



ANNUAL REPORT 2021

IN THIS EDITION

PREFACE	1
ANNUAL STORIES 2021:	3
A compilation taken from our partners' stories	
INTRODUCTION ANNUAL STORIES	4
1. SUCCESSFUL FIGHT BY UNION FOR COMPENSATION AFTER FAILED HARVEST	5
2. WORKING JOINTLY WITH EMPLOYERS: NEGOTIATING TOGETHER TOWARDS A WIN-WIN RESULT	6
3. CLIMATE CHANGE AND A JUST TRANSITION. WHAT DOES THIS INVOLVE?	9
4. POWERFUL LOBBY AGAINST CHILD LABOUR PAVES THE WAY TO A SAFE FUTURE	10
5. DOMESTIC WORKERS: FROM INVISIBLE TO RECOGNISED	12
6. TRADE UNION MEMBERS EXPRESS SATISFACTION FOLLOWING AUTOMATION	15
7. UNIONS STOP CONTROVERSIAL LEGISLATION	17
Unique victory: court rules controversial Indonesian Omnibus Law unconstitutional	17
Controversial Indian farm laws repealed	19
8. ACTIONS ON SOCIAL MEDIA	21
TUCP PROGRAMME RESULTS IN A BIRD'S EYE VIEW	22
SOCIAL REPORT	24
FINANCIAL REPORT	26

ANNUAL REPORT ONLINE

This is a printable version of the annual report online.

PREFACE

Mondiaal FNV supports workers worldwide in their fight for decent work. Everyone has the right to fair working conditions, a living wage, social protection, and collective bargaining, but in many countries these barely exist, if at all. That is why, together with workers, their trade unions and NGOs that support workers' rights, we strive for a world in which strong unions are enabled to ensure decent work for all.

Mondiaal FNV's work is funded from a variety of sources. FNV members contribute to this via their membership, we receive donations from individual donors, contributions pursuant to collective bargaining agreements, and we also receive subsidies. In January 2021 Mondiaal FNV was given the green light for a new 10-year partnership with the Dutch Development Cooperation Department within the framework of the Trade Union Co-Financing Programme (TUCP). In addition, for our participation in the Sustainable Textile Initiative Together for Change (STITCH), we receive support via the Ministry's Power of Voices programme.

A recurring theme in our approach is promoting the key role of unions in achieving systemic social changes and making value chains less exploitative. In concrete terms, as can also be seen in the stories in the annual reviews, we support trade unions in building a social dialogue with employers. For example, we are active in the fruit and vegetable production chain, in clothing (within the STITCH alliance) and in the flower chain and we specifically target palm oil.

Although our partners achieved fine results in 2021, it was also a difficult year. Most of the countries where partners received Mondiaal FNV support struggled with a second wave of the COVID-19 pandemic. Many countries were in lockdown for a long period of time. People lost their jobs and livelihoods, became infected, and many lost their lives, including trade union leaders and members.

Worldwide we saw an increase in the acts of repression against organisations and individuals fighting for social rights (including, sadly, also an increase in the number of murders). All over the world, partners reported an increase in gender-related violence and a stronger negative effect of the crisis on the lives of women. And the number of child labourers rose for the first time in a long while.

Nonetheless, trade unions in many countries, sectors and companies were able to negotiate packages to combat the negative effects for workers, such as subsidies for people who lost their jobs and income and for health and safety measures for workers.

In this annual report we will show you some examples of our work. We hope you will find it an enjoyable read.



Tuur Elzinga
President Mondiaal FNV



Karen Brouwer
*Managing Director
Mondiaal FNV*

ANNUAL STORIES 2021

A COMPILATION TAKEN FROM OUR PARTNERS' STORIES.

“Various results from our partners demonstrate the power of organisation and the power of dialogue. Two unique, sustainable tools of workers worldwide.”

Karen Brouwer, managing director Mondiaal FNV.

INTRODUCTION ANNUAL STORIES 2021

10 YEARS ON FROM ILO DOMESTIC WORKERS CONVENTION

The year 2021 marked the tenth anniversary of the ILO Domestic Workers' Convention. 15 years ago, Mondiaal FNV organised the first international domestic workers' conference. We were at the forefront of the fight by domestic workers to get this ILO convention adopted.

SUCCESSFUL PROTESTS AGAINST RESTRICTIVE LEGISLATION

Both in Indonesia and in India, trade unions join forces to protest strongly against contentious legislation. In Indonesia, the Omnibus Law, which stood in the way of fair labour conditions and environmental protection, was successfully challenged. In India, three agricultural laws that would have had a highly negative impact on farmers were blocked. Our partner, the agricultural workers' union APVVU, supported the farmers' protests.

CHILD LABOUR IN BANGLADESH IS TACKLED

In the fight against child labour the Bangladesh Labour Foundation, our partner in Bangladesh, has managed to get the notorious 'sweatshop neighbourhood' Keraniganj in the Bengalese capital of Dhaka identified as a priority zone for the eradication of child labour. In this neighbourhood, many children are at work in the garment industry. The fact that the government has included this neighbourhood in a national plan to fight child labour is extremely good news.

JUST TRANSITION

We are working with partners on a just energy transition. But what actually do we mean by a just transition? And why is it so important for trade unions to get involved? Together with Union to Union in Sweden, we have made two very explicit animated films, answering these questions for trade unions all over the world.

FINANCIAL SUSTAINABILITY

Mondiaal FNV supports trade unions in becoming more financially sustainable. Trade union TUICO in Tanzania has successfully automated its entire bookkeeping system. The result has been greater service & satisfied members and contributes to the financial sustainability of the union. TUICO now serves as an example for other unions.

PRIZE-WINNING PHOTO SERIES 'MADE BY ME'

Mondiaal FNV entered into a collaboration with Hilversum Museum for the benefit of FNV members. The museum exhibited part of the photo series by photographer Chris de Bode on garment workers in Myanmar. The photo series 'Made by me', commissioned by Mondiaal FNV, won De Bode 1st prize in the 'Zilveren camera' international documentary series.

ETHICAL CLOTHING IN THE SPOTLIGHT

From within our partnership STITCH, we campaigned on social media for ethical clothing, via a t-shirt campaign for Decent Work Day (8 October) and for the elimination of violence against women during the 16 days of the activism campaign.



Photo from the series 'Made by Me' by photographer Chris de Bode on garment workers in Myanmar.

1. SUCCESSFUL FIGHT BY UNION FOR COMPENSATION AFTER FAILED HARVEST



After a tempting picture painted by the representative from a large seed company, Gudrun - a farmer from the village of Janardhanavaram in India - made the decision to switch over to seed production. The impact of the COVID-19-pandemic was severe. Many farmers were burdened by heavy debts and the promises by the seed company augured well. But Gudru, and with her many other farmers, had been misled. But luckily the agricultural workers' union APVVU, a partner of Mondiaal FNV, was there at hand.

GUNDRU

In the village of Janardhanavaram in the federal state of Andhra Pradesh in the south of India, small and marginal farmers farm small plots of agricultural land. They grow a variety of crops, and they also work as agricultural labourers when there isn't enough work on their own land. Many farmers are burdened by heavy debts because the investments involved in agricultural production are increasing all the time: tractor hire and purchase of seeds and fertiliser are beyond their reach unless they take on private loans, over and above bank loans, at interest rates rising to 36%.

HUGE PROMISES BY SEED COMPANY

Gudru heard from fellow farmers that they were planning to plant industrial seed, as this was lucrative and they were all feeling the pressure since the arrival of corona. At a union meeting in the village, a representative from TATA Company told them all about paddy seed cultivation. Paddy is a type of rice. Gudru: "He said that the company would donate seeds and fertilisers and would provide support and guidance at all stages to ensure optimal crop growth. He also said that the yield would be more than it would normally be, up to 60 quintals (6,000 kilos) and that the company would buy back the crop for a higher price. So, we agreed to this and asked him about a crop guarantee. He said there would be compensation if the crop failed."

HUGE INVESTMENTS BUT A POOR HARVEST

Gudru and her husband decided to grow paddy seed from TATA Company on the whole of their two

hectares. The company provided them with seeds and fertilisers as well as with enough pesticides for two hectares. They themselves invested in ploughs, seed plants, wages, etc. For whole three months, they grew the crops, with advice from the representative. But what emerged, after the harvest, was that the crop yield was no more than 20 quintals per acre instead of the picture painted of 60. All the farmers in their village and in three other villages besides had the same experience. According to the representative, the crop failure was entirely the fault of the farmers themselves: they had supposedly not carried out the pollination correctly and had not irrigated sufficiently. Yet the farmers had followed all the advice given by the representative. They requested that he resolve the issue with TATA Company.

TRADE UNION COMES TO THEIR AID

Fortunately, trade union APVVU is active in this region in organising farm workers and small and marginal farmers. The union organised the farmers and facilitated actions and negotiations. This began with a fact-finding investigation and the collecting of evidence. What emerged was that a total of 542 acres of land had had a poor harvest. Notwithstanding this, the company continued to refuse compensation for the losses.

COMPENSATION PAID AFTER EFFECTIVE SOCIAL DIALOGUE

Following these fact-finding missions, the workers took various kinds of action, with support from the union. In some villages, the negotiations went more smoothly

than in others. In Janardhanavaram, the social dialogue was effective. All the farmers involved organised a village-level meeting with the trade union leaders of that district, where the matter was discussed and the decision made to demand compensation, exactly as promised by the representative. There followed a calculation, and the farmers decided to claim 100,000 rupees per hectare and to deliver to the company all the seeds produced. Following intensive discussion, a compromise of 45,000 rupees per acre was reached plus a hundred rupees from the representative.

63 VILLAGE HEADS CONVINCED

In the other three villages, it was more difficult to reach agreement. APVVU held a public hearing and invited officials from the Departments Of Agriculture and of Labour & Employment, as well as companies and

seed representatives, and other trade unions and the media. During these hearings, 63 village heads were persuaded into adopting resolutions in support of the farmers. Whenever resolutions are adopted, the government is required to intervene in the matter. This compelled government officials to get round the table with the companies.

COMPANIES PAID UP. UNION GAINED A WHOLE LOT MORE MEMBERS

In spite of the lockdown, the negotiations were rounded off successfully and in the end the companies paid up. Up to now, nearly 28 million rupees has been paid out, which is 92% of the total amount agreed on. This first success story of collective interventions increased the visibility of the APVVU in the area, which led to a membership growth of 6,470 in 2021.

2. WORKING JOINTLY WITH EMPLOYERS: TRAINING COURSES ON SOCIAL DIALOGUE IN PERU

NEGOTIATING TOGETHER TOWARDS A WIN-WIN RESULT

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 DECP, training sessions were given on how to negotiate. Not with the objective of the greatest gain, but to achieve a mutually satisfactory outcome. The win-win method, in Spanish *ganar-ganar*, was enthusiastically received and has already resulted in a number of successes.



“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 project. “Partners won’t give in and they find it very difficult to put themselves in the other party’s position.” Here, there is no such thing as Informal discussion (‘kitchen table talks’). For the partners, it all hinges on the public image. They don’t want to create the impression that they’ve conceded too much. The most important negotiators in Peru are lawyers. This complicates the negotiations, because their focus is predominantly on legislation.”

A few years ago, thanks largely to efforts made by Mondiaal FNV and DECP, the Peruvian trade union federation CGTP and the employers’ organisation SNI established a Foundation of Labour. In that period, Dirk Joosse of DECP had already delivered training

courses to SNI on the win-win method. The members of the Foundation wanted it to be prolonged. "In the first instance we only wanted to train trainers in win-win negotiations", says Machacuay. "But for Peru this was not enough, we also need good advisors. So, we decided the course would have two components."

EXCELLENT COOPERATION IN THE LONG TERM

Dirk Joosse of DECP goes on to explain: "In 2018, I delivered a training course to one of the biggest exporters of fruit and vegetables: the management and the trade unions of Camposol, in the north of Peru. In the meantime, my book *The Art of Negotiations* had been translated into Spanish. Together with Lars Doyer, I had written it during my period at AWWN. This book also plays an important role in the project that we're now engaged in. As well as so for the certification of the trainers."

Martien Robertz came and joined Joosse when the project had already been launched. "The good thing about what's happening in Peru is that we seem to be progressing somewhat faster and further because embedding of the process is becoming steadily more concrete. All this thanks to the Foundation of Labour, the partnership with the unions and with a longer-term view in mind. It's not only about the training of trainers to equip them to go out and work in the field. It is in effect specifically to do with working well together and concluding better collective agreements in the longer term, for the benefit of a well-functioning company and a well-functioning private sector."

COVID-19 AND THE FOLLOW-UP

The group of course participants was mixed. Some worked for companies, others were trade union leaders. "An interesting mix of mainly young people", says Machacuay. "That was also the intention, because they are the future." The course had a number of different components. The first part consisted of theoretical lessons. "I talked about what advisors do and then DECP addressed the issue of negotiating." In the second part, the participants had themselves to develop a training module for advice provision. The third part consisted of practice work: delivering a training session themselves.

A taxing course, content-wise, organised under the banner of the Peruvian Foundation. But then all of a sudden, came COVID-19, the virus that shut down the entire world. Joosse and Robertz were still able to deliver the

introductory course live in the Peruvian capital Lima but after that, flying was out of the question.

Astrid Kaag, policy advisor of Mondiaal FNV, was involved in the course in the background. "After the corona outbreak, I thought to myself: Goodness, what now?! Together with Dirk, Martien and Samuel we went online and discussed the follow-up to the training course. What then emerged was that the majority of the participants definitely wanted to continue and many wanted to work in a team in the same mix of backgrounds. They had quite simply carried on working and been developing a whole host of things. It was absolutely fantastic."

DOING ROLE PLAY IN BOTH SIDES' SHOES

"We had a big problem when COVID-19 descended on us", agreed Machacuay. "The training course had been set up to be delivered in a classroom situation. When the lockdown came, we didn't think we'd be able to finish it. We asked the participants whether they wanted to continue digitally. They did, but we then we had to totally adapt the programme. We did have lesson material, but not digitalised material. When you're all together in a classroom, you have contact with one another and the communication is broader and more direct. Giving lessons virtually is different. You need more enriching material, such as video clips and other forms that can generate interaction. This proved to involve a huge amount of work, with a large number of group assignments. But we managed it. Everyone contributed, including the participants."

20-year-old Dariana Jiménez Díaz of Centro de Altos Estudios de Negocios y Economía, the Peruvian Institute of Economics, was one of the participants in the employers' contingent. She was not familiar with the negotiations method but found it interesting to be introduced to new sectors. "For me, the situation of employees is unfamiliar territory. I found it interesting to put myself in both sides' shoes during the role play sessions."

What she thought the more enjoyable part of the course was the interactive video, where the viewers were able to come to a synthesis. "It was about a brother and sister who both wanted the last remaining piece of a mandarin orange. Various scenarios then followed. One was that they fell out about it, which made things all rather unpleasant. The second one was that one of them got the mandarin, which gave the other one a sense of loss. The third scenario was that they

talked things through: what do you want to do with the mandarin? It turned out that one wanted the peel for to go in a cake, and the other one wanted to drink the juice. So, it was totally unnecessary to fall out about it. From that, I learned that if a conflict is impending, you have to keep communicating and questioning why. This is something you come across in daily life too.”

RELATIONSHIP WITH EMPLOYER IMPROVED

34-year-old Jhimy Lázaro of the of the national trade union federation FNT-CGTP-ABA was part of the employees’ delegation at the training course. He had at some point heard of win-win negotiations, but didn’t believe in them. “For over 13 years now I’ve been working for Mondelēz International, a multinational that makes chocolate (including Côte d’Or) and biscuits (including LU). Mondelēz was willing to negotiate along these lines, but we weren’t familiar with the strategy and didn’t believe in it either. Within the Peruvian trade union movement, we have an old-fashioned way of negotiating. You ask for something, you don’t get it, and the situation hardens. And that’s how we did things.”

While following the training course he made a surprising discovery. “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. And that was a really enjoyable experience too.” Díaz adds: “The role plays were recorded, so that we could look back at them later. You then saw, for example, that someone raised his voice, as if he was seeking confrontation, whereas that wasn’t his intention at all. This was highly instructive.” Lázaro quickly discovered the benefits. **“From the moment we began on the training, the relationship with the employer improved. Certain issues will keep on grating, but this method will help us arrive at a solution.”**

MATERIAL VERY WELL ASSIMILATED

The programme began in November 2019 and was to end in April this year. But COVID-19 caused a delay, as a result of which the certificates were not awarded until 22 November. “The course was very labour-intensive, but the participants were highly motivated”, Machacuay tells us. “We began with 21 and 18 completed it. They all invested energy in preparing the modules. There were people there who were on shift work and then because of COVID-19 suddenly found themselves working 12 hours a day instead of 8. Sometimes they wanted to join us in the morning, and

then at other times in the evening. It often meant a lot of searching for the best time, but there was a great deal of understanding for each other. We often worked on the course on Saturdays and Sundays. What we now have is material of a very high quality, and it belongs to everyone.”

The presentation of the certificates took place online. Joosse, Robertz and Kaag were present. Right up to that moment, the participants were able to put their last questions to the DECP people. “The kind of signals we picked up were quite remarkable”, says Joosse. “The questions they put were excellent, and we could tell that they’d assimilated the material very well. They’d interacted very positively together. In February, we’d already noticed that they were highly eager to learn and this has quite clearly continued.”

CONTINUING THE PROVISION OF TRAINING COURSES

The idea is for the trained trainers to pass on their knowledge to new cba delegations of employers and employees. They will also give advice while cbas are in progress. Under the banner of the Foundation, they can be engaged officially, so that training and advice become paid-for services. After the corona period, Joosse and Robertz will fly to Lima to provide the group with new impulses. “Refreshing and deepening of knowledge is a must”, says Joosse.

Díaz sees a great challenge for the now certified participants, “because Peru now finds itself in a complex situation. Above all, we must continue providing training courses and advertising them. We have now given training courses to unions and employers. We’ve already learned a great deal from them, because it’s in actual practice that you gain the greatest experience, and this enables us to deliver professional work.” As trade union leader of the FNT-CGTP-ABA, Lázaro has a lot to do with trade unions that have to take part in collective bargaining every year. “I’ll now be able to train and advise them in the win-win approach and I’m looking forward to that.”

SUSTAINABLE DEVELOPMENT GOALS

The training courses are a good example of how we are working on the Sustainable Development Goals:

SDG 1: No poverty

SDG 8: Decent Work and Economic Growth

3. CLIMATE CHANGE AND A JUST TRANSITION

WHAT DOES THIS INVOLVE?

Mondiaal FNV joins forces with / works with partners all over the world on a just energy transition to address the issue of climate change. What do we mean by climate change and a just transition? And why do trade unions get involved? The animated films below explain this clearly.



4. POWERFUL LOBBY AGAINST CHILD LABOUR PAVES THE WAY TO A SAFE FUTURE

In an area teeming with working children, the labour NGO Bangladesh Labour Foundation (BLF), in collaboration with Mondiaal FNV, is engaging in the fight against child labour. Thanks to lobbying, BLF has managed to have the Keraniganj neighbourhood in the Bengalese capital of Dhaka designated by the government as an area of priority for the eradication of child labour. BLF now works jointly with all the local parties committed to child labour-free workplaces.



Invisible, behind many doors, in stuffy, poorly ventilated rooms, some 120 thousand children under the age of seventeen sit behind sewing machines. In the Keraniganj neighbourhood in the Bengalese capital of Dhaka, unregistered sewing machine factories and sweatshops in the informal garment sector offer work to 350,000 garment workers. Between 20 and 30 thousand of them

are fourteen or even younger. They work for the local market, not only putting in long hours, but they eat and sleep in the same room. They are not paid a wage, but every week are given fifty to a hundred taka (between a half and a whole euro), from which they can buy soap and toothpaste.



HAZARDOUS WORK

Not for nothing does the textile industry fall into the category of hazardous work. The working conditions are poor, especially in the unregistered small factories. Labour laws are violated. Health and safety in the workplace barely exist. And sexual harassment, or gender-based violence, is commonplace.

BLF AND MONDIAAL FNV INITIATE JOINT LOBBY TO ERADICATE CHILD LABOUR

The NGO BLF is linked to one of the national trade union federations, the Bangladesh Textile & Garment Workers League (BTGWL). Mondiaal FNV has been connected with BLF for a good ten years now. Child labour in the downstream industry had for some time been a focus point, but from 2018 on, more concrete steps began being taken. BLF Executive Director Ashraf Uddin talks about how BLF and Mondiaal FNV investigated this neighbourhood, which also marked the start of a lobby to get more parties involved in child labour elimination.

TAKING LABOUR INSPECTORS INTO THE NEIGHBOURHOOD

"In Bangladesh, children may engage in light work from the age of fourteen, but not hazardous work and not for more than five hours a day", he tells us in a video call. "From the age of eighteen, work is officially permitted. However, because this is about unregistered factories and sweatshops, these children in Keraniganj remain invisible. So, we began sending labour inspectors into the neighbourhood to expose what goes on there." This was followed up by work visits by public sector workers, politicians and ministers. An important mission, with significant consequences.

PRIORITY ZONE

Previously, BLF focused primarily on local awareness of the issue, by holding discussions with employers and workshop owners. As a result of the work visits, the government, too, now woke up to the situation. A national plan of action to combat child labour was developed, requiring the worst forms of child labour to be eliminated by 2023 and child labour as a whole by 2025. As of January 2021, a national council to combat child labour was established, on which BLF has a vote. In addition, the Ministry of Labour has now identified Keraniganj as a priority zone.

EMPLOYERS GIVEN A WARNING

"From January 2022, we'll be running a pilot in which the Directorate of Inspection of Factory and Establishment (DIFE) will play a key role", Uddin explains. "The inspectors will be visiting all the factories and sewing workshops in this area and the unions will also be keeping their eyes and ears open. The employers will not be permitted to recruit any new children and will be issued with a warning if they violate the new rules. After five warnings, the inspectorate will shut down the business. Any children still at work there will be identified and linked back to their town or area of origin. These are often orphans, or children from broken families, or who have parents who themselves are unable to work. They often come from rural areas, and our intention is to make the local authorities responsible for them."

SOCIAL DIALOGUE FOR CHILD LABOUR-FREE PLACES TO WORK

Trade unions are playing an important part in this process. BLF set up local unions, which also became affiliated to the large trade union federation BTGWL. The elected leaders were trained by BLF and Mondiaal FNV. This then enabled them to enter into discussions with employers and local authorities, and engage the local community in the fight against child labour.

On the advice of Mondiaal FNV and others, BLF focuses largely on the transition to child labour-free places of work, as child care provision for working children is the responsibility of the Bengal authorities. There are plans in place for this, Uddin goes on to say.

"For example, boarding schools where children learn technical skills and have a place to stay until they have reached the legal age to start work. These kinds of education centres are already in existence, but still insufficient in number. And we would prefer them to be in the town or area they themselves come from."

MONDIAAL FNV HAPPY WITH OUTCOME OF LOBBY

Since 2017, policy advisor Ruben Korevaar of Mondiaal FNV has been involved in the projects run by BLF. He is "incredibly proud" of BLF's achievements. "Thanks to our own lobby and those of the unions, Keraniganj has become visible and is now recognised as a priority zone. We are not ourselves in a position to remove all these children from their work situation, as to do that you really need more partners. As well as a public

sector that would take on responsibility for them. In view of the scale and complexity of the challenges in this neighbourhood, we have concentrated on lobbying, building social dialogue and entering into partnerships. With employers, public authorities and the local community, because this is how we can increase awareness of child labour and develop a realistic approach to eradicate child labour step-by-step."

NO LONGER IGNORED

Korevaar points to the fact that Bangladesh – just like the rest of the world – has been through economically difficult times since the outbreak of corona. Even before that, the country was not in a strong position,

but both the textile and the leather industries, which are of crucial importance for the country, have been extremely hard hit. This economic malaise, plus the fact that the schools were closed for long periods at a time, has also led to a substantial increase in the number of child labourers. "But despite all this, BLF has managed to establish a presence, and can now no longer be ignored. We have invested considerable efforts into achieving this. We now see that local leaders are growing in their role, with the result that BLF no longer bears the main burden. Trade unions and concerned stakeholders are now much more successful in working to achieve a safer future for these children."

5. DOMESTIC WORKERS: FROM INVISIBLE TO RECOGNISED

THE POWER OF ORGANISATION

It was a historic day, 16 June 2011, when the ILO adopted convention 189 for domestic workers. For them, this meant finally recognition for them as employees with rights. More than 10 years after the convention, domestic workers look back with a sense of pride at the improvements they have achieved. And along with them, Mondiaal FNV, because it all began at our office and we remained involved as facilitator and constant supplier of energy for their campaigns.

EXPLOSION OF JOY

"Yes, I was there ...," says the then FNV president Agnes Jongerius, beaming. "We were in the large meeting room, which was absolutely packed. It was an extraordinary assembly of people, as many of the country delegations there included union representatives who were themselves domestic workers, which meant there was a large proportion of women. When the result of the vote counting was projected onto a large screen, showing that 83 percent had voted in favour of the treaty, there was an explosion of joy. People began cheering and clapping, and a group of women spontaneously embraced the ILO Director General, who was totally overwhelmed." [...]."

CRUCIAL ROLE

"The treaty is all about recognition and respect for the people who so often remain invisible. I think this was why it was so moving. This is really a time when you'd like to be able to say: I was there. It was an absolute highpoint. And FNV Mondiaal played a crucial role."

“Domestic workers provide essential care to the most precious parts of many employers’ lives: their children, their elderly parents and their homes.”

Nisha Varia - Human Rights Watch, ILO conferentie 2010

CINDERELLA

With a little imagination, the story of the domestic workers over the past 15 years is like the fairy tale about Cinderella.¹ The domestic worker does the dirty work in a private family household and often takes care of the children and/or grandparents too. This is a huge responsibility for the domestic worker, who is invisible, underpaid and unprotected. Unfortunately, there is not the option of a happy ending like the one provided by the prince for Cinderella. We can, however, see the ILO conference where convention 189 was adopted as 'the ball', where the domestic workers had the opportunity to shine.



A group of domestic workers and the Director General of the ILO, Juan Somavia, together celebrate the result of the vote on the Domestic Workers' Convention. Photo: ©ILO/photo pool ILC

THE DEFINITION OF DOMESTIC WORK:



Cartoon: Maarten Wolterink

MODERN-DAY SLAVERY

The problems of domestic workers are closely related to issues such as the informal economy, migration and child labour. Domestic servants tend often to be migrant workers far away from home, carrying out what is generally illegal work, and exposed to exploitation. Any criticism all too soon means losing your job, which means no longer having a roof over your head. Deportation is also a very real fear. Within the large group of informal workers, they are perhaps the most vulnerable.

FIRST OF ITS KIND IN THE WORLD

It was just 5 years earlier, in 2006, that domestic workers from all over the world gathered together. At the FNV headquarters, Mondiaal FNV organised an international seminar for trade unions and organisations that were committed to fighting for the position of domestic workers. The seminar, organised jointly with IRENE (International Restructuring Education Network Europe), offered a platform to sixty participants from 27 countries. It was the first of its kind in the world.

WORLDWIDE NETWORK WITH AMBITION

There, an ambitious idea was conceived: why not create a worldwide network of domestic workers with the objective of enshrining their rights in an ILO convention? FNV Mondiaal made sure that it didn't just remain an idea, and gave support to the network. This enabled it to expand into a worldwide association of active organisations of inspired domestic workers who were no longer willing to resign themselves to the situation.

NEW CAMPAIGN

On 16 June 2011, these efforts were finally rewarded. The adoption of Convention 189 was not the endpoint. Only when countries have ratified the convention are they required by law to adjust their domestic legislation to the norm as agreed in the treaty. The international network of domestic workers therefore immediately embarked on a new campaign, once again with the support of FNV Mondiaal: to stimulate countries to convert the convention into national law.

NETWORK BECOMES FEDERATION

Meanwhile, the network became a global union: the International Domestic Workers Federation (IDWF) was founded by 47 domestic workers' organisations in 2013. The IDWF now represents 590,000 domestic workers, affiliated to 81 national organisations in 63 countries.

FROM CONVENTION TO NATIONAL LAW

Achieving a national law: to put it mildly, this is no easy task as domestic worker. How do you go about convincing your government and parliament? A long road to go down, of pushing, pulling and persistence. Not only do you need to be strong but there need to be a lot of you.

NATIONAL SUCCESS

A clear example of the power of organisation and international solidarity is in Peru, where on 1 October 2020 convention 189 was developed into a new national law for domestic workers. With a minimum salary, access to health care and pension, and a maximum 8-hour working day. This law also includes a ban on discrimination and sexual harassment.

"The new law in Peru is a great result and a reward for the effective lobbying, the workable proposals and the persevering campaigns by the unions of domestic workers. With the support of the other Peruvian unions as well as globally", says Mondiaal FNV policy advisor Astrid Kaag. Such as years of support by the FNV.

FIGHT NOT YET AT AN END

Nowadays, too, the domestic workers need once again to carry on battling it out: for compliance with the law. The fact that these people live in private houses makes it problematic and it is seldom if ever monitored. Which means that these are often just words on paper.

RESULTS OF THE ILO CONVENTION

Up to the present, 32 countries have ratified convention 189.² Tens of countries have new guarantees for domestic workers, such as:

- A minimum wage
- Rest days
- Sick leave
- Written contracts
- Health insurance
- Social protection and social security
- Collective bargaining
- Protection against sexual harassment



Domestic workers in Peru celebrate the adoption of a law

COVID PANDEMIC

The COVID-19 pandemic caused problems for many domestic workers all over the world. They were trapped in the house where they worked and were unable to go to their families, were given no kind of protective equipment against the virus, and they lost their jobs or were put out on the street without any income or shelter. Like the Ethiopian domestic workers in Lebanon, where the women were simply 'dumped' outside the Ethiopian embassy.

In the Netherlands, where some 40,000 to 75,000 undocumented migrants performed domestic work, the FNV sent a letter to Minister Koolmees of Social Affairs and Employment. Many migrant domestic workers lost their jobs and were left without income, and consequently their families in the country of origin as well. The FNV called upon the Minister to alleviate the acute problems of the domestic workers and to offer structural improvements as enshrined in ILO-convention 189.

¹The comparison with Cinderella makes it seem as if no men carry out this profession. Although this is not the case, the vast majority -80%- of domestic workers are women. (source ILO)

²Celebrating C189: Ten Years of Advances for Domestic Workers' Rights

FUTURE: MUCH STILL TO BE DONE

There are still many challenges for the domestic workers. The COVID pandemic has exposed their unequal and vulnerable position: hidden behind the doors of the houses where they work, without legal protection. Mondiaal FNV supports national unions for domestic workers in mitigating the consequences of COVID-19. However, the fight to convert convention 189 into a national law continues. There are still plenty of countries, including the Netherlands, that have not ratified the convention. However, 10 years after convention 189, it is quite clear that a combining of forces and perseverance really do produce improvements. Thanks to the ongoing support provided by organisations including Mondiaal FNV jointly with the FNV.

SEE ALSO

[Video about results achieved after the adoption by the ILO van conventie 189](#)

6. TRADE UNION MEMBERS EXPRESS SATISFACTION FOLLOWING AUTOMATION

The arrival of a digital information system shook things up somewhat at TUICO, the Tanzania Union of Industrial and Commercial Workers. Where previously employees disappeared for hours on end with files for the membership records piled high in front of them, one mouse click is now all that's needed. Not only does it lead to more members, but it also contributes to financial sustainability. Mondiaal FNV supported the entire process from start to finish.



Sebastian Gentanyi

Sebastian Gentanyi still remembers it well. When he offered his services to the union as ICT advisor five years ago, he saw how all the records were still being maintained manually, in Excel or in paper files in a dusty room. 'It was virtually impossible to find out the correct number of trade union members. It was not unusual for people to be counted twice or even three times over.' Even though, he stresses, it's incredibly important for a trade union to have the up-to-date at its disposal. Not only to be able to communicate with the members, but also to be able to collect the membership dues.

Tendayi Matimba, Mondiaal FNV's financial officer for Africa, explains to us that in Africa the membership system works differently from how it does for Dutch trade unions. 'In the Netherlands the boss doesn't know that you're a member. In Africa the employer deducts the membership dues from the salary and transfers it to the Union. This means that the employer sometimes has a better idea of the membership numbers than the trade union itself. This dependence can be problematic.'

COMPUTER ILLITERATES

Tendayi tells us that in the course of her work for Mondiaal FNV she has been involved with TUICO since 2016; initially when giving financial support for the automation of the bookkeeping. This was challenging, she says, 'because the majority of the people who were working there at the time were computer illiterate.' It was at the end of the sixties that the then General Secretary himself, with great foresight, made the decision to automate a greater part of the data flows. 'I now realise that the trade unions play a pivotal role in a community as defenders of worker rights. And I wanted to be a part of this.'

Sebastian describes how he first allowed himself two years to have a good look at how the trade union operated. 'To be honest, up to then I had no idea what the point of a trade union was. I now realise that trade unions play a pivotal role in a community as defenders of worker rights. And I wanted to be a part of this. I also saw it as an opportunity to use my expertise as software developer to help people.' Within the space of eighteen months, Sebastian developed the software for a comprehensive Management Information System (MIS) for TUICO. This not only maintains the bookkeeping records, but also the data of members and employers, CBAs, complaints, work plans, training programmes and other activities.

FINANCIAL SUSTAINABILITY

To the question as to what makes this project so special, Sebastian responds enthusiastically. 'For everything we do, for every decision that has to be taken, you need correct data. With this system you know with one mouse click which members you have,

how old they are, which regional office they belong to or whether the membership dues have been paid. Keeping all this properly up-to-date is the only way trade unions can be financially sustainable. It's now so much easier for us to send an invoice to the employers.'

Beatrice Ouko heads up the Internal Audit Department. She, too, sees that the work is now performed much more efficiently. 'We can now see at a glance the data for every region in the system. Previously, we sent all twenty-two regional office a paper report every month and we often had to travel to the regions. The digital system reduces the chances of errors.'

'Workers see that TUICO is a professional organisation that can do something to help them.'

BETTER SERVICE, MORE MEMBERS

For the members, too, it is a huge improvement. Sebastian: 'Workers see that TUICO is a professional organisation that can do something to help them.' One example: the official membership card - previously a paper card with a photo stuck on - is now very much appreciated. Another example is the complaints procedure. Members are now able to submit a complaint without the knowledge of the management and then follow on the system what happens to their complaint. 'We have also reached a lot of people via online meetings. All this has helped increase membership numbers, despite COVID', explains Sebastian. Since 2016, the membership has grown by 40 percent.

CULTURE

Not everyone then working for TUICO was immediately convinced. According to Sebastian and Beatrice this is typical of trade union culture. 'They say: "We have been doing it like this since 1980, so why are you telling us now to do it all differently?"' The antidote to this scepticism was to do a lot of talking and explaining. And it's had results too. Sebastian laughs. 'Even the older members now eagerly use the system. In fact, they're the first ones to complain whenever there's a power failure.'

The room with the files is still there, but no-one goes there anymore. 'It's now a museum.'

7. UNIONS STOP CONTROVERSIAL LEGISLATION

In 2021, both in Indonesia and in India, trade unions were successful in preventing controversial legislation from being passed. The power of organisation and patience.

- Indonesia: Unique victory: court rules controversial Indonesian Omnibus Law unconstitutional
- India: Controversial Indian farm laws repealed

UNIQUE VICTORY: COURT RULES CONTROVERSIAL INDONESIAN OMNIBUS LAW UNCONSTITUTIONAL

Thanks to actions by the trade unions, the court has ruled that the Indonesian government must apply amendments to the controversial Omnibus Law. This is tremendous news because the law created barriers to workers' rights and environmental protections. Furthermore, the legislation itself was procedurally flawed, with a minimum of social dialogue and public participation. We interviewed our Mondiaal FNV colleague Tia Mboeik (Indonesia) about this unique victory.



Fotografie: Marsinah FM

VICTORY

On 25 November 2021, Indonesia's Constitutional Court ordered the government to amend parts of a controversial job creation law within two years. If this is not done, the law will be declared invalid. "Tremendous news", says Mondiaal FNV consultant Mboeik, speaking from Indonesia, while at the same time warning that it's not 100% victory yet. "The decision is highly unique, in that it has never happened before, but it

does leave the government with enough scope to remedy the flaws. Two years to comply with the requirements to review a law is quite long. The news is still fresh. In the coming days, there will be a lot of discussions about what exactly this historic judgment means and how far we can go as trade union."

THE COURT'S RULING WILL PREVENT THE GOVERNMENT FROM PUSHING THROUGH THE OVERAMBITIOUS ECONOMIC PLAN SO EASILY

"The Court's decision shows that the government may no longer push through its overambitious economic plan as easily as before", says Mboeik. "The Court's decision is predominantly about the procedure followed, not about the substance of the law. Under this procedure, the government has not cancelled the old laws, but reviewed them, and added new laws, putting them under a single umbrella. This is not allowed by the Indonesian constitution." The Omnibus Law remains in force for the time being. Only if the government has not remedied the procedural faults in two years' time will it be declared unconstitutional.



Tia Mboeik

DISCUSSION ON HOW TO PROCEED

Because it is unclear precisely which actions the government is now required to take to comply with the requirements, it is also unclear to the trade unions how they should now proceed, says Mboeik. "But together we are strong. What we can now do is join mass demonstrations and increase the pressure to get the entire law repealed."

UNIONS IN ACTION AGAINST EROSION OF LABOUR LAWS

Ever since the law was drafted, the Indonesian unions have agitated against the proposal.

According to the government, the Omnibus Law had the intention of attracting investment and creating jobs. However, what the unions above all see is erosion of their rights. The law has not only removed the protection against outsourcing, but also erodes the leave entitlements and social security provisions of many workers. The minimum wage provision has been watered down, the maximum allowable overtime increased and it enables employers to maintain temporary contracts for an indefinite period.

LESS ENVIRONMENTAL PROTECTION

Environmental organisations also protested against the law, one reason being because the requirement to prevent environmental damage and to prepare environmental impact assessments in advance has been relaxed, as has the penalties in the case of infringements. In addition, palm oil companies were, up to last year, required to reserve 20% of their land concessions for smallholder farmers, who had originally owned the land, so that these farmers and their families could still just about manage to eke out a living in amongst the palm oil plantations. This requirement, too, has been dropped.

LITTLE ROOM FOR RESISTANCE

The Omnibus Law became effective in October 2020. The opponents accused the government of rushing it through parliament, and they were given little room to oppose the bill because of the corona measures. The bill, which was over 1,000 pages long and which amends 79 existing laws, was adopted with the support of seven of the nine parties. Here in the Netherlands too, we lobbied jointly against this law.

CONTROVERSIAL INDIAN FARM LAWS REPEALED

A victory, that's how Indian Prime Minister Modi's decision to scrap three controversial farm laws was greeted by the farmers. During the course of nearly a year of agitation against these laws, as many as 700 demonstrators lost their lives. In any event, the protests are set to continue. As agricultural workers' union, Mondiaal FNV's partner APVVU is actively engaged in the protests and supports the farmers. "The laws have been scrapped but we're not there yet."



Protests against farm laws

ELECTION STUNT BY PRIME MINISTER

On 19 November Prime Minister Modi announced that the three farm laws would be repealed. However, the Prime Minister does not himself have the power to repeal laws. This is done by Parliament. Which is what accordingly took place, on 1 December. "The farmers definitely saw this as a victory", says APVVU coordinator Chennaiah Poguri. "While at the same clearly realising that it is an election stunt. Modi's party BJP fears a massive loss of votes at the regional elections in three highly populated federal states next year. This will also put the farmers in a comfortable position", he laughs.

A DISASTER FOR AGRICULTURE

Because the fight will go on. Two of the farmers' demands in the farmers' protests have not yet been complied with. The first is the withdrawal of the bill that would make farmers pay for the electricity that they need to run their businesses. In a number of federal states farmers get this free of charge, because agricultural products are of vital importance. In the future, all the farmers, rich or poor, will have to pay the

same amount, which they are unwilling and unable to do. The second demand is for the Minimum Support Price, which the government imposes every year for each crop, to be given a legal framework so that everyone actually does adhere to it, because currently the farmers often do not receive a fair price for their fruit or vegetables. The farmers fear that this will be a disaster for agriculture.

OTHER POINTS OF CONTENTION

"The farmers are clever", says Poguri. "It's all well and good that Modi has scrapped the farm laws, but we're not there yet. And there are other points of contention. Who is responsible for those 700 deaths during the protests? There was a huge accident, caused by the son of a minister, when his car ploughed into a group of demonstrating farmers, killing eight. The son is still a free man and the minister is still at his post. This is also what they are protesting about. All the agricultural unions support the farmers. We held a national union meeting at the weekend to prepare new demonstrations."



FARM LAWS AND THE PROTESTS

Modi's government used the corona period to rush three hated farm laws through parliament. In any case, this is how his opponents view his action. The laws were supposedly intended to help the farmers, but worked out negatively (see box). The protest quickly swelled. In Delhi, in particular, the clashes between demonstrating farmers and police were heavy. On 26 January of this year, for example, the protest was so massive that a 27-year-old demonstrator lost his life when his tractor ran up against a police barricade. That day, 300 police officers were injured and 400 demonstrators arrested. In total, the protests have cost the lives of over 700 farmers. There were also major demonstrations in the south.

WHAT DO THESE FARM LAWS MEAN?

1. The Farmers' Produce Trade and Commerce (Promotion and Facilitation) Act sets up a mechanism allowing the farmers to sell their farm produces outside the Agriculture Produce Market Committees (APMCs), free of tax. However, in reality, the farmers do not derive any benefit from this new situation, because they are not in a position to travel endlessly for the best price. If the price is better 200 kilometres away, the farmer has to travel 6 hours on the Indian roads, which aren't all that good.
2. The Farmers (Empowerment and Protection) Agreement of Price Assurance and Farm Services Act allows farmers to do contract farming and market their produces freely at mutually agreed prices. This law is intended to stimulate farmer cooperatives, to enable them to bargain jointly. But farmers have always worked individually and do not see themselves suddenly working in cooperatives. Which in practice means being bought up by big companies, which will want to produce their seeds themselves.
3. The Essential Commodities Act frees up items such as food grains, pulses, edible oils and onion for trade, except in crisis situations. This law appears very farmer-friendly, but works out randomly and creates unfair competition. Rice for the poor, for example, costs 1 rupee per 20 kilos, while on the free market, 20 kilos would cost 60 rupees. This means it is more advantageous for the middlemen not to take the rice to the poor, but to put it on the market direct. A great deal of corruption is going on under this system.

8. ACTIONS ON SOCIAL MEDIA IN 2021



Mondiaal FNV frequently uses its social media channels to share stories of change from our partners, to campaign and to lobby for better working conditions and rights. Below is a selection of our actions on social media in 2021.

Mondiaal FNV
1.152volgers
11 mnd • Bewerkt •

Onze vakbondstrijders zijn stoer, trots en hebben idealen voor betere **#werkomstandigheden**. Tegelijkertijd is er groot contrast tussen glamourkleding die ze maken en hun eigen dagelijkse leefomgeving. Vanavond is je laatste kans: kom de prijswinnende foto's van Chris de Bode bewonderen in **#MuseumHilversum** tijdens de speciale Mondiaal FNV Zomeravond en ontvang gratis extra's! <https://lnkd.in/eJircq6> **#SDG8 Frans Dekker**

Compilation of videos in our social media posts about the exhibition of the photo series 'Made by Me' Photographer **Chris de Bode** made the series about garment workers in Myanmar by order of Mondiaal FNV and he received the 'Zilveren Camera first prize international documentary series'. We organised special events for FNV members and officials to see the exhibition. To this end, we conducted an extensive information campaign to draw attention to our work and the exhibition, which reached almost 600,000 people.

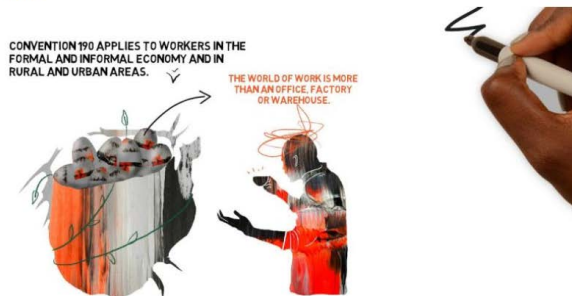
Source image header: Commons Wikimedia

Mondiaal FNV
1.152volgers
8 mnd • Bewerkt •

#RatifyC190 for a world of work free from violence and harassment!
<https://lnkd.in/d2iiyVMn>

Vandaag is het #InternationaleDagTegenGeweldTegenVrouwen. Samen gaan we voor een wereld van werk, vrij van geweld en intimidatie. Het aannemen van de ILO-conventie 190 (C190) helpt daarbij. #C190 gaat over tegengaan van geweld en intimidatie op de werkvloer. Als landen deze conventie aannemen dan erkennen ze dat geweld en pesterijen op en rond het werk een schending van de #mensenrechten vormen. Daarom #RatifyC190.

#SamenSterk
International Trade Union Confederation - ITUC
Ministerie van Sociale Zaken en Werkgelegenheid
Jessica van Ruitenburg-Visser
FNV



Mondiaal FNV
1.153volgers
9 mnd • Bewerkt •

Vandaag tijdens #WorldDayforDecentWork vragen wij aandacht voor de makers van onze kleding. Met dit T-shirt laten we zien dat de verdeling in de textielindustrie niet eerlijk is: een te klein deel van elk T-shirt gaat naar het loon van de makers. Dat moet anders!

Vanuit #STITCH werken we samen met vakbonden, NGO's, labour rights organisaties en kledingmerken om hier verbetering in te krijgen en maken wij ons hard voor een #leefbaarloon. Check voor meer info: <https://lnkd.in/dAGzhHue>

#TogetherforChange #WDDW #SDG8
Karen Brouwer Ruben Korevaar Frans Dekker



Mondiaal FNV
1.152volgers
1 j •

Investeer in #ontwikkelingssamenwerking voor mondiaal herstel. Onze voorzitter Tuur Elzinga schrijft samen met CNV Internationaal een brief om de afgesproken norm van 0,7% voor ontwikkelingsamenwerking op agenda te zetten tijdens de #formatie.

Verschillende politieke partijen kozen in hun verkiezingsprogramma's voor een terugkeer naar de 0,7%. Een goede zaak, want zo investeer je in de landen die het hardst geraakt zijn! Uit solidariteit, maar ook met het oog op stabiele handelsrelaties en de Nederlandse banen die hiervan afhankelijk zijn.

<https://lnkd.in/e5m95Y2>
Mariëtte Hamer #FNV #dichtbijopafstand



Invest in #ontwikkelingssamenwerking (development cooperation) for global recovery. Our president Tuur Elzinga and CNV Internationaal, wrote a joint letter with the object of getting the agreed 0.7% norm for development cooperation on the agenda during the #formatie (government formation).

On this #WorldDayforDecentWork, we call attention to the makers of our clothing. With this T-shirt we depict the unequal distribution in the textile industry: too small a proportion of each T-shirt goes to its maker's wages. Things need to change!

From the Sustainable Textile Initiative #STITCH, we work in partnership with trade unions, NGOs, labour rights organisations and garment brands to make this better and we campaign tirelessly for a #leefbaarloon (living wage).

TUCP PROGRAMME 2021 RESULTS IN A BIRD'S EYE VIEW

The table shows a number of results from the 2021 TUCP programme. This programme enabled Mondiaal FNV to achieve an improvement in working conditions for 1.9 million people via 1,176 concluded collective bargaining agreements and for 156.3 million people via policy improvements.

Trade Union Indicators	Realised 2019	Realised 2020	Planned 2021	Realised 2021
Number of concluded CBAs (sectoral, national)	416	36	150	10
Number of concluded CBAs (company level)		1,831		1,166
Coverage of CBAs	2.8M	1.6M	1.54M	1.9M
Number of improved labour laws	28	16	8	8
Coverage policy change		416,148		156.3M
Number of trade unions supported (National Centres)	75	11	54	6
Regional umbrellas		2		2
Sectoral Global Union Federations (GUFs)		6		6
Sectoral federations		48		61
Other trade unions		17		24
Number of male trade union members	11 M	12.5M	6.3 M	43M
Number of female trade union members	6.7M	7.5M	3.9M	18M
Number of women participants in training events	5,435	11,066	3,000	15,726
Number of male participants in training events		17,536		1,0663
Number of female leaders (top level)				560
Number of training events		1,684		640

SOCIAL REPORT 2021

In the social report of 2021 we look back at the developments within the work organisation of Mondiaal FNV.

OUR ORGANISATION

In 2021, our workforce remained substantially the same as in the previous year. At the end of 2021, 19 people (15.94 FTE) were working at Mondiaal FNV. 18 people had a permanent contract, and 1 person a temporary contract with the prospect of a permanent contract.

In the Netherlands, Mondiaal FNV also made use of the services of a number of self-employed people, who assist us here at times of sickness and peak periods, and 12 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 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 5 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. In 2021 a vacancy was filled: Zamaney Menso was elected as member-at-large.

BOARD MEMBERS OF MONDIAAL FNV FOUNDATION IN 2020

- Han Busker - President
- Willem Noordman - Treasurer
- Marieke Manschot - Member-at-Large
- Zamaney Menso - Member-at-Large
- Walter Dresscher - Member-at-Large
- Karen Brouwer - Secretary

PERSONNEL REPRESENTATIVE BODY

In 2021, Mondiaal FNV conducted preparatory work for the setting up of a personnel representative body. Although this is not a requirement, given the size of the organisation, it is a good way of further

strengthening transparency and employee involvement. The employees opted to set up a works council rather than a personnel representative body (PVT). The elections finally took place early in 2022, following which the works council (OR) was established.

CLA AND REMUNERATION POLICY

Mondiaal FNV follows the FNV collective labour agreement and is a member of the Employers' Association 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. From the beginning of the COVID pandemic, all the Mondiaal FNV employees 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.

INTEGRITY AND ETHICAL BEHAVIOUR

We at Mondiaal FNV attach great importance to professionalism and transparency and we reassess our policy and adapt our work practice to this effect with great regularity. Part of this is developing policy on integrity and ethical behaviour and appointing an external confidential counsellor.

In 2021, we adopted an internal complaints procedure and a complaints procedure for external parties, including the possibility of submitting complaints anonymously via a third party (See Hear Speak Up, which can be accessed via the Mondiaal FNV website). Together with all the employees, we worked on a modified code of conduct.

THE CONFIDENTIAL COUNSELLOR

On 1 March 2020, Inge te Brake (te Brake Advies) was appointed in the capacity of external confidential counsellor for Mondiaal FNV for a period of one year. This term will be automatically extended each year.

Mondiaal FNV decided to hire an external qualified advisor in the capacity of confidential counsellor because, in this way, staff (those on a consultancy basis as well as those employed by Mondiaal FNV) would be given the option of calling in an independent party outside the organisation to discuss and/or report on issues relating to integrity and ethical behaviour. The confidential counsellor observes strictest confidence in all her activities. Third parties may also address the confidential adviser with complaints or questions (in addition to See Hear Speak Up).

COMPLAINTS 2021

In 2021, 2 people made use of the services of the confidential adviser, one person with a question and the other to consult about interpersonal behaviour relating to a specific case. The question concerned was answered. Regarding the specific case, following 2 consultations, the person involved was able to bring the matter to a successful conclusion him/herself.

In 2021, no complaints were received with regard to Mondiaal FNV staff or activities.

FINANCIAL REPORT 2021*

FINANCIAL RESOURCES FOR TRADE UNION SUPPORT

In 2021, Mondiaal FNV supported about 60 projects run by partners, for which the financial resources were provided mostly by the Dutch Ministry of Foreign Affairs (BuZa) within the framework of the Trade Union Co-financing Programme (*Vakbondsmedefinancieringsprogramma*), abbreviated to TUCP and the Sustainable Textile Initiative: Together for Change (STITCH), a consortium of six international organisations, including Mondiaal FNV. Other sources of financing included the FNV Solidarity Fund, to which 0.7 percent of FNV membership fees is transferred, and the Mondiaal FNV Fund, which combines donations from members and non-members as well as contributions resulting from collective labour agreements. Furthermore, we receive contributions from collaborative ventures with other organisations, such as the WageIndicator Foundation (*Stichting Loonwijzer*), as well as a contribution from the Dutch General Education Union (*Algemene Onderwijsbond*, abbreviated to AOb).

In 2021, the new TUCP and STITCH subsidy phases started, the programmes of which had been approved at the end of 2020. Within the context of the TUCP,

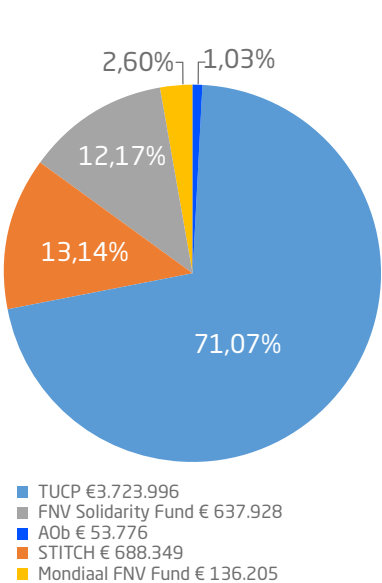
at the beginning of 2021 we entered into a strategic agreement with BuZa, which will run until 2030 (ten years), and the STITCH programme will run for five years.

In the course of the next few years, the subsidy that Mondiaal FNV receives through the TUCP will decrease, and after five years it will be about 30 percent less annually than the amount received in 2020. Mondiaal FNV will manage this decline by focusing more on obtaining other subsidies, and by increasing revenues from donations as well as from contributions resulting from collective labour agreements. In 2021, an institutional fundraiser was recruited to assist us in obtaining extra subsidies, donations, and funds.

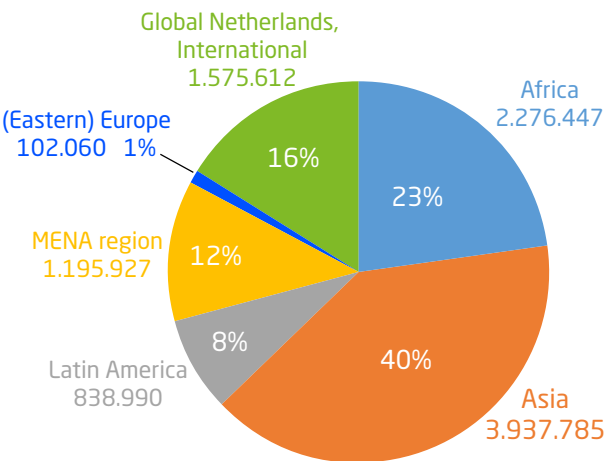
PROJECT EXPENDITURES

Mondiaal FNV uses the subsidies and donations received to support partner projects in Asia, Africa, and Latin America. The TUCP financed 71.07 percent of the project expenditures, STITCH financed 13.14 percent, and other sources accounted for 15.8 percent.

Project and activity payments achieved / minus repayments



Regional distribution of commitments entered into, all funds



EXPLANATION OF THE FINANCIAL REPORT

In 2021, Stichting Mondiaal FNV had public funds at its disposal through the Trade Union Co-financing Programme (TUCP), the STITCH programme, smaller subsidies, and its own funds from the FNV, FNV sectors, the AOb, and donors. In addition, income was obtained in cooperation with the FNV through collective bargaining.

On 1 January 2012, Mondiaal FNV was designated the status of a Public Benefit Organisation (*Algemeen Nut Beogende Instelling*, abbreviated to ANBI). Since 1 January 2017, it has been reporting data on an accrual basis so as to be more in line with subsidy reporting. This means that the effects of transactions (financial facts) are processed in the financial year in which they occur, and not when the associated expenditure takes place or liquid resources are received. As a result, project commitments entered into for the next few years will be included immediately, thereby providing a clearer picture of these commitments as a whole.

In this way, Stichting Mondiaal will render account for its activities in line with generally accepted reporting rules, and, more specifically, the Guideline for annual reporting: C1 for Small not-for-profit organisations (*Kleine organisaties zonder winststreven*) issued by the Dutch Accounting Standards Board.

In 2021, the FNV provided Mondiaal FNV with a conservation contribution (*instandhoudingsbijdrage*) of € 282,000.

Project funds are transferred to Mondiaal FNV through the directly affiliated sectors and the AOb. Expenditure of these funds takes place under the auspices of Stichting Mondiaal in close consultation with the AOb and the different sectors, as well as with the Cross-sector International Projects Committee (*Sector overstijgende Commissie Internationale Projecten*, abbreviated to SCIP), a subcommittee of the Committee for International Affairs and Solidarity of the FNV Members' Parliament. The contributions spent by Mondiaal FNV are allocated to projects that are determined beforehand on the basis of input provided by FNV sectors and the AOb.

Mondiaal FNV's revenues are reasonably stable. In 2021, two new subsidy programmes were started. We entered into a new, strategic, 10-year partnership with the Sustainable Economic Development Department (*Directie Duurzame Economische Ontwikkeling*, abbreviated to DDE) of the Dutch Ministry of Foreign Affairs as part of the Trade Union Co-financing

Programme. Under the coordination of the Fair Wear Foundation, the Sustainable Textile Initiative: Together for Change (STITCH) was launched as part of the Power of Voices subsidy programme of the Dutch Ministry of Foreign Affairs, in which Mondiaal FNV participates as a subsidy partner. Furthermore, as a project partner and/or a supplier, Mondiaal FNV also cooperates with Stichting Arisa (Advocating Rights In South Asia), the WageIndicator Foundation (*Stichting Loonwijzer*), and the FNV (within the framework of the IRBC agreements).

With regard to partners implementing projects and assuming new project responsibilities, the COVID-19 pandemic is still affecting their capacity. Nevertheless, they were able to launch many new projects in 2021.

TUCP

The resources managed by Stichting Mondiaal originate mostly from the TUCP. Last year was the first of the 2021-2030 TUCP subsidy period. In 2021, project contributions from the TUCP amounted to a total of 76.29 percent of all project contributions made by Mondiaal FNV.

Furthermore, in 2021 an amount of € 7,125,040 in project funds was committed within the TUCP, and the administrative costs allowance was € 1,112,170, totalling € 8,237,210 or 67 percent of Mondiaal FNV's net turnover.

The committed sum is many times higher than that in 2020 because it involved the start of a new subsidy period, during which many new commitments were entered into. In 2020, allocations were low precisely because the old subsidy periods were ending. A second advance was provided by the ministry at the end of 2021, as a result of which a prepaid amount of over € 5 million was incorporated into the annual accounts.

STITCH

STITCH is a collaborative venture between the Fair Wear Foundation (FWF), the Dutch CNV Internationaal and Mondiaal FNV trade unions, the British Ethical Trading Initiative (ETI), labour organisation Cividep

India, and the Center for Development and Integration (CDI) in Vietnam. The partnership is funded through a five-year subsidy from Dutch Ministry of Foreign Affairs within the framework of their Power of Voices programme. The FWF is the lead coordinator.

In 2021, Mondiaal FNV allocated a sum of € 1,718,988 to projects within STITCH, and the administrative costs allowance amounted to € 364,129.

ADMINISTRATIVE COSTS

Since 2013, administrative costs (organisational costs) have been allocated on the basis of time recording, and a fixed reimbursable percentage is no longer in place. Therefore, the budget and actual results may differ from each other. Although the aim is to budget as realistically as possible, it may happen that more or fewer hours are recorded for a programme in a given year.

FNV's organisational contribution is different, because this component of its contribution is not meant for specific projects but for financing part of the administrative costs, including fundraising. As a result, this contribution remains unchanged.

MONDIAAL FNV'S EQUITY

Mondiaal FNV's equity is made up of the former reserve administrative costs and the FNV Vakcentrale fund, and serves as a buffer to absorb any unanticipated setbacks. Its size has not been capped. Within this equity, an appropriation fund was created that is only to be used to commit more than 100% of the STITCH and TUCP funds, in order to avoid underspending BuZa's TUCP or STITCH funds, as agreed with the Board of Mondiaal FNV. Mondiaal FNV's free capital has risen by € 207,601 to € 1,770,843.

WAGES AND SALARIES

In 2021, Mondiaal FNV employed 19 people (15.94 FTEs), six of whom were under contract with the FNV until February 2021, and for whom, salary costs were passed on to Mondiaal FNV. In February 2021, these six people entered into an employment contract with Mondiaal FNV. As a result, the annual accounts show a shift from passed-on wages to wages and salaries. Consequently, wages and salaries increase and passed-on costs decline proportionally.

Summary annual accounts 2021

Balance sheet on 31 December 2021
(prior to the appropriation of the balance of revenues and expenditure)

	31 Dec 2021	31 Dec 2020
ASSETS		
Fixed assets		
Tangible fixed assets		
Inventory	3,053	4,297
Other fixed operating assets	0	15,495
	<u>3,053</u>	<u>19,792</u>
Current assets		
Receivables and accrued assets		
Debtors	1,253,052	156,338
Receivables subsidy providers	434,787	367,010
Other receivables	46,209	31,361
	<u>1,734,048</u>	<u>554,709</u>
Liquid assets		
Current account with bank	13,446,488	5,463,396
Cash	0	173
	<u>13,446,488</u>	<u>5,463,569</u>
	<u>15,183,589</u>	<u>6,038,070</u>
	=====	=====

Balance sheet on 31 December 2021
(prior to the appropriation of the balance of revenues and expenditures)

	<u>31 Dec 2021</u>	<u>31 Dec 2020</u>
LIABILITIES		
Equity		
Equity Mondiaal FNV	1,563,242	1,563,242
Appropriation fund	773,647	773,647
Funds appropriated donations	443,517	441,517
2021 balance of revenues and expenditures	207,601	-1
	<u>2,988,007</u>	<u>2,778,405</u>
Current liabilities		
Project obligations per funding flow	5,576,399	702,160
Debts to participants	1,234,101	1,234,131
Debts to suppliers and trade credits	75,828	618,433
Tax and social insurance contributions payable	0	-369
Debts relating to pensions	877	0
Debts subsidy providers	5,138,204	210,488
Other debts	95,331	94,617
Accrued liabilities	74,842	400,205
	<u>12,195,582</u>	<u>3,259,665</u>
	<u>15,183,589</u>	<u>6,038,070</u>
	=====	=====

Statement of revenues and expenditures for 2021

	<u>2021</u>	<u>2020</u>
Revenues	12,227,502	4,952,502
Cost of revenues	- 9,973,222	-2,258,633
Gross balance	2,254,280	2,693,869
Personnel costs	1,618,316	1,645,328
Depreciation	17,330	28,518
Housing costs	97,070	96,413
Office costs	78,721	129,416
Selling costs	22,205	25,628
General overheads	170,531	161,329
Total expenditures	2,004,173	2,086,632
Balance of revenues and expenditures	250,107	607,237
Financial revenues and expenditures	-42,506	-11,125
Balance of revenues and expenditures after financial expenses	207,601	596,112
	=====	=====

*Relates to pre-audit data because the audit of the annual accounts has been delayed.

COLOFON

Mondiaal FNV
Derkinderenstraat 2-8
1062 DB Amsterdam
E mondiaal@fnv.nl
W www.mondiaalfnv.nl

RELEVANT LINKS

[Annual Report 2021](#)
[About Mondiaal FNV](#)

Fotografie

Roderick Polak (cover), Liesbeth Dinissen, Laura Clossen, cILO/photo pool ILC / Marsinah FM, APVVU.

Videos

Cooler Media, BLF, IDWF, IndiaToday



mondiaalfnv.nl