companies without a trade union, where there is a great deal more hostility and there are fewer good agreements on working safely."

Did corona also create more opportunities?

Astrid: "Yes, most certainly. Trade union members and leaders have learned to negotiate and organise online. The agricultural companies in Peru are in different parts of the country, a good eight hundred kilometres away from each other. The unions can now stay in contact much more easily. And another thing they've learned is how to use social media. There's a hive of activity on Facebook and other channels! This will undoubtedly continue after corona." Mondiaal FNV has contributed by providing training activities and a few laptops.

Vulnerable groups in India

Lowest caste given the blame

What was the impact of corona in India?

Wilma Roos, Mondiaal FNV: "At the start of the crisis, the unions investigated how members, for example migrants returning from the Middle East, were affected by the impact of corona. Their situation was revealed as being dire, as they lost both work and income. Because of the sudden lockdown, migrants from the region were unable to return home and were trapped in the cities. At this point, several trade unions arranged for food to be provided. To make matters worse, the government misused the pandemic by pushing through revised labour legislation without consulting the unions. This resulted in huge protests, including among farmers, because the government basically wants to liberalise the agricultural sector. The unions lobbied, including for work and income to be maintained."

What else did the trade unions do?

Wilma: "They conducted media campaigns to make people aware of how they can protect themselves from contagion. In India there is considerable ignorance

and disinformation surrounding the pandemic. At first the Muslims were given the blame. And later, people at the bottom of society, the lowest caste, were seen as virus spreaders. Because of corona, discrimination has increased tremendously. One example: at the beginning of the lockdown nearly all the shops were closed. A number of women from the lowest caste, the Dalits or 'untouchables', had walked a long distance to the only shop where food could still be bought. Having finally got there, they weren't allowed in and were ruthlessly sent back. Our partner fights for these groups and tries to combat discrimination by means of awareness-raising campaigns."

What now?

Wilma: "Vis-à-vis the government, it continues to be important for the union to stay on top of things and let its voice be heard. Lobbying is worthwhile, because the government is bad at actually implementing policy. But the future looks grim. India is currently (early April 2021, ed.) in a third wave of corona infections and everything is in lockdown. The inequality is only increasing."

Mondiaal FNV is close by, especially now when distance is required. We work tirelessly to give workers all over the world a greater say and influence at work. Particularly in these times when work disappears without any warning. Because we work in partnerships in countries with other trade unions, we are able as organisation to reach people speedily and efficiently.

PROJECTS WORLDWIDE

In 2020 Mondiaal FNV had 197 ongoing projects. This magazine includes examples of the projects and this map highlights a number of these.

TUCP Colombia STRENGTHENING THE PALM OIL SECTOR

With this project, CUT, which is the biggest trade union federation in Colombia and which is supported by Mondiaal FNV, aims to bring to an end the indirect contracts and informal work in the palm oil sector and create space for social dialogue. Furthermore, this project will ensure an increase in trade union membership numbers, greater cover by collective agreements and full compliance by employers with existing legislation in the field of health and safety. In addition, steps are being taken to give workers on palm oil plantations an earlier entitlement to a pension and to offer greater entitlement to social security.

Mondiaal FNV Fund Caribbean islands ORGANISING WORKERS IN TOURISM

The International Transport Workers' Federation launched a pilot project in the Caribbean region to examine how informal workers on cruise ships and in the local tourist and transport sector can best become organised. The project started with research to map out the situation in the sector and the situation of trade unions on the islands of Antigua and Barbuda, Barbados, Bermuda, Jamaica, Grenada, St. Lucia, Curaçao and Aruba. The next steps consist of training, education and the development and strengthening of existing trade union structures.

FNV Solidarity Fund Israel, East Jerusalem WORK AND RIGHTS FOR PALESTINIAN AND ARAB WOMEN

Trade union MAAN strengthens the labour position and social rights of Arab and Palestinian women seeking work in Israel and East Jerusalem, and reduces their poverty. The union achieves this by increasing their skills, supporting and assisting them into work and education and helping them in applying for social assistance and in legal aspects. MAAN also engages in collective interest representation, public campaigns and training women in maintaining rooftop vegetable gardens. Mondiaal FNV's Palestine working group and the WIS-Women's network support this project.



FNV Solidarity Fund Turkey INFORMING AND TRAINING ACTIVE METALWORKERS' UNION MEMBERS

The Turkish Metalworkers' Union Birleşik Metal-ış is active not only in the metal industry but also in the electronics, automobile, electrical equipment, steel and base metals industries. In times of COVID-19, providing members with information (digitally as well as via printed brochures) is of great importance. The workers then know what precautionary measures they need to take for adequate protection in their workplace. In addition, the metalworkers' union trains active union members in labour rights and in negotiating for health and safety at work. The FNV metal sector is involved in this.

AOb Teachers' Union fund Albania PREVENTING SCHOOL DROPOUTS AND CHILD LABOUR

Mondiaal FNV and the AOb support the fight against child labour in Albania. The education unions SPASH and FSASH are endeavouring to increase the numbers of active members to be able to achieve more in their fight against child labour and to prevent school dropouts. School dropouts often lead to child labour. SPASH AND SFASH organise seminars with teachers, pupils and parents during which they discuss the hazards of child labour. They also monitor school visits and child labour and trainers are trained to train other leaders.

TUCP Rwanda MORE AND BETTER WORK THANKS TO DIPLOMA VIA UNION

The biggest construction union in Rwanda (Stecoma) is working to achieve a greater membership and membership revenue, improved working conditions for formal and informal workers and an improved relationship with government and employers. Stecoma came up with a unique approach. Together with the government, they were responsible for 32 thousand construction workers now being in possession of an official certificate gained by way of practical exams, giving them access to more and better work as well as respect from their employers. It also led to an explosive rise in membership to 53 thousand, with its corresponding revenue. The union receives training and support from Mondiaal FNV.

Number of projects per fund & continent in 2020 based on disbursements. AOb = Teachers' Union. TUCP = Trade Union Co-Financing. Strategic Partnership for Garment Supply Chain Transformation together with Fair Wear Foundation, CNV Internationaal and the Ministry of Foreign Affairs.

TUCP East Africa FINANCIAL CAPACITY STRENGTHENING OF UNIONS

In East Africa, the majority of Mondiaal FNV's partners have now been through the third phase of the financial capacity building programme. Through support, training and annual audits, the participating unions have now put in place better internal control measures and automated accounting software. This helps give a better financial understanding and overview. And this, in turn, helps them evolve into democratic unions able to be accountable to their members. The emphasis in the near future lies in digitalising the membership administration system.

TUCP Bangladesh, India, Nepal and Sri Lanka STOP VIOLENCE AGAINST WOMEN AND LGBTI

Violence and harassment against LGBTI workers present a huge problem, which is why in 2019 an ILO convention against violence and harassment was approved, partly thanks to the active contribution of the South Asia-based regional gender platform supported by Mondiaal FNV. The corona crisis led to a significant increase in the violence against these groups in India, Bangladesh, Nepal and Sri Lanka. In order to highlight and address this problem in the workplace, trade unions taking part in this project are conducting research, awareness activities, capacity strengthening, lobbying and implementation of legislation and regulations.

Strategic Partnership Indonesia DATA FOR BETTER NEGOTIATIONS IN GARMENT SECTOR

The Data Academy project is an initiative by the Strategic Partnership with CNV Internationaal, Fair Wear Foundation and the Ministry of Foreign Affairs. Participants in the Data Academy are given access to extensive data on wages, derived from the international organisation Wage Indicator. They learn how to analyse this data and this enables them to enter into social dialogue with employers and governments using substantiated facts and figures. Mondiaal FNV specifically supports the Indonesian Trade Union Rights Centre so that they will be able to use this data during the negotiations for better collective agreements, wages and labour conditions for workers in the Indonesian garment industry.

Five-year Strategic Partnership



YOU GRADUALLY MOVE CLOSER TOGETHER

December 2020 marked the ending of the five-year 'Strategic Partnership for Garment Supply Chain Transformation', a unique partnership between Mondiaal FNV, CNV Internationaal, Fair Wear Foundation and the Ministry of Foreign Affairs. "The Partnership has produced a number of 'gems'", say Marijn Peperkamp and Ruben Korevaar of Mondiaal FNV. Every reason to carry on.

The Strategic Partnership

Five years ago, Mondiaal FNV entered into the 'Strategic Partnership for Garment Supply Chain Transformation' – the SP for short – together with CNV Internationaal and Fair Wear Foundation (FWF), an organisation in which some 140 affiliated clothing brands endeavour to make the textile sector more ethical. The SP was financed by the Ministry of Foreign Affairs, which was formally part of the partnership. The SP was active in seven countries: Bangladesh, Vietnam, Cambodia, Myanmar, Indonesia, India and Ethiopia.

"What I'm most proud of?" Ruben Korevaar, policy advisor of Mondiaal FNV, doesn't need long to think about it. "That we've stuck it out with each other all this time." He grins briefly. "At the beginning you don't really know where you all stand. You know a bit about each other, of course, but there were also preconceptions that had to be overcome. You realise that you have different ideas about things. And different ways of going about things. But despite the differences, we have managed to achieve great things. In a number of countries, for example, the minimum wage has gone up quite substantially. And alliances have been forged that we would never have thought possible at the outset. The organisations gradually moved closer together. Sometimes there's friction. That's all part of it."

Marijn Peperkamp, policy officer of Mondiaal FNV, looks back mainly with satisfaction on what has been achieved in combatting sexual violence at work. "The Strategic Partnership set many processes in motion. It is now recognised that 'gender-based violence' occurs everywhere. The great advantage we had as SP is that we were able to work across borders as well as with many different kinds of organisations: not only with unions and clothing brands, but also with women's organisations. In some countries, trade unions are not at all used to working with women's organisations but we made considerable progress in this regard too. A case in point is the organisation Perempuan Mahardhika (PM), which was of great importance in raising the issue of sexual violence in the Indonesian textile sector. The issue of sexual violence is of course to be expected in a sector where mainly women are at work, and where men are still the ones who call the shots."

Gender-based violence is one of the three thematic areas on which the SP focused. The other two are 'living wage' and 'social dialogue'. Each of the areas had its own challenges. For quite some employers and public authorities, the area of 'living wage', for example, conflicted with the existing minimum wage process. It often proved difficult to convince employers and public authorities that in many cases (in all of them, in fact) the established minimum wage is not enough to be able to build an independent livelihood. And for the Mondiaal FNV people, it was sometimes difficult to explain that a committee of workers in a factory who are allowed to have a say on subjects like safety in the workplace is not at all the same thing as social dialogue, and that it can definitely not be a substitute for real consultation between employers and employees (and the public sector). Gradually, however, this realisation grew. One of the striking aspects of the collaboration within the SP was that via FWF employers also took part. The FWF works with some 140 member clothing brands, which have their garments made in one of the many thousands of factories in



the countries where the SP works. FWF investigates to what extent the affiliated brands behave in a proper and decent manner and contribute to cleaning up the textile sector.

Ruben Korevaar is moderately positive about the partnership with the factory owners. "Hmmm... well yes, but there could have been more in it. We had expected more from a partnership with local employers' organisations that the factory owners are affiliated to. The most that we have been able to

» At the same time, many factories are still closing their doors to unions «

achieve is that employers, together with unions and civil-society organisations, were able to visit other countries. This was a good thing and important, absolutely; and has led in many instances to vastly greater trust between unions and employers. At the same time, many factories are still closing their doors to unions. There's still a long way to go."

Marijn adds: "The clothing brands that are affiliated to FWF are often the smaller ones. This means their influence on the employers is limited. Most of the factories work for a variety of brands. The bigger and more important the brand, the more pressure they can bring to bear on the factory to improve the working conditions." Marijn Peperkamp looks back with satisfaction on the SP's role in the process of bringing about ILO Convention 190, on the elimination of violence and harassment at work. "In this process we acted jointly with the CNV. It was good to see that we were standing side-by-side. And we finally achieved the result that the Netherlands, which was initially opposed to the convention, in the end voted in favour."

Evaluation Strategic Partnership: major steps forward

An evaluation by the independent Swedish organisation Scanteam indicates that the Strategic Partnership enabled organisations receiving support in the seven countries to be more successful in putting pressure on authorities and employers to change their policy. This is not to say that the textile sector suddenly became ethical and sustainable, but it does, however, mark a major step forward. This increased 'lobbying capacity' enabled local partners to secure changes in the policy applied by public authorities and employers. Among the changes mentioned by Scanteam are increasing the number of labour inspectors in Indonesia, integration of sexual violence in the health and safety legislation in Myanmar, lowering the threshold for the right to set up a trade union from 30 percent to 20 percent of the number of employees in Bangladesh, improved legislation in the Indian federal state of Tamil Nadu in the area of safety for female employees and drawing up legislation in Bangladesh to combat sexual violence at work. Furthermore, under the auspices of the SP, a total of 142 new collective bargaining agreements and three 'multi-company' collective bargaining agreements were concluded.

» It is now recognised that 'gender-based violence' occurs everywhere «

The new partnership: STITCH

To stop or to carry on? This question was easy to answer: the Strategic Partnership was, indeed, continued after 2020. And once again the initiative received financial support from the Ministry of Foreign Affairs. The renewed partnership was given a new name, STITCH (Sustainable Textile Initiative: Together for Change). But the name is not the only new aspect of this partnership.

The main difference from the SP is that other parties have joined, two of which are from the countries where STITCH is active: the Centre for Development and Integration (CDI) in Vietnam and Civil Initiatives for Development and Peace (Cividep) in India. As a result of the participation of organisations from 'the South', 'ownership' of the programme has shifted, with organisations in the countries where the programme is carried out being given a greater say in the set-up. A further addition to the partnership was the Ethical Trading Initiative (ETI), an alliance of international companies, trade unions and NGOs that promotes respect for workers' rights. The addition of the ETI will now enable the larger clothing brands to also be addressed. The programme will be conducted in Bangladesh, Cambodia, India, Indonesia, Myanmar, Vietnam and also the MENA region (Middle East/North Africa). Ethiopia no longer takes part.

LEARNING FROM INDIA

The mainly female workers in the textile factories frequently experience sexual violence. This is the case in all the countries where the Strategic Partnership was active. In some countries, the fight against sexual violence is still in its infancy. Other countries have already made progress. In India, for example, following a long battle by unions and civil-society organisations (including Mondiaal FNV's partner SAVE), the government already had legislation in 2013 to combat sexual violence. For the SP partners in other countries, this prompted other countries to look at the Indian example.

Viyakula Mary is executive director of the Indian organisation SAVE, which has been a partner of Mondiaal FNV for some considerable time now. SAVE has played an important part in raising and resolving the issue of sexual violence (Gender Based Violence, GBV) in the textile factories in India and in particular in the region Tiruppur (federal state Tamil Nadu), the major textile hub in India.

When we spoke to Viyakula Mary via Zoom, she at once burst out: "We were recently approached by the family of a thirteen-year-old girl. When the schools were closed - because of corona - many of the children landed in the textile factories. As did this girl. Fortunately, the schools re-opened not that long ago. But once back at school, things didn't go well at all: she was tired and feeling sick all the time. And after taking a test it emerged that she was pregnant! To us it was quite clear: as well as this being a case of child labour, it was also about GBV. We are now negotiating with the factory for decent compensation."

In 2013, legislation was also adopted in India to address GBV in the workplace. This legislation offers tools to combat GBV not only to unions in India, but also to organisations like SAVE. This law requires every workplace where there are more than ten people at work to have an 'internal complaints committee' where victims of sexual violence are able to take their case. In many textile factories in Tiruppur the unions have managed to ensure that there is a room in the factory



Photo: Roderick Polak

where victims can come and unburden themselves, and, if they wish, discuss the next steps to be taken. This success was a reason for other countries where the Strategic Partnership is active to come and take a look and to learn from the Indian example.

This in fact took place at the end of 2018, when a delegation from Myanmar boarded a flight for India. For the Myanmar it was unique for employers' organisation representatives to travel with union representatives. Also travelling with them were parliamentarians, Ministry of Labour representatives, someone from the ILO in Myanmar and various civil-society organisation representatives. "For the delegation from Myanmar, the visit to India was an eye-opener", says Viyakula Mary. In Myanmar, sexual violence was barely open for discussion. It was mainly ignored: 'things like that don't happen here'. "We were able to show clearly that sexual violence remains hidden as long as victims are unable to talk about what has happened, in a safe environment, and as long as their report does not mean they run the risk of themselves ending up in the witness box." The result of seeing the Indian example together as a group was that sexual violence in Myanmar was placed on the agenda. On their return, the parliamentarians who were part of the delegation presented a bill to tackle sexual violence. Only a few months later this bill became law. And as a result of the delegation's visit, the Strategic Partnership was asked by employers in Myanmar to provide training on how to combat sexual violence at the workplace. This is just one of the outcomes that the Strategic Partnership can look back on with pride.



Photo: Catrïen Ariëns

FNV Pink Network fights for LGBTI people in the workplace

Did you know that...

...**LGBTI** stands for lesbian, gay, bisexual, transgender and intersex persons?

“For large numbers of people it’s a question of mere survival rather than of being truly alive”

...**LGBTI** in persons are still not free to be who they are in many countries? In nearly seventy countries around the world, homosexuality is a crime. And in countries where it is not a crime, LGBTI people often encounter various forms of discrimination and harassment. Disclosing your sexual orientation or identity makes it more difficult to find

work and in many cases is a reason for losing your job.

...**FNV Pink Network (FNV Roze)**, and in particular active members Jolanda van Gool and Ger Rolsma, have for years campaigned tirelessly for equal rights for LGBTI workers in the Netherlands? Collective bargaining agreements are set against a ‘rainbow checklist’. Family leave, as in the case of two fathers and two mothers is, for example, not yet adequately regulated in all the collective agreements.

...**Mondiaal FNV** and FNV Pink Network were of the opinion that something also needed to change at a global level? Ger: “Within trade union organisations, nothing structural has

been done to protect LGBTI workers. It was a ‘second priority dilemma’, other issues always taking precedence.”

...**In the past** few years via lobbying and resolutions, they have worked hard to unify the global union federations (GUFs) on the issue of LGBTI?

...**The first** positive results have been achieved? For example, the very first global LGBTI working group has been set up. With members from countries including Bahrain and South Africa. Jolanda: “Not the usual suspects on this particular issue! Interest has been surprisingly strong.”

“FNV Pink Network has done a great job in getting the trade union federations around the table”

...**In 2020** nine global union federations signed a Solidarity Charter in which they expressed their support for LGBTI workers? A milestone, because these federations together represent 207 million members from 163 countries worldwide. Including many countries where LGBTI workers are not accepted. In the Charter, the unions commit amongst other things to striving for legislation to protect LGBTI workers.

...**International** Coming Out Day is on 11 October? No coincidence that it was on this day that the website www.lgbtiworkers.org was launched. It contains the text of the

Charter and what unions can do to promote LGBTI rights in the workplace. Here, too, union members all over the world can chat with each other.

...**We** are very proud that it was a Dutch trade union that brought this into being? Jolanda: “FNV Pink Network has done a great job in getting the trade union federations around the table.” Ger: “I have spoken to LGBTI people in various countries. I see that for large numbers of people it’s a question of mere survival rather than of being truly alive. That’s not something I’d wish on anyone. I stand in solidarity with their fight.”

...**There is** still a lot to be done to get not only all the trade unions but also their members on board? At the moment, Jolanda is present (virtually) at a UN meeting. This is unique, as it is the first time that LGBTI workers have been included in the trade union delegation. But the battle is far from won. Ger: “Not everybody recognises yet that LGBTI rights are trade union rights. We are taking small steps towards a better world for LGBTI workers. It would be good to develop a strategy on how to deal with resistance. Or to launch a project providing advice and information for LGBTI people on collective bargaining agreements.”

In short: the fight for a multi-coloured world continues!

“Not everybody recognises yet that LGBTI rights are trade union rights”



Ger and Jolanda at the ILO

[Keep up-to-date]

Trade union rights worldwide

2020: LOW POINT FOR WORKERS' RIGHTS

Violations of workers' rights are the highest in seven years, says the International Trade Union Confederation (ITUC) in its latest report. The main reason is that more countries are impeding the registration of unions. The number of countries doing this increased from 86 in 2019 to 89 in 2020.

NEW TREND: CORONA AS EXCUSE

A new trend in 2020 is increasing government surveillance of trade union leaders, in an attempt to instil fears and to exert pressure on independent unions and their members. Under the guise of measures against the corona pandemic, they restrict the rights of workers still further.

Source: International Trade Union Confederation (ITUC) Global Rights Index

THE ISSUES THAT TRADE UNION MEMBERS FIND THEMSELVES FACED WITH:



ZIMBABWE

Prosecution of union leaders
Violence and threats



COLOMBIA

Murders and extreme violence
Union busting practices



INDIA

Brutal repression of strikes
Mass dismissals
Regressive laws



THE PHILIPPINES

Violence and murder
Arbitrary arrests
Union busting practices

THE TEN WORST COUNTRIES FOR WORKERS

The ten worst countries for working people in 2020 were Bangladesh, Brazil, Colombia, Kazakhstan, the Philippines, Turkey, Zimbabwe, Egypt, Honduras and India. The latter three countries are newcomers to the top 10.

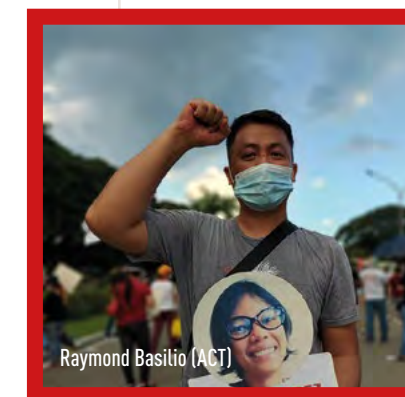


Philippine teachers' union ACT sounds the alarm

“TRADE UNION LEADERS ARE NOT CRIMINALS!”

In 2019 the leader of the Philippine teachers' union Alliance of Concerned Teachers (ACT), France Castro, was awarded the FNV Trade Union Rights Award. During the presentation she said that in her country trade union leaders are being systematically abused, threatened and harassed. The anti-union climate under the Duterte regime is creating fear among trade union members, teachers and academics.

A few months later her words were yet again confirmed. In February of 2020, ACT and Education International sounded the alarm. In their opinion, there was a smear campaign going on, with support from the government, and members of the ACT were being targeted. The situation was escalating. Attacks on trade union leaders were increasing, one example of which was that Raymond Basilio, General Secretary of ACT, received a number of death threats. Some trade union activists were even put on a list of 'terrorists' by the Philippine police. Two ACT members were fired at in their classroom by masked men. ACT had to temporarily close an office to ensure the safety of the colleagues and the members.



Raymond Basilio (ACT)

Mondiaal FNV supported the 'urgent action' campaign. One could appeal for the attacks on union members to stop by sending a message online to President Duterte. After all: trade union leaders are not criminals.

Spotted Tweets



Mondiaal FNV @FNVmondiaal · 4 feb. 2021
@Chris de Bode congratulations on winning the #ZilverenCamera2020 (SilverCamera) with the photo series 'Made by ME' which you made for @MondiaalFNV & @ASNBANK. Workers in the textile industry in #Myanmar pose in clothing that was bought in the Netherlands.



Photo: Chris de Bode



FNV @FNV · 24 Aug. 2021
@TuurElzinga 'Billions are spent on building football stadiums to raise the prestige of Qatar. But the price is paid in the exploitation of workers and even in human lives. This is obviously unacceptable.'



Mondiaal FNV @FNVmondiaal · 18 Jan 2021
Thank you for your donation for #decemberactie (Decemberactionday) in 2020. The action raised €26,251! You help the people in Beirut rebuild their working lives. Keep following #MondiaalFNV, also via LinkedIn and Facebook. Keep supporting us via fnv.nl/doneer.

#Decemberactie
Beiroet

€ 26.251

Bedankt voor je
donatie



Mondiaal FNV @FNVmondiaal · 1 May 2020
Together we need to take a fresh look at the production chains, so that they can be meaningful for everyone. @KarenBrouwer, managing director #MondiaalFNV calls for #hetnieuwenormal (thenewnormal) prosperity, also for the people who make the products #dichtbijopafstand (closebyfromadistance).



Mondiaal FNV @FNVmondiaal · 25 May 2020
Safety training of Nepalese #vakbond (union) is of vital importance for sherpas and rafters. Number of accidents fell by 40%. #MondiaalFNV supports the union, even now when there are no tourists. Union lobbies for wage compensation. #dichtbijopafstand (closebyfromadistance)



Photo: Chandre Chakrahar



Mondiaal FNV @FNVmondiaal · 7 Dec. 2020
Strong network and relationship of trust with grassroots make union a worthwhile partner for filmmaker #HiraNabi in her search for access #scheepssloperijen (shipbreakingyards) #Pakistan. Our trade union partner #Pakistan-MetalworkersFederation helped her.



Fair Fashion Think Tank @Fair Fashion Think Tank / Mondiaal FNV · 23 Apr. 2020
We are honoured to have the Dutch Minister for Foreign Trade and Development Cooperation @SigridKaag opening the discussion in the Fair Fashion Think Tank. #FFTT @Dutch-MFA@MinBZ (MinForeignAffairs)



Mondiaal FNV @FNVmondiaal · 25 June 2020
A #Zimbabwe union provides information and helps its members set up cooperatives, making #straatverkopers (streetvendors) better equipped to deal with financial setbacks in the future. Trade union leader Wisborn in conversation with #MondiaalFNV colleagues Mario and Tendayi.



Mondiaal FNV @FNVmondiaal · 20 May 2020
Serious violations #arbeidsrechten (labour rights) #India lead to unrest. Indian government takes advantage of #corona to change labour laws and violate labour rights. Workers are desperate. Trade unions, partners of #MondiaalFNV, organise protest actions on 22 May.



Follow us at www.twitter.com/fnvmondiaal.

[Selfie]

A real boost for Tsinu

"2020 was a roller coaster for Ethiopia. But to be honest, with everything that was going on in my country, my personal high point of the year was the annual congress of the Ethiopian building federation. I was there as a representative of Mondiaal FNV. It was of course good to hear many speakers thanking the FNV for their support. But the real 'reward' came during the election of the executive board. Mondiaal FNV has supported women's involvement in the trade unions in Ethiopia for many years now. It was therefore a tremendous boost to morale during the elections to the board that a woman was elected vice president and another woman vice secretary. By the end of the elections, it transpired that half the board was now made up of women. And that's quite something for the building federation; a sector dominated by men!"



"I hope that this will serve as an example for unions in other sectors. Incidentally, this is totally in line with the advancement of women in the government: half of the cabinet posts are occupied by women!"

I realise of course that we're not there yet. It puts the representation of women on a firm basis now, but it doesn't mean that the participation of women is now done and dusted. This is something that I as Mondiaal FNV representative am a strong advocate of: increasing the role of women in the trade unions. For example, by capacity training courses for potential women leaders, by coaching and by strengthening their negotiation skills. Strong women leaders will enable us to take significant steps forward in the fight for gender equality at work."

**Tsinu Amdeslassie Worku is
Mondiaal FNV consultant in Ethiopia**

About Mondiaal FNV's work

Mondiaal FNV is a foundation affiliated to the largest employees' organisation in the Netherlands, the FNV. Mondiaal FNV helps employees and trade unions, particularly in developing countries, to campaign for real jobs and better working conditions.

We give direct financial support to projects and support research, lobbying and campaigning. Mondiaal FNV also gives colleagues in developing countries a voice in the Netherlands by providing information, organising actions and lobbying in The Hague.

Trade unions that operate effectively and are able to carry out their work freely are indispensable in achieving an equitable distribution of income and wealth. But in many countries trade union rights are not respected and employees are put under pressure to not stand up for their rights.

WE FOCUS ON:

- Improving social dialogue at national and regional level.
- Improving terms and conditions of employment in a number of production chains

SOCIAL DIALOGUE

Social dialogue between employees and employers is the basis for improving labour rights. Our programme supports creating or improving social dialogue by helping unions to become a strong social partner and by working together with employers' organisations and governments.

PRODUCTION CHAINS

Employees are increasingly becoming part of production chains spread across a large number of countries and sectors. In these chains, traditional employer-employee relations have become blurred, weakening the position of employees. Mondiaal FNV therefore supports unions and employees within worldwide production chains

in improving their skills, creating real jobs and defending the fundamental rights of employees.

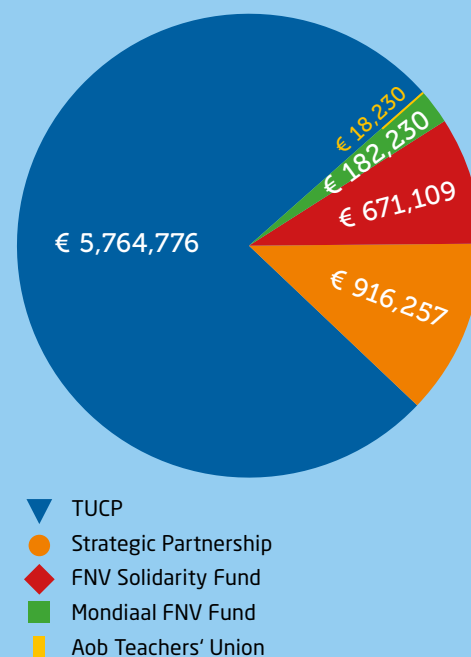
FINANCIAL RESOURCES FOR SUPPORT TO TRADE UNIONS

Mondiaal FNV supports one hundred and fifty to two hundred projects on an annual basis. In the past year, the funding for this came primarily from the Ministry of Foreign Affairs within the framework of the Trade Union Co-Financing Programme (TUCP) and the Strategic Partnership for Garment Supply Chain Transformation (SP). Other sources were the FNV Solidarity Fund, to which 0.7 percent of the FNV membership dues go, and the Mondiaal FNV Fund, which receives donations from members and non-members and contributions pursuant to collective bargaining agreements.

DEVELOPMENTS IN 2020

2020 was the fourth year of our programme within the TUCP and the fifth within the SP. The year took a totally different turn than planned, because of the global COVID pandemic, compelling the Mondiaal FNV partners to modify their plans. In the initial months, everything largely revolved around providing assistance to thousands of workers who suddenly lost their work and income. Employers made hasty decisions, which frequently had a negative outcome for employees. Governments took measures that in many cases also amounted to restricting the freedom of unions and workers to fight for their rights. Our partners, too, had to learn how to work remotely from home. With restrictions, because the digital infrastructure is not equally reliable everywhere.

FUNDING OF THE PROJECTS IN 2020*



*Figures based on pre-audit data

It was a turbulent year. Our partners achieved successes, but we also saw that workers' rights were being violated and that women were the ones most severely affected.

In 2020, Mondiaal FNV submitted two new subsidy applications: one within the framework of the TUCP and one in partnership with Fair Wear Foundation (lead), CNV Internationaal, ETI, CDI and CIVIDEP, within the Power of Voices subsidy framework. Both applications were assessed positively.

OUR ORGANISATION

In 2020 our workforce remained substantially the same as in the previous year. At the end of 2020, nineteen people (15.85 FTE) were working at Mondiaal FNV. Seventeen people had a permanent contract, and two a temporary

contract. In addition, we brought in two colleagues on a secondment basis. In the Netherlands, Mondiaal FNV also employed the services of a number of self-employed people, who assisted us at times of sickness and peak periods, and twelve independent consultants, who support our work and our partners in the countries where we operate. These consultants all originate from the region in which they work. Their locations are: India, Indonesia, Bangladesh, Lebanon, Ethiopia, Uganda, Tanzania, Peru and Ecuador.

The day-to-day management of Mondiaal FNV is in the hands of Managing Director Karen Brouwer, who reports to the Board of the Foundation.

BOARD OF MONDIAAL FNV FOUNDATION

The Board of Mondiaal FNV comprises five members. The President and the Treasurer also occupy the same positions on the Board of the FNV. Other members are connected to one of the sectors or member unions of the FNV. The Board Members meet approximately five times a year. The Executive Committee is composed of the President, Treasurer and Secretary. The Board is non-salaried: the members receive no remuneration for attendance at the meetings.

Board members of Mondiaal FNV Foundation in 2020

- Han Busker**, President
- Willem Noordman**, Treasurer
- Marieke Manschot**, Member
- Carla Kiburg***, Member
- Walter Dresscher**, Member
- Karen Brouwer**, Secretary

Sadly, Carla Kiburg passed away on 30 April 2020. The Board and colleagues of Mondiaal FNV valued Carla highly for her professionalism and commitment to international trade union solidarity. Her death has left a vacancy on the Board, which is still to be filled.

PERSONNEL REPRESENTATIVE BODY

Mondiaal FNV has as yet no personnel representative body. However, employees are kept informed and are consulted on the policy and procedures of Mondiaal FNV on a regular basis. This takes place by way of monthly work meetings. A number of employees are currently engaged in developing plans for the formation of a representative body. This body is expected to become active in 2021.

CLA AND REMUNERATION POLICY

Mondiaal FNV falls under the FNV collective labour agreement and is a member of the Employers' As-

sociation FNV organisations. The remuneration policy of Mondiaal FNV is in line with that of the FNV and is below the maximum permitted level of the Ministry of Foreign Affairs (collective labour agreement Rijk scale 19). A working week at Mondiaal FNV is a maximum of 35 hours.

WORKING CULTURE

Mondiaal FNV employees may work flexibly, in the office or from home, to ensure a better work-private life balance. Since the beginning of the COVID pandemic, all the Mondiaal FNV employees have worked from home. In this, we follow the policy of the FNV. Employees are encouraged to learn new skills or acquire new knowledge by following courses. Employees may themselves submit a request to this effect.

INTERPERSONAL BEHAVIOUR AND INTEGRITY

Mondiaal FNV is dependent on subsidies and donations in order to continue to be able to carry out its work. We therefore attach great importance to professionalism and transparency. We reassess our policy and adapt our work practice to this whenever this becomes necessary.

On 10 December 2020, the Board of Mondiaal FNV approved the Conduct Memorandum (Nota Gedrag). This addresses:

- The role of the managing director in implementing policy in practice
- Greater scope for preventive activities
- The development towards a learning organisation
- The appointment of a confidential adviser
- The appointment of a committee of inquiry
- A uniform reporting procedure
- A code of conduct
- A complaints procedure for external parties.

In 2021 we will further define the complaints procedure, a complaints procedure for external parties and a modified code of conduct. A code of conduct was already in force in 2020, which is signed by every Mondiaal FNV employee on commencement of his or her work.

CONFIDENTIAL ADVISER

As of 1 March 2020, Inge te Brake (of Te Brake Advies) was appointed external confidential adviser to Mondiaal FNV. Our website contains further information on the role of the confidential adviser. In 2020, nobody asked for an appointment or reported a case concerning standards of conduct or integrity. No complaints relating to Mondiaal FNV employees or activities were received either.

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Give all workers a voice!



Together we are strongly committed to fighting for fair production chains, a safe workplace with equal treatment for everyone and a world without child labour.

Mondiaal FNV empowers workers throughout the world to join together and stand up for better working conditions.

We strive together for decent work, for dialogue and from here in the Netherlands we give a voice to workers by way of lobbying & actions.

Worldwide, we work side-by-side with local trade unions on sustainable development.

Every worker has the right to stand up for him/herself and his/her colleagues

#dichtbijopafstand
(close by from a distance)

Mondiaal **FNV**

Support Mondiaal FNV
[FNV.nl/doneer](https://www.fnv.nl/doneer)

