

# UNI Development and Regions

[www.uniglobalunion.org/development](http://www.uniglobalunion.org/development)

## Implementation of Activities

- Around 100 projects a year in all regions, with up to 50 activities per project, are administered by UNI Development. These projects range from small scale union projects, sub-regional or regional projects covering several unions and countries, to global projects touching several unions, countries and regions, and all providing training to union officials to improve skills at all levels.
- A new database program is under construction, the Project Catalogue and Monitoring System (PCMS), aimed at keeping detailed records on all ongoing and concluded projects for online consultation or for the printed version of the project catalogue.
- A new web portal, accessible from the DRD homepage, hosting the above two management tools; the Project Catalogue and Management System (PCMS) and the Impact Monitoring System (IMS) has been finalized.

## Union development and solidarity

- Thorough needs analysis and discussions with sectors and inter-professional groups to elaborate specific projects to be implemented at sectoral, national, regional and at global level. This strategic approach is now an integrated way of work resulting in a more coherent and balanced project base.
- New affiliates requiring development assistance are strategically incorporated in suitable ongoing projects or in new specially designed projects.
- Continuous efforts to improve the outcome and measurable impact in all development projects.
- Special priority for project work in Colombia, Guatemala, Zimbabwe and Nepal, countries where unions are faced with severe threats to human and trade unions rights.
- Launch of closer cooperation with affiliates in the Middle East, with implementation of activities on labour standards, union rights and communication and network building.
- An organizing and membership monitoring tool to improve union administration and organizational capacity building is now available with UNIconnect, version 2 in English. The membership database program comes with a user-friendly manual.
- Launch of a global empowerment project, Train-the-Trainer, to supports and strengthen UNI Development's mission in building up a global pool of trainers to work locally, nationally and/or regionally in union development activities in all sectors and groups, regions and levels.

- Work towards UNI online and its supporting projects, helping unions to get IT equipment, training, email and internet connection to ensure instant communication with affiliates worldwide.
- A new platform for e-learning, to replace the existing e-learn which initially supported UNI Online (IT training online) is under way. A first module will be produced and tested before further expansion in this area.
- Speeding up the implementation of HIV/AIDS projects in Africa, involving adoption of HIV-AIDS policies and actions plans within union structures and improving collective agreements. The learning from these projects will serve as a platform for similar projects in other regions.

### **Project Design**

- The three Chicago Congress action plans - Global Union Growth and Rights and Decent Work are an integral part of project design.
- Continuous improvement of operational development and process management as an outcome of Global Development Impact, GDII, after implementation of the 1<sup>st</sup> round and partly the 2<sup>nd</sup> round workshops with the regional staff in Africa, Americas and Asia & Pacific.
- Priority given to better project designing. Specialised training provided to regional staff, through GDII, on participatory strategic planning and project design and formulation, based on the Logical Framework Approach (LFA).
- Clear procedures and rules on project management, based on the Educator's Handbook and other guidelines by funding partners.
- A new online Impact Monitoring System (IMS) is to be launched within the GDII project. It will assist unions in the betterment and development of institutional capability towards self-sufficiency.
- Participation in the editorial team working on a new version of the handbook on Participatory Project Planning, elaborated by Nordic and Dutch funding organizations. The decision emerges from a round table discussion in Nyon with representatives from the Global Union Federations and Funding Organizations.

### **Resource Mobilisation**

- An extended project portfolio is the concrete indication of continuous efforts in intensified and strengthened collaboration with an enlarged circle of funding partners and requesting partner organizations.
- Ongoing participation in regular meetings with traditional funding organizations, including LO/FTF, Denmark, SASK, Finland, LO-Norway, LO/TCO, Sweden, ILO and the Friedrich Ebert Stiftung, Germany to discuss project implementation, development strategies and new areas for project cooperation.
- Regular invitations to donor representatives from funding organization to head office to present the aims and goals of UNI and improve the development cooperation.

- Strategies aimed to broaden the net of funding organizations have resulted in closer cooperation with new project partners such as ACILS, USA and FUNDPAZ-CC.OO and ISCOD-UGT, Spain.
- A new form of coordination meetings with requesting partner organizations in Sweden and Finland to discuss ongoing projects and how to further intensify direct project involvement with technical support between the requesting unions and field organizations in the regions and to lay ground for increased project cooperation.
- Union-to-union solidarity support is welcomed from affiliates to help individual unions to implement union activities with specific immediate needs.

### **Marketing Strategies**

- A lively and interactive website, with news from development activities implemented by affiliates and regional staff around the world. New guidelines on how to write short news articles with 1 or 2 photos have been circulated to intensify feed-back on development news.
- World wide distribution of the DRD pamphlet continues; the impact will be examined to readapt and reinforce the marketing strategy of UNI Development.
- Mobilization on HIV/AIDS awareness world wide is increasing, with new information pamphlets available and distributed during educational activities.
- Work towards improving awareness about international development cooperation among the membership in funding countries.
- Specific project-related marketing tools are used within global projects.
- A movie about international trade union work, focusing on challenges and opportunities for workers and the union movement in times of globalization and the importance of international development cooperation, made with UNI and other GUFs by the Friedrich-Ebert-Stiftung, FES.