

Year report FNV Mondiaal

Indicators of Decent Work, Trade Union Strengthening and sustainability

Report 2010

Country: India

Date: 31 January 2010

This report should be filled in from a country perspective; only those DW objectives will be addressed that are indicated in the country grid (see annex).

Names of the FNV Partner organizations active in country (please include names of GUF affiliates involved as well) over the report year.

Labour NGO's:	Central:	Trade union (mention also GUF to which affiliated):	Membership based organizations:	Other (network, university, NGO):
SAVE	SEWA	APVVU	HomeNet India (HNSA)	
		BWI - BMS, UPGMS, CFBWU, HKMP, INBCWF, OKSS, GFPGFWU, MBLKS, ERCCMU, ACMS, NMPS, MAMU, SEWA, KKNTC, INRIF, AIKTMS, TMKTS, TKTMS, RW, SGEU, UNIFRONT, DANMU & OFMFPWU	NASVI	
		IMF - MPTDGEU, SMEWFI & ASSRGWA		
		ITF - TPMGSU, AIRF, NFIR, IFEA, TDU, FSUI, AICCA, AIEG, NUSI, CPSU, VPEU, TNRTWF, RMS, PWU, VDCBDWU, MPTEU, MSTKS, INTWF, EDWEA, AATU, RMSCVH, PMTWU, TDU-K, KFBWC, NMPSA, CPSA, KDGWU, AIOA, CDWTGWU & KTWU		
		UNI (Graphic and MEI affiliates)		
		PSI		

Decent work

Output

If any, describe at least 3 examples of significant actions by partner organizations as a result from projects that have been supported by FNV over the past year? Please use the format below and indicate clearly under which DW-objective you classify each example. (for orientation see annex for country grid and description of the DW objectives).

Trade union action/ actions of partner organisations

DW objective	2		
Name of partner organisation	BWI affiliate Bhatta Mazdoor Sabha (BMS), Punjab State		
Sector	Brick Kilns		
Type of action:	Since June 2010, the brick kilns in the Punjab State went on a strike due to their conflict with the government regarding imposition of the Mining Act with possible implications of tax payment by the kiln owners. The brick kilns were closed down and this has had an impact on about 500,000 workers in the 2,700 brick kilns in the union organising districts. The union carried out several campaign rallies to protest against the closure of the brick kilns.		
- strike	Commenced in September 2010		
- demonstration	State Level Campaign on 24 th September 2010		
-recollection of signatures			
-writing letters to politicians	BWI General Secretary wrote letters to Punjab State Labour Minister and Chief Minister		
-other:	Regular Negotiations with the Brick Kiln Owners		
When was the action carried out	Month: September- November	Year: 2010	
Who else participated in the action	Brick Kiln Owners		
Number of people involved (distinguish between men and women)	Total 5,000	Men 3,500	Women 1,500
Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)	The closure of brick kilns has had an adverse impact on the workers across the State and also migrant workers coming in from other States as the season for brick kiln work starts from October each year and closure of brick kilns resulted in lack of work/jobs for thousands of workers		
What makes you or the FNV partners say the action has been successful?	The strike was partly successful in reopening of the brick kilns due to amicable settlement between the brick kiln owners and government however in near future these issues might crop up again.		
Can you describe how FNV has supported the action	FNV support in this case has largely been through the field organisers who spread awareness and brought the workers together in their union organising areas – this helped in building pressure on both the Government and Brick Kiln Owners for an early discussion for the overall benefit of the brick kiln industry.		

Additional comments:	
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DW objective	2		
Name of partner organisation	SEWA		
Sector	Informal sector (street vendors)		
Type of action:			
- strike			
- demonstration			
-recollection of signatures			
-writing letters to politicians			
-other:	Public Interest Litigation (PIL) in high court		
When was the action carried out	Month August	Year 2010	
Who else participated in the action	-		
Number of people involved (distinguish between men and women)	Total 55,000	Men	Women 55,000
Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)	Street vendors of Ahmedabad		
What makes you or the FNV partners say the action has been successful?	High court has ordered the government to implement National Policy and frame schemes, which in essence means street vendors got validated		
Can you describe how FNV has supported the action	Supported SEWA project which includes street vendors		
Additional comments:			

DW objective	2		
Name of partner organisation	Andhra Pradesh Vyavasaya Vruthidarula Union		
Sector	Informal - Agriculture and Rural workers		
Type of action:			
- strike			
- demonstration	<p>-District level demonstrations in 10 districts for land reforms in the month of February, 5000 people, 2750 women & 2250 men.</p> <p>-Mandal level wage campaigns, negotiations and demonstrations in 10 districts. - 120000 people, 75000 women, 45000 men.</p> <p>-Letters to MP's for the National Minimum Wage Policy.</p> <p>-Letters submitted memorandum to chief minister through district collector on discrimination.</p> <p>-Conducted ten long days' activities against cast discriminations in public places from 5th to 14th April in all the 10 districts. Press meets & -Public meetings (14th April) in all the districts – 70000 people 30000 women and 45000 men.</p> <p>-District level demonstrations on 6th December in 6 districts –</p>		

	3500 people 2300 women & 1200 men.		
-recollection of signatures			
-writing letters to politicians	Submitting memorandum to revenue minister through the respective district collectors after the rally.		
-other:	<p>Occupy the land in the month of June & July and put up applications with demonstrations in all 378 mandal for land distributions. -150000 in all the mandal and 60% women. (90000) & men 60000.</p> <p>Foot marches on land alienation -2500 people 1000 women & 1500 men.</p> <p>State level round table conference on land alienation on 26th January Republic Day.-117 people, 55 women & 62 men.</p> <p>Conducted Public Hearings on the implementation of NREGS in 5 districts -3700 people ;1630 women & 2070 men</p> <p>State level consultations on NREGs- 135 people 61 women & 74 men.</p>		
When was the action carried out	Month Continuous	Year 2010	
Who else participated in the action	-		
Number of people involved (distinguish between men and women)	Total 291952	Men 71206	Women 220746
Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)	<p>Land Reforms - 7056 families (35330 people – 80% Dalits & Back word cast , 20% adivasis 17950 women)</p> <p>Wage campaigns – increased wages from Rs.80/- to Rs.100/- that affects positively 6 million rural labour in Andhra Pradesh .60% of workers are in NREGs are women workers.</p>		
What makes you or the FNV partners say the action has been successful?	In terms of results along with process is considered has successful.- both for Land Rights and also wage Rights.		
Can you describe how FNV has supported the action	FNV partnership is helped the community to get data on land by developing the skills and capacities of youth, producing educational materials and also provide opportunities to people to organise and strengthen their bargaining capacities.		
Additional comments:	<p>The process involved in claiming for land under Forest Rights Act cannot be measure as though the lands of 53806 acres are under cultivation as their claims have not been yet recognised. Hence we did not aggregate the data of 36055 families.</p> <p>Though the court has given verdict to pay Rs.126/- as minimum wage it is not yet implemented still in the process.</p>		

DW objective	5		
Name of partner organisation	BWI - Six Child Labour Project Unions (HKMP, Bihar State; UPGMS, Uttar Pradesh State; CFBWU, Uttar Pradesh State; BMS, Punjab State; OKKS, Orissa State; INBCWF, Orissa State)		
Sector	Brick Kiln, Construction, Stone Quarry and Forestry Sector (Non-Timber Forestry Produce)		
Type of action:	Household Survey, Rallies, Interaction with the Government School Officials, Interaction with the Employers		
- strike			
- demonstration			
-recollection of signatures			
-writing letters to politicians			
-other:			
When was the action carried out	Month: Mainly in the month of May-June every year	Year: Initiated in the year 2003, these campaigns have been gaining strong foothold in the union organising districts	
Who else participated in the action	-		
Number of people involved (distinguish between men and women)	Total	Men	Women
Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)	-		
What makes you or the FNV partners say the action has been successful?	In the last year, a total of 12 brick kilns have been declared child labour free and agreements have been signed at a total of 297 brick kilns/stone quarry worksites with a clause on no usage of child labour. The partner unions have constituted child labour vigilant committees and worksite committees in the villages/worksites declared as child labour free. A total of 796 children have been mainstreamed in government schools as a result of these campaigns.		
Can you describe how FNV has supported the action	The field organisers working through the support of FNV & the Child Labour Schools set up with the project support has enabled the strategy to gain ground & expand outreach to a larger number of worksites & villages.		
Additional comments:	These campaigns have been an integral part of the overall Child Labour Project Intervention Strategy - designed to ensure that there is no child labour, children are in school and the parents/workers are being organised along with establishing further relationship with the employers.		

DW objective	5		
Name of partner organisation	SAVE (Social Awareness and Voluntary Education)		
Sector	Garment and Textile workers		
Type of action:			
- strike			
- demonstration	Public Rally		
-recollection of signatures			
-writing letters to politicians			
-other:	Public Hearing, Media interaction		
When was the action carried out	Month: April	Year:2010	
Who else participated in the action	Sumangali Victims:172, Support Groups of victims : 192, Mrs. Ramathal, Chair person of State Women Commission, Retired Judge A.K Rajan- High Court, 7 Districts labour officers and factory inspectors, 23 NGO heads and coordinators		
Number of people involved (distinguish between men and women)	Total : 364	Men: 127	Women:237
Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)	Direct Beneficiaries :Victims: 172, Scheme Girls:65 and Support group members:127 Indirect beneficiaries :200,000 Young and adolescent girls		
What makes you or the FNV partners say the action has been successful?	Exposed to media and politicians		
Can you describe how FNV has supported the action	Project working on Sumangali scheme supported by FNV		
Additional comments:			

DW objective	7		
Name of partner organisation	ITF affiliate Transport and Dock Workers Union, Mumbai		
Sector	Transportation (Port & Dock)		
Type of action:	Multiple industrial action (short)		
- strike			
- demonstration	Yes		
-recollection of signatures			
-writing letters to politicians			
-other:	Filing of case with Assistant Labour Commissioner		
When was the action carried out	Month: Ongoing	Year:2010	
Who else participated in the action	Other ITF affiliated unions and international solidarity		
Number of people involved (distinguish between men and women)	Total : 600	Men: 600	Women: 0
Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)	Local road transport workers who mainly contracted through sub contractors		

What makes you or the FNV partners say the action has been successful?	The main holding company Global Network Terminals signed agreement
Can you describe how FNV has supported the action	Project part of Strategic international campaigns project supported by FNV
Additional comments:	-

DW objective	7		
Name of partner organisation	SEWA		
Sector	Informal		
Type of action:			
- strike			
- demonstration			
-recollection of signatures			
-writing letters to politicians			
-other:	Lobbying and advocacy		
When was the action carried out	Month: Ongoing	Year:2010	
Who else participated in the action	Other unions working informal sector workers		
Number of people involved (distinguish between men and women)	Total :	Men:	Women:
Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)	All informal sector workers		
What makes you or the FNV partners say the action has been successful?	Government agree to form the National Advisory Board as per the Unorganised Workers Social Security Act 2008		
Can you describe how FNV has supported the action	FNV supports SEWA		
Additional comments:	-		

Outcome

In case these or other actions had effects on government authorities or companies targeted over the past year, please describe them. If possible at least 3. In case there are no examples of effects you can skip this part.

Reactions of government authorities (positive or negative)

DW objective	2		
Name of the government authorities involved	National	Local Ahmedabad Municipal Corporation	
Qualify the effects as:	Positive – Yes	Negative - Partly	
Indicate the type of effects: -approval of new labour legislation			
-implementation of approved labour legislation	National Policy on street vendors		
-changes in existing labour legislation			
-other:			
Describe the major issues that are addressed through the acts of government	Vendors will get identity and vending space		
Name the principles of the policies that are formulated			
No. of people who will benefit from or are affected by this	Total 55,000	Men	Women 55,000
Describe if and how women will particularly benefit from this or will be affected	Most of street vendors are women		
Describe if and how persons in the informal sector will particularly benefit from this or will be affected	All are from informal sector		
Can you specifically describe how the pressure exercised through activities by FNV partners has influenced the behaviour of the authorities in this regard	Public Interest Litigation (PIL) filed in the court		
Additional comments:			

DW objective	2		
Name of the government authorities involved	National	Local State government of Andhra Pradesh and district administration	
Qualify the effects as:	Positive: Implementation of NREGS stop migration	Negative: No political bill for the land reforms lead to delay in access to land rights process.	

Indicate the type of effects: -approval of new labour legislation							
-implementation of approved labour legislation	Implementation of Land Reforms Laws, Forest Rights Act & Government order on Tamarind tree titles . Implementation of Minimum wages Act in NREGS. Implementation of S.C/S.T Atrocities Act against discrimination based on caste/creed						
-changes in existing labour legislation	- Government policy on the non- payment of compensation on the acquired government lands for people is changed and considered to pay compensation, when the government acquired the assigned land from the people. - Court direction on payment of minimum wages has not been implemented by the government.						
-other:							
Describe the major issues that are addressed through the acts of government	Land alienation is accepted and recognised the re-appropriation by dalits in 60% of the cases. Government is in the process of preparing the minimum wages dues and is delayed.						
Name the principles of the policies that are formulated	-						
No. of people who will benefit from or are affected by this	<table border="1"> <tr> <td>Total</td> <td>Men</td> <td>Women</td> </tr> <tr> <td>291952</td> <td>71206</td> <td>220746</td> </tr> </table>	Total	Men	Women	291952	71206	220746
Total	Men	Women					
291952	71206	220746					
Describe if and how women will particularly benefit from this or will be affected	80% of the lands mobilised are owned by women and remaining 20% by tribal's . women get equal wages both in NREGs and agriculture land						
Describe if and how persons in the informal sector will particularly benefit from this or will be affected	Rural informal workers got united and mobilised minimum and equal wages.						
Can you specifically describe how the pressure exercised through activities by FNV partners has influenced the behaviour of the authorities in this regard	People's demos in big numbers, media usage, petitions and memorandum to the higher authorities, public letters to the politicians are all put pressure on the authorities.						
Additional comments:	Although the judgements come on the payment of wages according to minimum wages Act in NREGs. This has been delayed by the authorities.						

DW objective	5
Name of the government authorities involved	National: Ministry of Human Resource Development Local: State education Departments & Schools

Qualify the effects as:	Positive	Positive	
Indicate the type of effects: -approval of new labour legislation	The act was enacted in the year 2009 following the draft bill formed in 2004 & education declared as a fundamental right by constitutional amendment in the year 2002 guaranteeing free and compulsory education to all children from 6-14 years of age		
-implementation of approved labour legislation	This Act has come in to implementation w.e.f. 1st April 2010		
-changes in existing labour legislation			
-other:			
Describe the major issues that are addressed through the acts of government	It guarantees free & compulsory education to all children in the 6-14 age group		
Name the principles of the policies that are formulated	Education for all children in 6-14 years age group, 25% reservation of children from socio-economically weaker sections in private schools, the act mandates that no child in the age group of 6-14 age group shall be employed & focuses on the quality of education through mandatory government recognition for all schools based on the set criteria		
No. of people who will benefit from or are affected by this	Total	Men	Women
Describe if and how women will particularly benefit from this or will be affected	The implementation of the legislation is expected to have a positive impact on education for girl children as in rural areas - girl children are not accorded priority in sending to school		
Describe if and how persons in the informal sector will particularly benefit from this or will be affected	Access to education for children of families of workers in the informal sector shall increase and it shall be the responsibility of the government to ensure the same		
Can you specifically describe how the pressure exercised through activities by FNV partners has influenced the behaviour of the authorities in this regard	The ongoing union campaigns on the issue of child labour & ensuring education to all children in close cooperation with other like-minded organisations has helped to build pressure on the government (state & central authorities) over a period of time to take concerted actions on these issues		
Additional comments:			
DW objective	7		
Name of the government authorities	National: Ministry of Labour	Local:	

involved	and Employment	
Qualify the effects as:	Positive	
Indicate the type of effects: -approval of new labour legislation		
-implementation of approved labour legislation	Formation of National Advisory Board as per the Unorganised Workers Social Security Act 2008	
-changes in existing labour legislation		
-other:		
Describe the major issues that are addressed through the acts of government	The Unorganised Workers Social Security Act provides for social security and welfare for workers in informal sector	
Name the principles of the policies that are formulated	Schemes related to life and disability cover, health and maternity benefits, old age protection and any other benefits	
No. of people who will benefit from or are affected by this	Total All informal sector workers in India	Men Women
Describe if and how women will particularly benefit from this or will be affected	women who make up largest part of the informal sector labour force	
Describe if and how persons in the informal sector will particularly benefit from this or will be affected	All	
Can you specifically describe how the pressure exercised through activities by FNV partners has influenced the behaviour of the authorities in this regard	SEWA and other unions working with informal sector workers campaigned/ lobbied with government at various to start with implementation of the Unorganized Workers Social Security Act by formation of National Advisory Board which can recommend to government various social security schemes for informal sector workers	
Additional comments:		

Reactions of companies/employers

DW objective	7
Name of company/ employer	Global Network Terminals
What are the measures taken by the companies? Describe:	1 Entered agreement on Provident Fund (PF)
	2

	3	
Qualify the effect as:	Positive – Yes	negative
Type of company: Multinational	Yes	N
National	Y	N
Local	Y	N
Sector	Transportation (Port and Dock)	
Number of fixed employees that benefit	0	
Number of outsourced employees that benefit	600	
% women employees	0	
What are the factors that have influenced the company into taking these measures?	Industrial action, negotiation and international pressure	
Can you specifically describe the influence of the pressure exercised by the FNV partners in this regard	Through the Strategic international campaigns project supported by FNV, ITF was able to research and also support affiliates in taking up the issues with the employers	
Additional comments:	-	

(for additional tables on reactions government authorities copy/paste the above table)

DW8: Social Dialogue

(only applicable for Colombia, Peru, India, Ghana, Brazil, Guatemala, Bangladesh, Nepal, Serbia, Kosovo and Nigeria)

Output

Active involvement of partner organizations in Social Dialogue over the past year

Name of partner	Name of social dialogue structure partner is involved in	What is the reason for the partner to take part in this	Contribution of partner within the social dialogue structure over the past year
BWI - Tamil Nadu State Unions : Tamil Nadu Unorganised Construction Workers Federation	Skills Enhancement (Specifically for Women Workers with the Builders Association of India, Tamil Nadu Chapter)	Skill enhancement and job creation for women workers and addressing the issue of discrimination	Women construction workers have been imparted skills training
BWI - General Secretary, OKKS and President ONMS – Bro. J N Tripathy has become the Chairman of the Orissa Construction Workers Welfare Board	Construction Workers Welfare Board	Social Security cover to the unorganised sector workers (construction) and Representation to the Union on the Board	

Outcome Social Dialogue

Can you give examples of social dialogue (that are both effective and highly regarded by unions) with governments and/or companies/employers (per type) involving FNV partner organizations, over the past year?

Name of structure for dialogue	Company/ Employer
Actors involved	Builders Association of India (Tamil Nadu Chapter) and Tamil Nadu State Unions : Tamil Nadu Unorganised Construction Workers Federation with builders association
Division of actors in percentages	Equal
Agreed objective(s) of the social dialogue	Non-traditional Skills training for women construction workers linked with employment creation for these workers
Themes discussed	To organise trainings for the women union members in painting To extend cooperation & sign a MoU with the BWI affiliated unions for employment generation for the trained women workers
Year in which social dialogue was started	2008 (MoU culminated in 2010)
Describe how the social dialogue is organised	Meetings, Issue-based discussions
Frequency of meeting	Bi-Annual
Products and results of the dialogue this year	MoU signed in 2010 on provision of skills training to women union members and linkage with provision of employment opportunities
Problems	-
Additional comments:	-

Democratic Processes

Can you give one or more examples of improving democratic processes with the involvement of partner unions

Name of structure that promotes the process	Welfare Boards
Actors involved	Trade Unions, Employers and Government
Objective	Ensuring social security to all the registered & certified construction workers through the benefits extended

Results	The benefits enlisted in the boards vary a bit from one state to another; benefits can range from old age pension , disability pension , family pension, Death Benefit for natural death and for accidental death, National Insurance (LIC), Maternity Benefit limited to two cases, advance for purchase/construction of house, loan for purchase of tools, Marriage Assistance up to two children, Educational Assistance & Medical Assistance
Problems	Non implementation of schemes, irregularities in disbursement of fund
Year in which process was started	In the year 1996, the Central Act was enacted & since then Welfare Boards have been formed or are being formed in different states across the country
Additional comments:	The welfare board should ideally comprise representatives from Workers, Employers and the Government. The process of representation from various stakeholders has improved.

Sustainability

Membership (In case of GUF state information of affiliates that participate in the FNV project)

Name of trade union (and GUF affiliated) or central	Andhra Pradesh Vyavasaya Vruthidarula Union (APVVU)
Number of members of trade union, confederation or central	578,300
In/decrease in membership over de past year	Increase

Name of trade union (and GUF affiliated) or central	SEWA
Number of members of trade union, confederation or central	1,325,138
In/decrease in membership over de past year	Increase 67,634

Name of trade union (and GUF affiliated) or central	SMEFI-Maharashtra State, affiliated to International Metalworkers' Federation (IMF)
Number of members of trade union, confederation or central	MPTDGEU- 2487 ASSRGWA- 7405
In/decrease in membership over de past year	MPTDGEU – increased by 420 ASSRGWA- increased by 870

Name of trade union (and GUF affiliated) or central	Building and Wood Workers International
Number of members of trade union, confederation or central	Total membership of the Unions under the Child Labour Project is 3,26,957 that includes 1,79,414 women members (The figure also includes membership from the forestry union OKKS – 92,930 which includes 71,973 women workers) & for the Gender Project Partner Unions, the total membership is 5,66,657 members out of which 2,47,118 are women members. Additionally, SEWA which is part of the gender project has a membership of 12,57,504 who are all women. There has been a constant increase in the number of members (women members specifically) especially with the gender project interventions and this number has appreciably increased when SEWA (all women's

	union) and OKKS (forestry union that has over 95% women membership working in the minor forestry products trade) became part of the project.
In/decrease in membership over de past year	The total membership of the six child labour project partner unions in the project organising districts in the year 2010 has increased by 26,436 inclusive of 14,343 women members.

Representativeness

Membership trade unions/membership base organizations: women

Name of organisation:	Andhra Pradesh Vyavasaya Vruthidarula Union
Sector/area/company:	Agriculture and rural workers
Number of employees/workers in the sector or area or company that is covered by the organization/	11.5 million
Number of women in that sector or area or company covered by the organization/	5.5 million
Number of members of the organization / trade union members?	578,300
Number of female members of the organization?	322,843
Number of union leaders?	0
Number female union leaders?	0
In case of federation: Number of union leaders at federation level (of GUFs)?	3,428
In case of federation: Number of female union leaders at federation level?	247

Name of organisation:	SEWA
Sector/area/company:	Informal sector
Number of employees/workers in the sector or area or company that is covered by the organization/	-
Number of women in that sector or area or company covered by the organization/	-
Number of members of the organization / trade union members?	1,325,138
Number of female members of the organization?	1,325,138
Number of union leaders?	6,287
Number female union leaders?	6,287
In case of federation: Number of union leaders at federation level (of GUFs)?	-
In case of federation: Number of female union leaders at federation level?	-

Membership trade unions/membership base organizations: youngsters

Name of organisation:	Andhra Pradesh Vyavasaya Vruthidarula Union
Sector/area/company:	Agriculture and rural workers
Number of employees/workers in the sector or area or company that is covered by the organization?	578,300
Number of youngsters (<35) in that sector or area or company covered by the organization?	
Number of young (<35) members of the organization?	260,235
Number of young (<35) union leaders?	0
In case of federation: Number of young (<35) union leaders at federation level?	246

Name of organisation:	SEWA
Sector/area/company:	Informal sector
Number of employees/workers in the sector or area or company that is covered by the organization?	1,325,138
Number of youngsters (<35) in that sector or area or company covered by the organization?	-
Number of young (<35) members of the organization?	40%
Number of young (<35) union leaders?	40%
In case of federation: Number of young (<35) union leaders at federation level?	-

Legal position of the FNV partner organisation

Name organisation	APVVU, SEWA and SMEFI
Describe the legal position	Registered under Trade Union Act 1926
Most important changes over the past year in the legal position of the organization	None

(for additional tables on reactions government authorities **copy paste the above table**)

International solidarity

International solidarity has contributed to maintaining or improving the position of the trade union movement this year.	yes	
If yes, explain:	International solidarity has contributed to maintaining and improving the position of the trade union movement. Has played a strong role in expanding unions' membership, geographical coverage & outreach that has brought the issue of labour effectively. The strength thus gained has added to the clout of unions, their campaigns & negotiations. This transformation and expansion would not have been possible without the support of SSOs which also allowed integration of other issues including gender.	
Important changes in international solidarity over the past year:	International Solidarity is gradually increasing and has expanded to include sharing of experiences and developing solutions/strategies to address problems across the globe along with the provision of financial support.	

Priority in labour and trade union issues according to trade union leaders:

<u>Issue</u>	<u>Priority</u>	<u>Improvement</u>	<u>Activity</u>
	indicate 1 st , 2 nd , 3 rd , 4 th and 5 th priority by putting 1, 2, 3, 4 or 5 (you have to choose between 1, 2, 3, 4 and 5, you cannot repeat)	Indicate on a scale from 5 to 1 from most improvement you observe in society (5) to hardly any improvement (1) and no improvement (0), and when things have gone worse over the past year you can use a negative number (you can fill in a number in each box)	Indicate on a scale from 5 to 1 in which field you have developed most activities (5) hardly any activities (1), or no activities (0).)You can fill in a number in each box)
Employment stability	1	-2	1
Workweek		0	0
Health care		-1	2
Social security	3	-1	3
Salaries	2	0	4
Collective bargaining agreement	4	-1	3
Eradication of discrimination		2	2
Equal opportunities at work		0	3
Health and safety		0	3
Trade union freedom		-1	3
Child Labour		1	2
Forced Labour		1	2
Reduction of informal employment	5	-3	3
Job creation		0	1