



ANNUAL REPORT 2022

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Photo cover: In 2022 Mondiaal FNV concluded ten years of supporting the development of social dialogue between employers and trade unions in Peru. Management and trade union leaders in a fruit processing factory now have a good understanding and constructive dialogue as a result of this development. Photo: Roderick Polak.

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Page 5: From conflict to win-win. 10 years of social dialogue in Peru

A clear example of the power of time and patience can be seen in Peru, where 2022 marks the completion of a process we initiated ten years ago with trade unions and employers' organisations, resulting in the development of a real, sustainable social dialogue between employers and employees. We supported and facilitated the process, but the tough work was carried out steadily and continuously by highly committed people in Peru. The dialogue enables concrete improvements in the workplace for both sides.

Page 8: Strong union thanks to ELSA training programme

A further illustration of the power of time and patience, less of which was required than in Peru, however, is the ELSA training programme for trade union leaders and up-and-coming talent in Uganda. For those taking part in this two-yearly training programme, it has meant a huge boost to their self-confidence and to the development of leadership qualities. This, in turn, is delivering sustainable results both for them personally and for their union.

Page 10: First LGTBIQ+ trade union in South Asia established

We are proud of our support for the creation of the first trade union for LGTBIQ+ workers in South Asia. The trade union was established in Sri Lanka with the aim of promoting the rights of LGTBIQ+ workers and tackling the discrimination and harassment they are confronted with at their workplace. We hope that this will inspire the development of similar initiatives in other countries.

Page 11: Social dialogue success in Somalia

Trade union leader Omar Faruk Osman has achieved remarkable success with the Somali trade union federation FESTU in Somalia. Remarkable, because in Somalia an active civil war is still raging. The violent conflict has damaged the infrastructures in the country. Despite this, the trade union has built a solid, close relationship with the employers' organisation. Omar Faruk Osman was in the Netherlands at the invitation by the FNV to attend the Afrikadag, when he spoke about the value of social dialogue.

Page 13: Observatory for just energy transition

An exceptional initiative by the unions in the energy and mining sector in Colombia: together with the local population and environmental and civil-society organisations, and with support from Mondiaal FNV, they began exploring the issue of a just energy transition. This led to the creation of the Just Transition Research Observatory (CIPAME), an institute that not only carries out research into sustainable sources in Colombia and develops policy proposals on a just energy transition but also tackles the massive inequality between men and women in the energy sector.

Page 15: Trade unions crucial in aid & trade

In the area of lobbying, we did not stand idly by either. In 2022, Mondiaal FNV took advantage of a number of opportunities to emphasise to Minister Schreinemacher of Foreign Trade and Development Cooperation the important role played by trade unions in combatting poverty & inequality and the development of fair trade and corporate social responsibility.

Page 16: 'We will stay active in Qatar'

In 2022 the WC football event was held in Qatar. The tournament was controversial because of the poor treatment of migrant workers building the football stadiums and infrastructure. Supported by Mondiaal FNV, the international sectoral union BWI is working steadily to improve the working conditions of migrant workers in Qatar, and has absolutely achieved successes. FNV official and Mondiaal FNV board member Zamaney Menso is involved in this endeavour. Read the interview with Menso about what has been achieved and the future.

Page 18: Informally working women are visible!

Whoever gets to know SEWA is immediately won over. This explains why Mondiaal FNV has been a partner of this women's union practically from the moment of its formation. SEWA focuses on organising informally working women in India. Recently, we have been working with SEWA on restricting the consequences of climate change and increasing informal workers' access to sustainable energy sources. In 2022 SEWA celebrated fifty years of its existence. After starting off with a thousand or so members, the women's union now has a membership of no fewer than 2.1 million. We look back on what they have achieved and what has given them the strength to survive.

Page 19: Mondiaal FNV partner demands a ban on toxic pesticides

A year after a huge toxic pesticides scandal in the Indian state of Andhra Pradesh, there is still no clarity as to the cause and the repercussions. Mondiaal FNV is working jointly with agricultural workers' union Nisarga on improving the working conditions of workers and smallholder farmers in agriculture and seed production. Nisarga is standing up for the victims of the scandal and for the other workers in the sector. In addition, the union is tenaciously probing for information from the government. The union is also demanding a ban on 32 toxic pesticides, which have long been banned in other countries.

Page 21: Actions on social media

Mondiaal FNV has made frequent use of its social media channels to share our partners' inspirational stories, to hold protest actions and to lobby for better working conditions and better labour rights. Here follows a selection from our actions on social media in 2022.

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2022 IN A FEW FIGURES

In 2022, we worked with 183 international partners. Together, we improved the working conditions of 498,321 workers through collective bargaining agreements. We contributed to the improvement of labor laws for more than 33.36 million workers.



Mondiaal FNV staff and consultants during the Global Week 2022 - Photo: Liesbeth Dinnissen

PREFACE

SYSTEMIC CHANGE

Systemic change: one of those 'buzz phrases' going round at the moment: a change that is sustainable and that affects an entire system. However you call it, sustained support over the last 10 years has enabled us to achieve a change in Peru that's irreversible: the development of social dialogue between employers and employees. And it's rightly termed a systematic change. It was a process requiring time and patience, from conflict to win-win, and from distrust to trust between people. As Samuel, our support and anchor in Peru, says: 'When I look back on ten years of social dialogue in Peru, then it's the people I think of: they are the soul of the change.' The story of 10 years of building social dialogue is one of the inspiring stories in this annual report for 2022.

SOCIAL DIALOGUE SUCCESS IN SOMALIA

Thousands of kilometres further away, in Somalia, social dialogue has also been of great benefit to the workers. Despite the situation of an active civil war, the trade union has built up a solid, close relationship with the employer's organisation. The Somali trade union leader Omar Faruk Osman speaks about the importance of tripartite social dialogue in improving the social protection of employees and in developing towards a more inclusive and democratic society in Somalia. Unfortunately, trade union work doesn't get done without a struggle. For him it was at the price of being arrested and attacked.

IMPROVING THE POSITION OF WORKERS

Our mission is to improve the position of workers particularly in countries in the global south. We do this by helping set up and strengthen democratic and inclusive trade unions, and by fighting labour rights violations. And by promoting negotiations and social dialogue and by lobbying, campaigns and actions.

TRADE UNIONS PROFESSIONALISED

However, a trade union can't exist without members or without funds. One of our most important results in 2022 was the ELSA training programme, which has contributed to the professionalisation of trade unions leaders and up-and-coming trade union talent, to ensure that the trade unions may look forward to a sustainable future. This is an approach that we want to extend to other trade unions and countries. In Uganda. The programme focused on increasing the strategic and financial capacity of young trade union

OBSERVATORY FOR A JUST ENERGY TRANSITION

Another important milestone that was reached in 2022 was the establishment of the Colombian Observatory for a just energy transition. This institute carries out research into and develops policy proposals on the future of the energy sector coupled with labour rights. It has been successful in increasing awareness on the issue.

FIRST TRADE UNION FOR LGBTIQ+ WORKERS

Last but not least, we are proud of our support for the establishment of the first trade union for LGBTIQ+ workers in South Asia. The trade union was established in Sri Lanka with the aim of promoting the rights of LGBTQ+ workers and tackling the discrimination and harassment that they are confronted with at their workplace. We hope that this will inspire the development of initiatives in other countries.

These are just a few examples of the work carried out by our partners in 2022. Be sure to read on for more!

THANKS TO ALL OUR PARTNERS, DONORS AND STAKEHOLDERS

Finally, we wish to express our thanks to all our partners, donors and stakeholders, who have supported us in our work over the past year. We continue to work to stand up for the rights of workers all over the world and we look forward to continuing our work in the coming years.



Tuur Elzinga
President



Karen Brouwer
Managing Director

ANNUAL STORIES 2022

A COMPILATION TAKEN FROM OUR PARTNERS' STORIES

“THE POWER OF TIME AND PATIENCE

In 2022, we see a number of compelling results that bring about real change and are the result of long-term cooperation. Here we see the power of time and patience. For example, after ten years of support, we have achieved an irreversible positive change for workers and employers in Peru.

Karen Brouwer, Managing Director Mondiaal FNV.

FROM CONFLICT TO WIN-WIN: TEN YEARS OF BUILDING SOCIAL DIALOGUE IN PERU

“When I look back at ten years of social dialogue in Peru, then it’s the people I think of: they are the soul of the change. Their personal commitment, the fact that they know each other, laugh together, trust each other: that is what change is. It makes me proud when I see that”, says Samuel Machacuay.



The key players: Carmela Sifuentes (l), Samuel Machacuay (m), Luis Salazar (r).

This kind of cultural change calls for real involvement and considerable patience. Samuel – for seventeen years now local consultant for Mondiaal FNV in Peru

– was the driving force, lubricant and translator in this process. Geraldine, after first being sacked because she had founded a trade union, then helped shape the process in her company.

SO HOW DID THEY GO FROM CONFLICT TO WIN-WIN? READ THE STORY, WATCH THE VIDEO.



NO CULTURE OF DIALOGUE

Samuel: “Peru does not have a culture of dialogue. By nature, we do not trust each other. I knew that something had to change, but it felt like a huge challenge to transform this fundamental distrust into a sustainable relationship between both parties.”

“But how do you begin? We started with the pair of leaders from both worlds who were in fact already in discussion with each other. Who had a personal click with each other and were open to building a sustainable dialogue. Working together with Mondiaal FNV, we came up with the idea of learning about social dialogue in the Netherlands, the polder model.”

EXCITING TRIP GENERATES SHIFT

The CGTP (trade union federation in Peru) and Mondiaal FNV invited people from the employers’ side as well as the that of the employees to a trip to the Netherlands. Everyone was invited in a personal capacity: as a Peruvian with a desire to contribute to the development of our country. It was tremendously exciting to invite these two groups - who were so very different - for a trip together. But I noticed right from the beginning that the employers were already adopting a

conciliatory approach: they invited everyone to the airport lounge, and then everyone was keen to sit next to each other on the plane. This was the beginning of a remarkable trip, during which we were given a look at the Dutch model behind the scenes. It was while still in the Netherlands that Carmela Sifuentes (trade union federation CGTP) and Luis Salazar (employers’ organisation SNI) decided that they, too, wanted to set up a Labour Foundation. A symbolic moment!

TRUST WAS THE KEY THROUGHOUT THE PROCESS

Trust was the key throughout the process and building trust takes time. The trust that there already was between a pair of individuals, needed to expand bit-by-bit to the whole system. We invited employers and employees to informal discussions, practised using win-win negotiations, trained trade union leaders, who then in their turn trained others. The sporadic consultations were periodic, the Asocacion para el Trabajo - the Peruvian variant of the Dutch Labour Foundation - is now a fact and I see that employers and employees are increasingly willing and able to stand in each other’s shoes: there is mutual understanding and respect.



Geraldine

SACKED FOR HAVING FOUNDED A TRADE UNION

Geraldine is one of the people who has shaped the shift in the labour relations in her company. She works for a pharmaceutical company. "After nine years' faithful service, I was sacked because I had founded a trade union", Geraldine tells us. The poor working conditions in the pharmaceutical company were the reason that Geraldine and a number of colleagues took this step. Geraldine: "It was a difficult time for me: I was in shock from losing my job, it was a huge challenge to make ends meet without a job. But I fought to get my job back and I managed it and I also followed all kinds of training courses, including Mondiaal FNV's training course in social dialogue. It was a tremendously enriching experience!"

YOU HAVE TO BE ABLE TO PUT YOURSELF IN THE OTHER PERSON'S SHOES

Geraldine: "What I learned most from the training course is the importance of trust. Mutual respect is another important precondition for social dialogue. This requires you to be able to put yourself in the other person's shoes."

IMPROVEMENTS IN THE CBA AND PERMANENT DIALOGUE

"During new collective negotiations I was able to put absolutely everything I had learned into practice. As a union, for years we had tried to negotiate with our employer. But now this finally succeeded and we had good results! We achieved a whole lot: for example, a five-year bonus, a contribution to training costs and a higher salary. But the most important thing of all is that we now have a permanent dialogue with the employer in the form of a monthly consultation. The atmosphere at work is now totally different."

YOUNG EMPLOYERS AND EMPLOYEES TAKE OVER THE BATON

Samuel: "In Peru we've made tremendous strides: in a country where by nature we don't trust each other, in many places now there is genuine social dialogue between employers and employees. The social dialogue journey is still a long one, where much still needs to be improved, but I have every confidence that that the young employers and employees are now well able to take over and to ensure an even better future for the employees, the companies and so our country as well!"

SYSTEMIC CHANGE

Over the past 10 years (2012-2022) Mondiaal FNV has supported and facilitated trade unions and employers in Peru in building social dialogue. The country has a history of confrontation and distrust between employers and employees, which has often led to conflicts and even violence. Building social dialogue, which Mondiaal FNV participated in alongside Dutch employers' organisation DECP and the Dutch Labour Foundation (Stichting van de Arbeid), was a long-term process but it delivered systemic change; employees and employers are not in conflict but hold periodic consultations and make agreements. In a variety of sectors, including one that we're familiar with - the fruit & vegetable sector: blueberries, avocados and asparagus have for years now been readily available in our supermarkets.

Video, text, photography: Roderick Polak & Marleen Laverman.

STRONG UNION THROUGH ELSA TRAINING PROGRAMME

Mondiaal FNV has organised the ELSA training programme in Uganda for the past two years. Union leaders and trade union talents worked on their own leadership style and how to use it to strengthen their unions. Thanks to the ELSA programme, they learned to negotiate effectively with employers, to better organise their unions, to make them financially sustainable and to build valuable alliances. This has already resulted in successes in salary negotiations and membership growth, for some unions. “We can now join forces.”



Trade union leaders discuss during the ELSA training.

Photo: Jeroen van Loon

Laughter echoes through the workshop space.

“Introverts are slow thinkers. They are wasting time”, a male union leader sums up some prejudices, which he writes down on a flipchart. “But we extroverts are not good in listening”, a female union leader responds, while laughing. As an exercise, the Ugandan trade unionists had to split into two groups of introverts and extroverts. Then, they had to write down the characteristics of both types of people, as part of a session in which they get to know themselves better through a personality test and other exercises. It is just one of the many components of the Executive Leadership programme on Sustainability and Alliance Building (ELSA), organised by Mondiaal FNV.

GETTING TO KNOW YOURSELF

“If you want to change an organization, you have to make sure that people understand and follow you as a leader: why do you do what you do. Leadership is based on relationships, both internally and externally,” trainer Petra Bosse explains. “And to get along with others, you first have to know yourself,” the trainer continues. “Only then, you will understand others and you will be able to read them better. We call that Emotional Intelligence. This will help you to put together a good and diverse team.”

With the so-called ELSA-programme, Mondiaal FNV wants to increase the financial sustainability of trade unions in Uganda. “This is a comprehensive concept, which includes many things, but one way or another it means that you make unions more future-proof,” Tendayi Matimba, financial project manager from Mondiaal FNV says.

READ FINANCIAL REPORTS

Many unions in Uganda are facing financial problems. Like unions in the Netherlands, they have to deal with, for example, declining membership numbers. Many of the union leaders are also insufficiently trained in managing their union in an effective way. “Previously, I didn’t really understand our union’s financial audit report, when I had to review or even sign it,” Stephen Abima, secretary general of the 105,000-member transport union AGTWU says. However, during the ELSA training programme, all participants learned to make a balance sheet for their union and to read financial reports. “Now I can have in-depth conversations with our accountant. I’m also able to keep an eye on the union finances and take action when needed.”

The union leaders also learned about the importance of a digital management information system. “Only during talks with trainers from the ELSA-programme, I realised that we were not having any idea of how many of our seven hundred registered members were actually paying their membership fees”, says Anita Sseruwgi, general secretary of the Ugandan trade union NUCPAW, for workers in the creative sectors like the music and the film industry. The union launched a digital system in which they now register all members with their name and ID number, keep track of payments and even register at which activities they participated. The organisation also registers gender and age, so they are able to easily organise activities for specific target groups.

RECRUIT PAYING MEMBERS

Anita also came up with a method to make her members pay. "We started to organise discussions, workshops and all kind of other activities that attracted a lot of attention. However, we decided that members can only participate after they've paid at least a half year of membership fees", the union leader explains who managed through this system to recruit more than 17.500 paying members in the past two years.

Some participants even saw immediate results from the lessons learned about negotiations. "During previous salary negotiations, we often came in with a very rigid view whereby we were only focusing on our demands", says Peter Bendo, the general secretary of the Ugandan trade union UTGLAWU, for the clothing, textile and leather industry. However, during the ELSA-training module on negotiations, the Ugandan trade union leaders learned that rigidity can be a real negotiation-killer that might lead to going home empty-handed.

RESPECT EMPLOYERS

During a new salary negotiation, Peter decided to put the acquired knowledge straight into practice. "We tried to listen to the employers and to trust them. As a result, we noticed that they also treated us with more respect and started to listen to us," the 39-year-old general secretary explains. The union managed to get a 13 percent salary increase for the first year, 10 percent for the second year and another 10 percent for the following year. We could never have done that without the ELSA-programme", the Ugandan leader states with a big smile.

The training programme boosted the self-confidence of the young female union leaders in particular. "I used to be shy and I hardly dared to speak in front of a group," 32-year-old Barbara Badaru from the Ugandan trade union NUPAW, for plantation and agricultural workers, says. "I was the only young person among exclusively middle-aged or even older people at my union," the Ugandan tells who therefore felt out of place at the union.

THE IMPORTANCE OF YOUNG TRADE UNION ACTIVISTS

Through the ELSA-programme, Barbara got to know herself better and learned to stand up for herself. "The trainers also taught me various leadership and communication skills and gave me the confidence that also I could be a good leader", the woman tells, who with the gained skills and knowledge is now able to work more effectively for her trade union. She proudly tells that she recruited over 8,000 new members on the tea plantations in the past six months. "I spoke to large groups of tea pickers while I clearly explained to them why it is important to join the union. Aside of that, I convinced the management about the importance of rejuvenating the union. And since then, seven young employees have been hired."

Aside of all the lessons learned, all participants believe that it was extremely valuable to have such intensive contact with other Ugandan trade union leaders during the workshops. "Many of them I had met before during earlier official meetings, but everyone was very timid during those occasions," says Juma Mwamula, general secretary of the Ugandan private education union UPTU. "However, the ELSA programme encouraged us to share our problems and challenges", the 40-year-old leader tells. "As a result, we now trust each other. Therefore, I'm sure that I can contact any of them in case I need help and we now can join forces."

READ THE PERSONAL STORIES OF THE PARTICIPANTS

FIRST LGTBIQ+ TRADE UNION IN SOUTH ASIA ESTABLISHED

On 4 November, the first trade union especially for people who belong to the LGTBIQ+ community in Sri Lanka was established. The trade union is supported by the Mondiaal FNV-funded South Asian Gender Platform and by the local trade union NUSS.



Sri Lankan Tanya stands somewhat ill at ease before the lectern and looks around the room, where 25 people are watching her expectantly. Tanya’s story is distressing: “After being sacked 20 times, I decided that something had to change. It wasn’t my choice to change jobs 20 times, but I was so badly discriminated against because I’d made the decision to go through my life from then on as a member of the LGTBIQ+ community, that working became impossible.”

THE LGTBIQ+ COMMUNITY’S FIGHT AND PROBLEMS IN THE WORKPLACE

Tanya joined the many LGTBIQ+ groups that there are in Sri Lanka, where she was able to share her story and her pain. All these groups fight for the rights of the members of the LGTBIQ+ community. But none of the groups link this with problems at work. Supported by the trade union NUSS and within the framework of the Mondiaal FNV-funded South Asian Gender Platform, 2 years ago she decided to organise her LGTBIQ+ companions and to establish a trade union especially for them.

ESTABLISHMENT OF TRADE UNION A SPECIAL MOMENT

On 4 November 2022, international Mondiaal FNV colleagues Prabhu Rajendran, Wilma Roos and Annemieke van der Leij witnessed a very special moment.

The official establishment of a trade union especially for transgenders in Sri Lanka, the first trade union for this group not only in Sri Lanka, but also in the whole of South Asia! The leaders were elected, and the first steps taken to choose a name, design a logo and complete the trade union registration forms.

NUSS President Palitha Atukorale and coordinator Paba Deshapriya tell us that the process of getting to this point was by no means easy: “The LGTBIQ+ community is so used to hiding its identity and its ‘being’ that working with others in a trade union demands a lot from them”.

INTERNATIONAL LABOUR ORGANISATION CREATES AWARENESS

In 2019, the international labour organisation ILO adopted convention 190, on the elimination of violence and harassment in the world of work. This convention has turned out to be an important instrument in the establishment of this trade union. The convention devotes explicit attention to the fact that all groups in society, including members of the LGTBIQ+ community, are confronted with violence and harassment in their places of work. Information exchange to do with the establishment of convention 190 in 2019 therefore led to a greater awareness of this specific issue. Tanya and her fellow trade union members also hope that in the context of the ratification process of convention 190, the government will be positive in their evaluation of the registration of their trade union. They regard the global attention given to this issue as a great source of support.

MORE MEMBERS → GREATER TRADE UNION POWER → EQUAL RIGHTS AT WORK

Once registered, the next challenge will be to recruit more members for a broader support base and greater trade union power. To ensure that the government not only ratifies convention 190, but also amends national legislation and reminds employers of their responsibility. And to ensure that Tanya will not have to change jobs again and that this initiative in Sri Lanka can serve as an example for the whole of South Asia.

SOCIAL DIALOGUE SUCCESS IN SOMALIA

Social protection is a human right. And where better to negotiate that than at a tripartite negotiation table? Based on this idea, with support from Mondiaal FNV, ITUC Africa launched a project to stimulate social dialogue on the corona pandemic in six African countries. And with every success, as was apparent from the story of the Somali trade union leader Omar Faruk Osman.

The project 'Strengthening African Trade Unions' Social Dialogue Capabilities' took place in 2020 and ran in six African countries, Burundi, Burkina Faso, The Central African Republic, Sierra Leone, Botswana and Somalia. The aim was via social dialogue to have a voice in the corona recovery programmes and to generate greater attention to health and safety in the workplace.

In this half year, spearheaded by the Federation of Somali Trade Unions (FESTU), Somalia has achieved remarkable successes. Remarkable, because in Somalia an active civil war is still raging. The violent conflict has damaged the infrastructures in the country. Despite this, the trade union has built up a solid, close relationship with the employers' organisation. Omar Faruk Osman, General Secretary of FESTU since 2015, was in the Netherlands at the invitation of the FNV to the Afrikadag, when he spoke about the value of social dialogue. He also paid a visit to Mondiaal FNV, which included making time for this interview.

FESTU participated successful in the ITUC project to give an impetus to social dialogue. Why was this important for you?

"Workers all over the world, and African employees in particular, were severely impacted by the corona pandemic. We were lost. We had no experience in dealing with a pandemic. It would mean a huge loss of jobs and income, and we had a health crisis to deal with. Social dialogue with the government and the employers was therefore the obvious place to find an appropriate solution.

"Since 2019 we have had a social dialogue structure, where amongst other things we discussed the formulation of the Labour Act and its implementation. This was followed by an agreement with the government and the employers that the Somali National Tripartite Consultative Council (SNTCC) would be established as the formal structure for social dialogue after the ILO had made recommendations and all parties had approved."



Omar Faruk Osman at FNV's workshop on the 'Afrikadag' 2022

Can you say more about your approach?

"Somalia has absolutely benefited from this ITUC project, which Mondiaal FNV also contributed to. First we evaluated the situation: what were the issues and how would we tackle them? We got round the table with the employers, and there we explained the employees' demands. We called for a human attitude with respect to the situation, in other words that the employers should show solidarity with the employees. While initially the employers wanted to freeze all the labour agreements, they later dropped this. They promised to not to stop wage payments and not carry out dismissals, unless there was no other option, but then this should always first be in consultation with the employees. The employers agreed to all these demands.

"We discussed with the government the 5,000 public sector employees. It was agreed that they would be allowed to work from home with full pay, without reductions, and with retention of bonuses. Anyone without a computer or laptop at home would receive one from the government, as well as internet. All these agreements were a huge relief for us."

Did this mean you were able to achieve everything you wanted?

"A second important point for us was the employers' duty of care. If anyone falls ill, the employer should come to his or her aid financially. If an employee dies, the employer should pay for the funeral. In Somalia, however, when an illness or a death occurs, your clan or your family is responsible and so the employers feel no sense of obligation. For us this was an important point. They have a duty of care. The Labour Act unfortunately makes no mention of this. But we managed to persuade 60 percent of the employers to accept their responsibilities. We remain in discussion with the other 40 percent, but they don't as yet understand it."

What was the role of FESTU in this social dialogue?

"Our task was to encourage social dialogue. We want to reach collective agreements via a social dialogue and not via conflicts. So, while first being the driving force, we were later the partner in this dialogue. This meant we were able to reach almost every sector. Part of the agricultural sector did not participate, not seeing the use of social dialogue. This is still the case, and yes, that's hard to understand. In due time they will, indeed, join in, otherwise they'll be left out on a limb."

What do the successes achieved mean for the employees?

"For the employees this meant a great deal. All our demands were agreed to, and so most of the employees still had job and income security. This was a huge relief. Via us they were given a voice at the discussion table. In this period, we had much closer contact with our members than ever before. They often came to us to explain their problems."

PROMOTION VIA MEDIA

A component of the social dialogue was developing guidelines for the workplace on how to deal with corona. The trade union federation circulated this information via de media in a highly professional manner. FESTU arranged for a freshening-up area, which was visited frequently by media workers, and was therefore able to engage them in conversation and find out about planned media events. In this way, FESTU was able to encourage journalists to include issues connected with corona in their coverage.

Osman: "We promoted the guidelines surrounding corona on Facebook and other social media channels. Trade union leaders spoke on radio and tv about how we could restrict the pandemic. They also spoke about the rights of employees."

What has FESTU gained from this?

"We had two goals in this project: maintaining the numbers of members and organising more members. Since the project, we have grown by 13 percent. We now have 163,000 members, divided over twelve unions. FESTU has been in existence since March 2010, and we are still growing."

And what is the situation now? Are you still conducting social dialogues? On what subjects? And what are the plans for the future?

"We are still in dialogue about various different subjects, such as the Labour Act and ratification of ILO conventions. Social dialogue in our country is still in its infancy and is only just starting to develop. Our country consists of five federal states. Social dialogue takes place at national level, and we now want to focus on those states. We want to institutionalise the Somali National Tripartite Consultative Committee (SNTCC), comparable with the Dutch SER, and then roll it out to a local level." About the future - Osman is optimistic. "I dream of a better time to come. Things are now changing for the better. There is an opening to more democracy."

WHO IS OMAR FARUK OSMAN?

In addition to being general secretary of FESTU, Omar Faruk Osman has been head of the National Union of Somali Journalists (NUSOJ) since 2009. "Journalist is the most dangerous profession in Somalia," he says. He used to work for a commercial TV channel, covering political news. He is now a full-time trade unionist. "When you see a lot of abuse and oppression, the best response is to rebel against this. You have to stand up against injustice. A union is the best place to fight injustice." Unfortunately he was arrested and assaulted for his trade union work: "Only because I organised a protest." Osman is married and has two young children. "Being a union leader is not easy, but importantly: my wife supports me."

COLOMBIAN TRADE UNIONS ESTABLISH OBSERVATORY FOR JUST ENERGY TRANSITION

The climate crisis affects us all, including Colombia. And it's precisely in this country of coal and oil that trade unions are doing their utmost to achieve a just energy transition, Patricio Sambonino, Mondiaal FNV consultant, tells us. By establishing the Just Transition Research Observatory, which Mondiaal FNV helped to accomplish, workers want to be able to present sound proposals to the government. Proposals that will not pollute the earth and that will also create new jobs.



Patricio Sambonino

MINERS MADE REDUNDANT

The Netherlands is a major importer of Colombian coal. What is more, the Netherlands is co-owner of the Cerrejón coal mine, says Patricio Sambonino, consultant for Mondiaal FNV in Colombia. 40 percent of our coal comes from Colombia. Since the government announced several years ago that it would be reducing the use of coal for energy, Colombia's export has declined noticeably. Some of the mines already had to close down, which led to large groups of miners being made redundant.

UNIONS ARE OBSTRUCTED

The previous Colombian government was to a certain extent already actively engaged in energy transition, but it was mainly multinationals that were given the go-ahead to carry out 'sustainable' energy projects. With the result that exploitation and poor working conditions are still in evidence and, worse still, the local population is being driven out. It is moreover extremely difficult in Colombia for trade unions to enter into dialogue with the government and/or companies, who are often not open to it and obstruction of dialogue also occurs.

WIDESPREAD INEQUALITY BETWEEN MEN AND WOMEN

A total of 90,000 direct and indirect employers work in the oil sector in Colombia. Between 10 and 11% of the members of the three unions are women. Throughout the energy extractive industry there is widespread inequality between men and women.

ESTABLISHMENT OF OBSERVATORY

This can and must be done differently, was the unions' opinion. Trade unions Sintracarbón (mining), Sintraelecól (energy) and USO (petroleum) as well as the local population, environmental and civil-society organisations, with support from Mondiaal FNV among others, together began exploring the issue of a just energy transition. This led to the creation of the Just Transition Research Observatory, an institute that not only carries out research into sustainable sources in Colombia and develops policy proposals on the subject of a just energy transition but which also tackles the massive inequality between men and women in the energy sector.

Sambonino is closely involved in the new observatory, called Cipame. In full: Centro de Innovación e Investigación para el Desarrollo Justo del Sector Minero Energético de Colombia. "This is the first time in the history of Latin America that trade unions have jointly established an observatory", says Sambonino. "The idea is to develop proposals on a just transition together with universities in Colombia and Berlin.

LABOUR RIGHTS ARE PART AND PARCEL OF A JUST ENERGY TRANSITION

One of these proposals is to assert labour rights, coupled with a broad perspective of the energy transition. Consequently, Cipame has developed a strategic proposal that contributes to the energy transition process in the country, but which at the same time protects the rights of workers in the industry sector. Furthermore, Cipame has brought its influence to bear on various

universities, so that the workers' opinions and proposals as well as their rights are also taken on board, and not only the technoscientific view of the universities and the government.

TAKING PART IN TALKS WITH GOVERNMENT

The intention is not only for the observatory to carry out research, but also explicitly for the development of proposals to be presented to the government. "The tide is on our side", he says, "because in June, the centre-left candidate Gustavo Petro won the presidential election. This gives us a greater chance of taking part in the talks on the energy transition."

UNIQUE: COMBINATION OF ENVIRONMENT AND LABOUR RIGHTS

The new observatory means a lot to the trade unions in Colombia, Sambonino tells us. "it really is a new challenge. It is the first time that workers have combined a just transition with the environment and labour rights. In the past, the focus was only on labour rights. The government does not as yet have a policy on this issue, so now is the right moment to take part in the discussions. The observatory's vision is a very strong one thanks to the collaboration with the universities."

STOPPING FRACKING

Colombia is precisely a country where a just energy transition is so important, says Sambonino. Because it has oil fields, exports coal and itself consumes a lot of coal for its own energy supply. "One of the Observatory's proposals is to stop fracking. This is a technique to increase the permeability of rock, making it easier to extract oil, natural gas or geothermal energy. Something that causes significant environmental damage and is extremely dangerous for the local communities, depriving them of their land and livelihood. This is currently the subject of much discussion in Colombia."

ALTERNATIVES TO FOSSIL FUEL

Another discussion that is taking place is on good alternatives to fossil fuels. As yet no decision has been reached, says Sambonino. Research is still in full progress. "A precondition is that it must create new jobs. The new government seems to be open to our conditions. We now await an invitation to continue discussions on the subject. We're ready!"

LOCAL POPULATION IS IMPORTANT PARTNER

The collaboration between the various organisations and the local population is going well in Sambonino's view. "In the fight with the companies the local population is our key partner. We maintain good relations. During the last miners' strike, which went on for 97 days, the local population supported the strikers with food and other things they needed. And during the course of a fracking attempt, there was huge opposition from the local community, because the companies were destroying habitats, thus creating poverty for them. Fracking is now closely monitored. Not all workers are against fracking, because they also see that it can create jobs. However, the observatory is supporting the local communities in this fight."

LESS INEQUALITY BETWEEN MEN AND WOMEN

The observatory is also tackling the issue of inequality between female and male workers. We've even made a [video](#) about it", Sambonino tells us. "The female leaders of the three unions concerned are strong. During the discussions on the structure of the board of the observatory, they demanded a 50/50 composition, and they were successful. The board now consists of three women and three men. This makes them fully part of the decision-making process."

Video: Mondiaal FNV supports Colombian trade unions in their fight for a just transition

In November 2022, a delegation of Colombian trade unions, universities and policymakers came to the Netherlands to exchange knowledge with Dutch colleagues on a just transition. One such occasion was during an expert meeting in Pakhuis de Zwijger. As a facilitator of knowledge sharing, Mondiaal FNV makes sure that unions learn from each other's experiences and strengthen each other.



The board's motto is: A just transition is not possible without balanced participation. "The board is brand new, having only been constituted this year, and I'm curious as to the developments. It has been specified that in every new proposal, women are to be involved. They are pleased about this; they also firmly believe that

this is really necessary. For the universities, too, this gender perspective is new. In Colombia, just like everywhere in Latin America, men are dominant. In that respect much still remains to be done, but here we've taken a good first step."

TRADE UNIONS CRUCIAL IN AID & TRADE

In 2022, Mondiaal FNV took advantage of a number of opportunities to emphasise to Minister Schreinemacher of Foreign Trade and Development Cooperation the important role played by trade unions in combatting poverty & inequality and the development of fair trade and corporate social responsibility.



Personal meeting with minister Schreinemacher

MEETING IN PERSON WITH MINISTER SCHREINEMACHER

At the time that the Minister was fleshing out the key points of her plans relating to Foreign Trade and Development Cooperation, in FNV & CNV's view, it was important for her to recognise the crucial role played by the trade unions worldwide. Presidents Elzinga (FNV) and Fortuin (CNV) wrote a letter to the Minister, drawing her attention to a number of important points.

THEIR PLEA FOR ATTENTION IN 7 POINTS:

- Take account of the role of trade unions in all your programmes

- Strengthen the space for civil society worldwide
- Work to achieve long-term results by way of social dialogue
- Place the primary focus on the United Nations' Sustainable Development Goals & corporate social responsibility in government policy as a whole
- Ensure firm, enforceable and sustainable trade agreements
- Create robust, national legislation addressing corporate social responsibility
- Consult civil society organisations regarding the Ministry's new Africa strategy

DECENT WORK WORLDWIDE

Solidarity is the core of the trade union movement and this doesn't stop at the borders, just as the economy doesn't keep to borders. This is why Mondiaal FNV and CNV Internationaal have for many years now worked jointly with the Ministry of Foreign Affairs. Along with local trade union partners we campaign tirelessly for decent work worldwide. Together, we are active at the cutting edge of aid and trade: trade unions contribute to an inclusive and sustainable development of the economy in partner countries.

TRADE UNIONS NECESSARY FOR AN EQUITABLE DISTRIBUTION OF PROSPERITY & OPPORTUNITY

Now, especially, it is essential for the trade unions to be in a strong position to achieve an equitable distribution of prosperity and opportunity. The Netherlands

has a rich tradition of conducting negotiations between trade unions and employers and for years has applied this experience and knowledge in both aid and trade. We look forward in the coming years to continuing to contribute to equitable trade, responsible business practice, combating child labour and taking sustainable steps towards achieving a living wage.

VITAL ROLE OF TRADE UNIONS HIGHLIGHTED

The above-mentioned letter forms part of a broader introduction to the Minister of the work carried out by Mondiaal FNV and CNV Internationaal: at the beginning of the year, FNV and CNV Presidents sent a letter to the Minister to introduce themselves to her and to expound upon the work carried out by Mondiaal FNV and CNV Internationaal. The meeting in person followed on 29 August.

FNV TRADE UNION OFFICIAL ZAMANEY MENSU: 'WE WILL STAY ACTIVE IN QATAR'

Supported by Mondiaal FNV, the international sectoral union BWI is working steadily to improve the working conditions of migrant workers in Qatar, and have definitely achieved some successes. In light of the FIFA World Cup events in November 2022, the BWI organised a football event between international trade union members and migrant workers in this Arab Emirate. FNV trade union official Zamaney Menso was also present.



FNV trade union official Zamaney Menso

For eight years, the Building and Wood Workers' International (BWI) has been committed to improving the situation for migrant workers in Qatar after it was announced that Qatar would be hosting the World Cup

in November 2022. The country focused on building stadiums and improving its infrastructure. However, the 300,000 Qatari were not getting their own hands dirty, and left the construction work to the two million migrant workers from Asia and Africa who descended upon this oil-producing country. The BWI quickly realised that this would happen at the expense of the human and labour rights of the migrant workers. Initially, migrant workers came under the kafala system (a system used to monitor migrant workers, working primarily in the construction and domestic sectors in Gulf Cooperation Council member states and a few neighbouring countries), which required them to have a sponsor before they could enter the host country. Furthermore, they had to surrender their passports, could not freely switch employers, and were not even allowed to decide when to visit family in their home country. This system was abolished under the considerable pressure that was brought to bear by the BWI, among other organisations. 'However', says Zamaney

Menso, FNV trade union official for the Construction and Housing sector (sector Bouw en Wonen), 'it is still poorly enforced'.

UNDERGROUND NETWORK FOR WOMEN

Menso is also a member of the Board of Mondiaal FNV as well as the BWI World Board. 'If you organise world championships in a country like Qatar, you know that this will go hand in hand with violations of human rights and deaths', she says. 'We don't have any figures, but many people died during the construction of stadiums, and these were not all industrial accidents. However, it doesn't alter the fact that every death is one too many. When the BWI launched a campaign, the living conditions were very poor, wages were extremely low, and the number of hours people had to work in the scorching sun were terribly high. In the Netherlands, one would not even subject a dog to such conditions'.

Mondiaal FNV supported BWI's projects right from the start, thanks in part to its donors. 'We were one of the first and most loyal partners of the BWI, which is now bearing fruit. For example, we have developed a vast network in Qatar, including an underground one specifically for women, who can contact one another quickly by mobile phone if they wish to exchange information. This was a great achievement'.

MORE SAY THROUGH EMPLOYEES' COMMITTEES

However, there are more successes to be celebrated. For example, minimum wages were increased, the kafala system was abolished, and living conditions have improved. Even though migrant workers are still not allowed to set up trade unions, they have been given a greater say through employees' committees that serve as a type of works council. 'The fact that now we can be present openly in Qatar is also a gain', Menso adds. 'At first, we had to enter Qatar stealthily and stay off the grid. Now we have a BWI staff member permanently present in the country and are engaged in talks with the government'.

'TAKE PRIDE IN THE JOB'

The FIFA and the BWI jointly organised a football event in Qatar on 30 March 2022, with migrant workers involved in the construction of the football stadiums playing against young trade union members from all over the world. Four young FNV members also joined the event to draw attention to the demanding working conditions of migrant workers. Menso was also present.

'The visit to Qatar was good. First, we attended a two-day conference with several stakeholders, including companies. Next, there was a football match with mixed teams of international union members and migrant workers. The winners were awarded a beautiful trophy and honoured abundantly'.

According to Menso, the nicest thing about the trip was the contact established with migrant workers. 'I had many conversations with them, and always asked, "What is your greatest wish?". One woman answered, "To be treated almost as well as a man". Another woman, who was employed as a domestic worker, said, "That I take pride in my job, and that people respect me". This underlines how distressing the situation is in Qatar'.

FOCUS ON THE FUTURE

Over the past few years, the situation in Qatar has attracted more and more attention at the international level. The World Cup finals will be played on 18 December 2022. What will the BWI do next? Menso: 'Today, we no longer focus solely on construction workers but also on other work activities carried out by migrant workers. That is why we were able to set up an underground network for women, who work in the construction industry as well as in the hotel and catering sector, or as domestic workers. We consider it important to listen to their specific needs. For example, some women stated that they need more empowerment. I can imagine that, in line with this, we will develop training that will be provided twice a year'.

During the BWI conference at the end of March 2022, it became clear that migrant workers would like to have their own centre in Doha, the capital of Qatar. 'A centre where migrant workers can gather, ask questions about their rights and obligations, but also attend training sessions and develop social networks', Menso explains. 'In the next few months, migrant workers hope to generate as much attention as possible to develop this centre because they know that this media attention will stop as soon as the World Cup comes to an end on 18 December'.

GESTURE TOWARDS MIGRANT WORKERS

In the meantime, the BWI has initiated talks with parties such as the UEFA and the FIFA. 'Major sponsors are favourably disposed towards the idea, but the government of Qatar is still not cooperative. We therefore engage in lobbying activities to obtain permission and ask the football unions to support us. We hope that the

FIFA will assume its responsibility in this respect. There are multiple ways such a centre could contribute to the improvement of human rights for this group of

workers. It would be a great gesture towards migrant workers after many years of campaigning activities by the BWI and its partners'.

SEWA 50 YEARS

INFORMALLY WORKING WOMEN ARE VISIBLE!

For fifty years now, the Indian trade union SEWA has been focusing on organising informally working women. They transport cargo on their heads, sort paper, roll cigarettes, sell products on the street, do cleaning jobs or sew clothes. Whoever gets to know SEWA, is immediately won over. This explains why Mondiaal FNV has been a partner of this women's union practically from the moment of its formation.



Jyoti Macwan. Photo: U-producties

There was a modest celebration in April, says Jyoti Macwan, General Secretary of the Self Employed Women's Association (SEWA). Despite the formidable achievements accomplished by the organisation. "Our next target is to reach a hundred."

SEWA's history reads like a dream development. It was founded in 1972 by Ela Bhatt, who at the time was active in the Textile Labour Association in Ahmedabad. She became outraged about the position of female workers in the informal sector, who are totally without any rights. The organisation began with over a thousand members, with the objective of becoming a fully-fledged trade union. SEWA achieved this status in 2005. The women's union now has no fewer than 2.1 million members.

FIGHTING TOGETHER

Not only is India a poor country, but it is also a divided one in terms of religion. SEWA consciously chose to adopt a non-religious approach. "Our values are still the same", Macwan tells us. "Every SEWA meeting begins with a song that contains four prayers: a general prayer, followed by a Muslim, a Hindu and a Christian

prayer. We believe in non-violence, and we are respectful of all religions. We are all one and we fight for economic freedom."

This is what has given SEWA the strength to survive. It empowers the union to stand firmly behind its members, in any sub-group in the informal sector. "In India, the informal sector has always been substantial", says Wilma Roos, policy officer at Mondiaal FNV, who first got to know SEWA in 2003. "In the Western world, working relations are also becoming increasingly more informal. Here in the Netherlands, take for example the flex workers, the baggage handlers and the increase in subcontracted work. SEWA is one of the first trade unions in the world to have successfully organised workers as a trade union. We can all learn from this."

VISIBLE AND LOUD

Jyoti Macwan talks about SEWA's first few years, the successes and how they steadily built up their 'army of women'. "SEWA's first campaign was focused on making these informally working women visible. To let these workers' voices be heard and their value be seen at national level. They're now most definitely visible and they can be heard loud and clear! The second result that has been achieved is membership. SEWA started out with 1,070 members. We now have 2.1 million, including many young people."

Previously, all labour legislation in India was geared to the workers with a labour contract. "This is no longer the case", says Macwan. "Far greater attention is now paid to the informal economy." SEWA initiated two laws. The first is the Social Security Act in 2008, ensuring provision of health care and pensions for informal workers. The second is the Act for Street Vendors in

2014, offering them protection. Internationally too, SEWA has put informal work firmly on the map, for both the ITUC and the ILO.

HOLISTIC APPROACH

“SEWA is an example of how to successfully organise employees”, contends Roos. “Particularly noteworthy is that the women’s union has a holistic approach. They not only involve themselves in the terms and conditions of employment, but also in running their own credit bank, a SEWA university, 110 cooperatives and three businesses of their own. It has been said for quite some time now: SEWA is not a trade union, but a movement or an NGO. But, SEWA is in fact all three.”

A GAME OF CAT-AND-MOUSE

As already said, SEWA has achieved a good many successes. Macwan is asked which they have achieved thanks to social dialogue. “There are just so many!”, she says. Among them she refers to the negotiations for the tobacco workers, which ended up as a game of cat-and-mouse. “Time and time again our leaders organised social dialogues for implementation and they held tripartite meetings. In the end, the employers did give in and they paid us an adequate wage.”

SEWA is now fifty years’ fighting further on. The adagio ‘Voice, Visibility and Viability’, especially that of the informal workers, continues to apply, says Macwan. “Providing a decent livelihood and social protection and the fight against poverty still remain for us the greatest challenge.”

MONDIAAL FNV PARTNER DEMANDS COMPENSATION FOR FAMILIES AND A BAN ON TOXIC PESTICIDES FOLLOWING SCANDAL

A year after a huge toxic pesticides scandal in the Indian state of Andhra Pradesh, there is still no clarity as to the cause and the consequence. Mondiaal FNV partner, agricultural workers’ union Nisarga, is working hard for the victims and for the employees. In addition, the union is tenaciously probing for information from the government. The union is also demanding a ban on 32 toxic pesticides, which are already banned in other countries.



Pesticide spraying. Photo: Roderick Polak

On 5 December 2020 things started to go wrong in Eluru, a city with over 200,000 inhabitants situated on the Tammileru river. Tributaries of the Krishna and Godavari also flow through the city. During the course of the evening, a resident was taken to the hospital with non-specific symptoms, while nevertheless

feeling extremely sick. Over the course of the next few days, many more cases followed. A total of over 580 people were admitted to hospital with a mystery illness, including over 300 children. Blood samples from fifty patients displayed high levels of lead and nickel, which gave rise to the fear that the cause could be pesticide poisoning. The patients had different occupations and lived in different parts of the city, which made it difficult for researchers to locate the source of the illness.

FUNGAL AND BACTERIAL ATTACK

The water from the rivers is consumed by the residents and for this reason water pollution was suspected. The city is dependent on water from the agricultural areas. In these areas there is extensive rice, vegetable and maize production. Seed production too. It is not without reason that FNV’s seed project is carried out in this area. In the second half of 2020, the farmers were

confronted with a serious fungal and bacterial attack on their crops, which led to large-scale pesticide spraying. The increase in mosquitoes in this area also led to excessive spraying. Symptoms reported by victims such as seizures, tremors and loss of consciousness indicate neurological disorders and are highly typical in cases of pesticide poisoning.

“We discovered that 32 pesticides are used in India that have long been banned internationally.”

UNION ORGANISES PUBLIC HEARING

In the weeks that followed, six people died from the mystery illness, including two children. It gradually became clear that the outbreak could indeed be attributed to pesticides, which were poisoning the drinking water. Nisarga coordinator Chennaiah Poguri is highly critical of the procedure that was carried out. “The government sent highly qualified doctors to Eluru.

Everyone happy then, because that meant the sick people were in good hands. However, after that absolutely nothing happened. An investigation was conducted, a report was prepared, but up to present time we have received no information. On 26 October we organised a public hearing, during which government officials promised to release the reports. But we’re still waiting.”

PREVENTING THE SCANDAL FROM BEING QUIETLY DROPPED

Meanwhile, Nisarga did not sit around doing nothing. Trade union people gathered as many facts as they could themselves and shared these with the local population. Poguri: “So that the government won’t be able to quietly drop the scandal. A lot went on out of sight, as the disaster happened during the corona lockdown. We discovered that 32 pesticides are used in India, which have long been banned internationally. What is the effect on the employees? The government is taking no responsibility.”

NISARGA IS DEMANDING COMPENSATION FOR THE AFFECTED FAMILIES

Nisarga has formulated a number of demands to this effect. In the first place, they are demanding access to reports that have been prepared. “We have ourselves contacted the federal state government and the state hospital where the afflicted people were admitted. Both denied having any information. It is now down to the central government. Furthermore, we are demanding 500,000 rupees compensation for each of the families of the victims. And, finally, the government now has to take action in banning the 32 toxic pesticides.”

ACTION ON SOCIALE MEDIA



YOUR SUPPORT = FREEDOM

Mondiaal FNV called attention to the situation in Myanmar and campaigned for the release of jailed trade union leader Thet Hnin Aung.

By organising a fundraising campaign for the Lawyers' Collective that defends over 200 trade unionists and human rights activists detained in Myanmar. A total of €4,463.05 was contributed.



De kleding die je koopt kan maar zo gemaakt zijn in **#Myanmar**. Sta jij er weleens bij stil wat de werkomstandigheden zijn waaronder jouw kleding gemaakt wordt?

Natuurlijk proberen we ons er steeds meer bewust van te zijn. Maar de werkelijkheid laat zien dat het nog niet is zoals het moet zijn. Onze vakbondsleider **#ThetHninAung** zet zich in voor betere werkomstandigheden. Maar in plaats van hem te ondersteunen is hij onterecht opgepakt omdat vakbondswerk verboden is in Myanmar.

Er hangt Thet nu een gevangenisstraf van 20 jaar boven zijn hoofd. Wij willen hem een eerlijk proces geven. Daar hebben we jouw donatie voor nodig.

Bevrijd Thet. **#Doneer nu** zodat Thet zijn werk weer kan doen.

#dichtbijopafstand #Doneernu

Ruben Korevaar

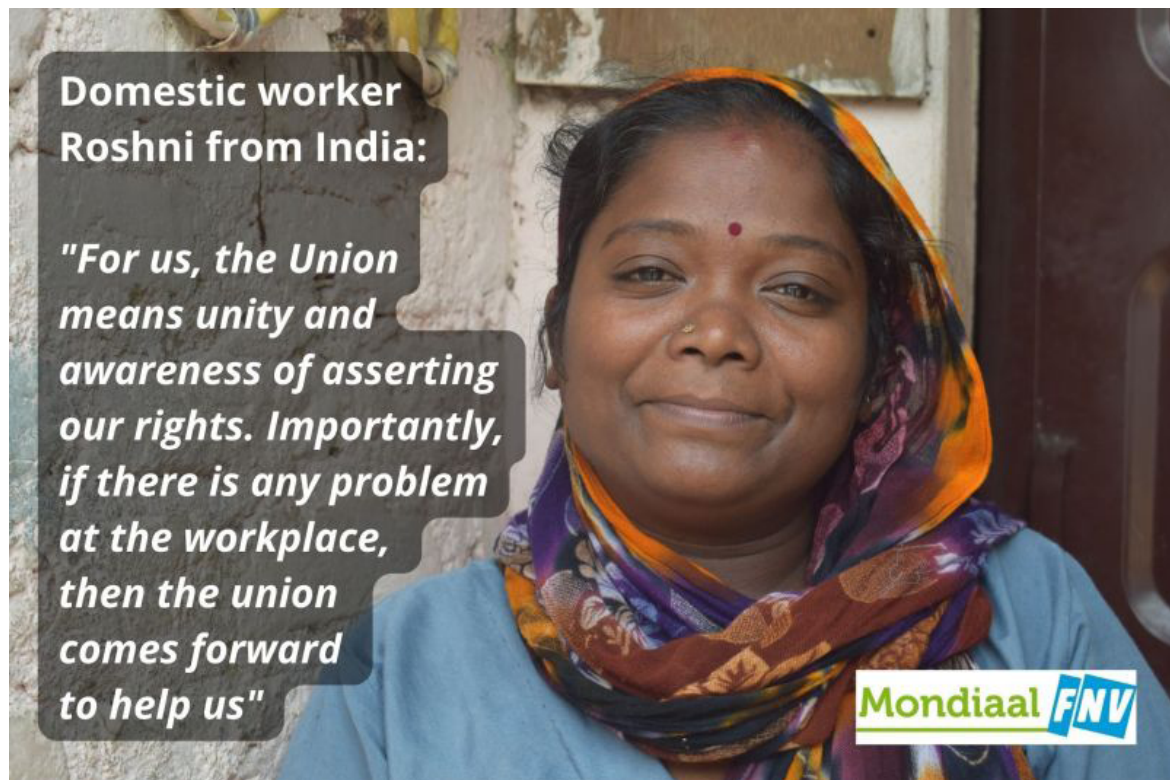
A new life for domestic worker Rita! Because thanks to our project, a national alliance of trade unions for domestic workers has been established in #India. Members now have access to social welfare provisions & a safer work environment. This is quite remarkable, considering that Indian domestic workers are often not recognised as having worker status with legal protection. They often work 8 to 18 hours a day, in poor and sometimes dangerous conditions.

Vandaag is het International **#DomesticWorkersDay**: we staan stil bij de positie van huishoudelijk werkers wereldwijd. Dankzij een project dat wij steunen, is er in India een nationale alliantie van vakbonden voor huishoudelijk medewerkers opgezet.

Roshni uit India beseft hierdoor nu dat ook zij rechten heeft die ze kan laten gelden! Net als de andere leden heeft zij nu toegang tot sociale zekerheid en een veiligere werkomgeving. Mooi nieuws, want huishoudelijk werkende worden nauwelijks beschermd tegen lange werkdagen, lage lonen, gevaarlijk werk en intimidatie door hun werkgevers. Check hier het hele verhaal: <http://ow.ly/WkJC50Jspn>

Samen werken we aan **#vakbondssolidariteit** en het verbeteren van de positie van huishoudelijk werkers wereldwijd!

#SDG8 #SDG5 #socialsecurity #dichtbijopafstand #veiligwerken #socialjustice #labourrights #socialimpact #domesticworkers



MONDIAAL FNV SUPPORTS AND PROMOTES THE GOOD CLOTHES, FAIR PAY CAMPAIGN

Millions of people all over the world work in the garment sector and do not earn enough to make ends meet. Legislation is a powerful mechanism to ensure that the wages of garment workers is increased. This is our reason for supporting the Good Clothes, Fair Pay campaign. It isn't just a letter campaign: if the campaign collects a sufficient number of signatures, the European Commission is required to consider legislation for a living wage in the garment industry.



Voor elk product met korting dat jij vandaag scoort, heeft iemand in een productieland uren gewerkt. Vaak voor een extreem laag loon. Hierdoor heeft een gezin vaak onvoldoende geld voor eten, gezondheidszorg of om kinderen naar school te laten gaan, met kinderarbeid als gevolg.



Vind jij ook dat deze mensen een eerlijk loon verdienen? Zodat zij rond kunnen komen van het werk dat zij doen?



Teken dan nu de **#GoodClothesFairPay** petitie! <http://ow.ly/t2wU50LLUaK>

Dit is niet zomaar een handtekeningactie: als de campagne voldoende ondertekenaars verzamelt, zal de Europese Commissie moeten kijken naar wetgeving voor een leefbaar loon in de kledingindustrie. Wetgeving zorgt ervoor dat alle bedrijven op de Europese markt aan dezelfde eisen moeten voldoen en werk gaan maken van een leefbaar loon. Vind jij ook dat dit nodig is? Teken dan nu de petitie! <http://ow.ly/U92v50LLUaN>

**#Fairfashion #SDG8 #wagegap #greenfriday
#blackfriday #livingwage #europeancommission
#kleding #clothingindustrie #sustainablefashion**
Iedereen verdient een leefbaar loon: teken nu de petitie!



HELP THE BUILDERS OF THE QATAR FOOTBALL STADIUMS

Mondiaal FNV called attention to the poor working conditions of the labour migrants who were building the football stadiums for the football WC in Qatar and organised a donor campaign, which raised 12,604.- euro.



Het WK in **#Qatar komt eraan!** Als je weet hoe zwaar de arbeidsmigranten hebben geleden toen zij de stadions bouwden, kijk je de voetbalwedstrijden toch met andere ogen.

Wil je iets voor hen doen? Steun dan onze campagne: zet een actie op en doneer! www.fnv.nl/steunqatar

Met jouw bijdrage zorgen we dat de werkers in Qatar sterker komen te staan en een beter leven kunnen opbouwen.

Dit kun je bijvoorbeeld doen:

- Als kroeguitbater: doneer een gedeelte van elk biertje dat je tijdens de WK-wedstrijden verkoopt.
- Als voetbalvereniging: zamel geld in bij alle leden of zet een sponsoractie op.
- Als kijker van het toernooi: vraag een bijdrage aan de vrienden met wie je de wedstrijden gaat kijken.

Help het onrecht in Qatar te bestrijden, doneer nu!

www.fnv.nl/steunqatar

#Qatar2022 #worldcup2022 #qatar #SDG8 #DecentWorkForAll

Help de bouwers van de WK-stadions in Qata



MONDIAAL FNV GENDER STRATEGY

We shared the public version of the Mondiaal FNV gender strategy. How do we work on #genderequality in trade unions and in the workplace?



The public version of our gender strategy is now online! Here you can read how we work on #genderequality in trade unions and in the workplace. Important, because all over the world women and men are not treated equal in the world of work. Moreover women are underrepresented in trade unions.

Our strategic ambitions are:

✓ We want to contribute to genuine democratic unions with equal representation, that also take up women's specific concerns.

✓ We want to make sure that more of the projects we support contribute to improving the rights of women workers.

Want to know more? Read our full gender strategy here:

<http://ow.ly/KLze50KKgvF>

#SDG5 #genderequality #gendergap #genderequity #genderpaygap #womenempowerment #womenrights

INTERNATIONAL WOMEN'S DAY

On International Women's Day we posted a video of STITCH, the partnership Mondiaal FNV is participating in to improve labour conditions for garment workers.

Het is vandaag #InternationaleVrouwendag #IWD2022. Vrouwelijke werknemers in de kledingindustrie worden vaak geconfronteerd met #geweld, #discriminatie en #lagerelonen. In de aanloop naar #IWD vroegen we met ons consortium #STITCH, kledingarbeiders, leveranciers, kledingmerken en vakbondsleders naar hun ervaringen en perspectieven op genderongelijkheid in de toeleveringsketen van textiel. Zie: <https://lnkd.in/eMPE2mjD>

Bekijk het filmpje met onze consortium collega's Lisa Süß en Zunaira Mughal.

Zij vertellen over onze STITCH-aanpak bij genderspecifieke problemen in de sector.

CNV Internationaal Civedep India Fair Wear Foundation Ethical Trading Initiative

#gender #kleding #vrouwenrechten #TogetherForChange



DECENT WORK CHECK

Together with our partner Wageindicator Foundation, we promoted the DecentWorkCheck. The decent check is a quick check of international and national labour law knowledge and at the same time an awareness tool. The Decent Work Check is seen as an eyeopener for workers, trade unionists, employers and even labour inspectors.

De DecentWorkCheck zorgt ervoor dat #vakbonden, fabrieksmanagement en #kledingmerken kennis opdoen over de wet en omstandigheden in de fabriek. Deze kennis kunnen zij gebruiken om via constructieve dialoog de situatie te verbeteren. Dit heeft vele voordelen, zoals:

✓ inzicht in verbeteringen op de werkvloer voor vakbonden, fabrieksmanagement en kledingmerken;

✓ oprechte en betekenisvolle stakeholder betrokkenheid;

✓ meer gelijkwaardige gesprekken tussen management en werknemers.

WageIndicator Foundation en Mondiaal FNV nodigen Nederlandse kledingmerken uit om zich aan te sluiten bij dit project. Zet kledingarbeiders centraal bij de verbetering van arbeidsomstandigheden!

<http://ow.ly/hGe750LvOvb>

#CSR #CSDDD #mHRDD #duediligence #HRDD #BizHumanRights #SDG8 Laudes Foundation
Ministerie van Buitenlandse Zaken

RESULTS OF THE TRADE UNION CO-FINANCING PROGRAMME IN A BIRD'S EYE VIEW

Mondiaal FNV receives funds from the Trade Union Co-financing Programme (TUCP). This is a Dutch Ministry of Foreign Affairs programme, and its aim is to strengthen trade unions in low- and middle-income countries.



Woman harvests blueberries in Peru. In the fruit and vegetables programme in Peru, partners concluded four new company collective agreements.

Photo: Roderick Polak

Below we present an overview of results following the indicators that were agreed and the projections that were given in the overall TUCP plan and in subsequent annual plans and the 2021 annual report.

Trade Union Indicators	Plan 2021	Realised 2021	Plan 2022	Realised 2022	Plan 2023
Number of concluded CBAs (sectoral, national)	150	10	24	5	10
Number of concluded CBAs (company level)		1166	271	376	1000
Coverage of CBAs	1.54M	1.95M	622500	471521	1.4M
Number of improved labour laws	8	9	12	5	6
Coverage policy change		156.3M	11M	3.36M	20M
Number of trade unions supported					
National Centres	54	11	11	6	6
Regional umbrellas		2	2	4	2
Sectoral Global Union Federations		5	6	8	7
Sectoral federations (national)		73	55	52	65
Other trade unions		23	15	90	21
Number of male trade union members	6.3M	43M	6.2M	6.15M	40M
Number of female trade union members	3.9	18M	3.8M	3.42M	17M
Number of women participants in training events	3000	15726	3300	16201	14000
Number of male participants in training events		10633	3400	18092	10000
Number of female leaders (top level)		8108	x	x	7500
Number of training events		640	351	1727	700

INTERMEDIARY OUTCOMES

The number of sectoral CBAs was concluded in the following programme areas: 3 in East African construction (Kenya, Tanzania), 1 in flowers (Uganda) 1 in Palm Oil Indonesia, and one in leather, Bangladesh.

Newly agreed company level CBAs were reported as follows: 14 in East Africa's construction, 210 in Ethiopia's social dialogue 12 in Colombian palm oil, 12 in Rwanda's social dialogue, 6 in palm oil Africa, 6 in construction MENA, 4 in Peru fresh fruits and vegetables programme. A relatively high number is reported from Ethiopia, accounting for over 60% of total number of CBAs reported. From other countries, lower numbers than expected are attributed to more difficult economic times where inflation eats into budgets of both unions and employers.

Improvements in labour laws were reported from Rwanda, (three counts, on OSH, tax exemption of low incomes and maternity leave). Provincial level minimum wage increases lobbied for in Indonesia were counted as 6 and for international comparison, have here been totalled as 1 "national level" change. Policy changes in Colombia, Indonesia and Ethiopia were delayed for various reasons. An important law change in India, especially in view of the theme of Gender Equality, was the increase in marriageable age of women to 18 years.

However, as this is not mainly related to the world of work, we decided not to count it in the above framework of TUCP indicators.

REACH

Mondiaal FNV directly supports 6 national trade union centres and coordination bodies: CETU (Ethiopia), NOTU (Uganda), CESTRAR (Rwanda), JTUCC (Nepal, a coordination mechanism between 10 national centres in that country), GTUC (Ghana); and CUT (Colombia), which are administering the coordination of trade unions in the palm oil sector.

Mondiaal FNV supports four regional umbrellas of trade unions. In Africa these are EATUC for the East African Community, and ITUC-Africa. ITUC-Africa represents 101 trade union centres in 51 countries, but we only support their work with two countries, namely Burkina Faso and Sierra Leone. In Asia we work with two large South Asian umbrellas, the South Asian Regional Trade Union Congress (SARTUC) and the National Alliance for Social Security in India (NASS). Both networks boast over 33 million members, our projects focus on national

level networking and agreement in the field of migration (SARTUC) and social security access for informal workers (NASS). Both ITUC-Africa and the South Asian regional umbrellas have been left out of the counting of TU-membership in the table above, which explains the difference from 2021 "realised" and 2023 "planned" data.

For regional coordination and trade union strengthening in areas where direct support to smaller unions is not feasible, Mondiaal FNV works with eight global union federations: EI (Education), IFDW (Domestic Workers), PSI (Public Sector), UNI (Services sectors), BWI (Construction and woodworkers), ITF (Transport), IUF (Agriculture, Food, and Hospitality sectors), IndustriALL (Industry, Manufacturing and Mining).

Via these GUFs, Mondiaal FNV supports some 40 sectoral federations. Furthermore, Mondiaal FNV supports a number of national sectoral federations bilaterally, including STECOMA (Construction, Rwanda), EIFCMWCOTU (Ethiopia), UHISPAWU (Flowers, Uganda), NFFPFATU (Flowers, Ethiopia), Sintracarbon (Coal mining) in Colombia. Some other sectoral federations are supported via foundations, the so-called Labour Resource Organisations (LROs), including the local textile and leather sectors in Bangladesh, the palm oil unions in Indonesia, most Indian partners, and FENTAGRO in the agro-export sector of Peru.

OUTPUT

Mondiaal FNV supported 1727 training events, attended by over 16 thousand women and 18 thousand men. A very large number of training events is reported from Bangladesh (1220), where larger trainings were downsized to topics that could be discussed in one-hour sessions in small study circles, to prevent workers from long travel and days of absence while being trained by the union, as an adjustment to long working hours in the textile workshops and leather factories.

The number of women participants was higher than last year, but lower than the number of male participants. A very large number of trained women (9220) was reported by SEWA in India in the downstream ship-breaking activities, a number which is to some extent counteracted by the huge number of men trained in the Bangladesh local textiles and leather projects (9270).

At the level of supported unions, a total of 1,440 male trade union leaders was reported, counteracted by only 270 female leaders, or 15%.

NO RESULTS WITHOUT FINE-GRAINED NETWORKS AND TRADE UNIONS

None of the results recorded by Mondiaal FNV and its partners would have been possible without dedicated members willing to take on the struggle if necessary, dedicated leaders who are willing to face the often

strong opposition and anti-union tactics of employers and governments. A strong contributing factor to the successes presented in this report is also the fine-grained democratically governed network and presence of unions: From the factories and plantations levels up to national capitols, regional forums and the international global level.

More about the [TUCP programme](#)

SOCIAL REPORT 2022

In the social report of 2022 we look back at the developments within the work organisation of Mondiaal FNV



Mondiaal FNV staff in a workshop during the Global Week 2022. Photo Liesbeth Dinnissen

KEY ISSUES

In 2022 there were a number of key issues for Mondiaal FNV. These were the aftermath of the corona pandemic and return to the office in combination with hybrid working, the high rate of sickness absences with a higher workload as a result, and conduct in the workplace.

Hybrid working had become the norm, but at a meeting session on this issue, staff said that they missed the personal contact. It was therefore agreed that everyone would try to go back to the office for part of the time and that presence at a number of meetings per year was compulsory. During the course of the year, we saw that physical presence at the office had once again increased.

Unfortunately, the sickness absence rate was high. The work could partly be covered by external personnel but part also had to be covered internally and the absences resulted in a temporary increase in workload for other colleagues.

In 2022 discussions were held with the team on conduct in the workplace and the Mondiaal FNV code of conduct. This is an issue that is on the agenda every year. We also discussed how Mondiaal FNV defines and expresses diversity and inclusion.

WORKFORCE

At the end of 2022, 19 people (17,97 FTE) were working at Mondiaal FNV and there were three vacancies, which were filled as of 1 February 2023. With the exception of one colleague, all the colleagues had 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.

DAY-TO-DAY MANAGEMENT AND BOARD

The day-to-day management is in the hands of Managing Director Karen Brouwer, who reports to the board of the foundation. The Board of Mondiaal FNV consists of 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 Board is composed of the President, Treasurer and Secretary. The Board is non-salaried: the members receive no remuneration for attendance at the meetings.

BOARD MEMBERS OF MONDIAAL FNV FOUNDATION IN 2022

Tuur Elzinga	President
Willem Noordman	Treasurer
Marieke Manschot	Member-at-Large
Zamanej Menso	Member-at-Large
Walter Dresscher	Member-at-Large

CBA AND REMUNERATION POLICY

Mondiaal FNV follows the FNV collective bargaining 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 bargaining agreement Rijk scale 19). A working week at Mondiaal FNV is a maximum of 35 hours.

PERSONNEL REPRESENTATIVE BODY

In 2022 a works council (OR) was established at Mondiaal FNV consisting of three people. The works council is active and involved. Together with management, a number of action points were drawn up to be worked on jointly, including: employee satisfaction; workload reduction; review of job descriptions.

GENDER, DIVERSITY AND INCLUSION

In 2022 the Mondiaal FNV gender-mainstreaming work group delivered a gender training session to the whole team. In addition, a work group prepared training sessions on diversity and inclusion. These training sessions for the whole team will take place in 2023.

ETHICAL BEHAVIOUR AND INTEGRITY

Mondiaal FNV has developed policy relating to ethical behaviour and integrity and has a code of behaviour which applies to direct employees as well as to self-employed people working for Mondiaal FNV and consultants who work for us abroad. Conduct in the workplace is an issue that is discussed with the whole team every year.

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). In 2022 ethical behaviour, conduct in the workplace and integrity were discussed with the whole team in a day-long meeting led by the confidential counsellor.

THE CONFIDENTIAL COUNSELLOR

In 2022 Inge te Brake (Te Brake Advies) was our external confidential counsellor. Mondiaal FNV's objective in appointing an external confidential counsellor is provide a qualified advisor in the capacity of external confidential counsellor for the staff (those with a permanent contract as well as those working on a consultancy basis) of Mondiaal FNV. The confidential counsellor observes strictest confidence in all her activities. Third parties may also address the confidential counsellor with complaints or questions (in addition to See Hear Speak Up).

COMPLAINTS 2022

In 2022 two cases were reported via our complaints mechanism. Together with the confidential counsellor, the cases were dealt with and brought to a successful conclusion for those involved. In addition, the confidential counsellor finalised 2 other complaints reports and there was 1 informative session.

FINANCIAL REPORT 2022



FINANCIAL RESOURCES FOR TRADE UNION SUPPORT

In 2022, Mondiaal FNV supported about 100 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 VMP) 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), corporate responsibility funds, as well as a contribution from the Dutch General Education Union (Algemene Onderwijsbond, abbreviated to AOb).

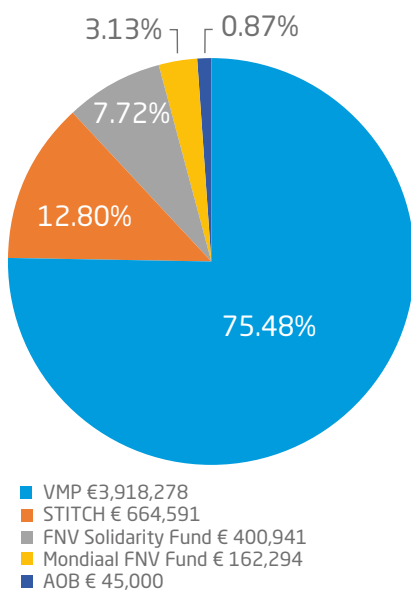
In 2021, the new VMP and STITCH subsidy phases started, the programmes of which had been approved at the end of 2020. Within the context of the VMP, at the beginning of 2021 we entered into a strategic agreement with BuZa, which will run until 2030 (ten years), and the STITCH programme will run for five years.

In the course of the next few years, the subsidy that Mondiaal FNV receives through the VMP 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.

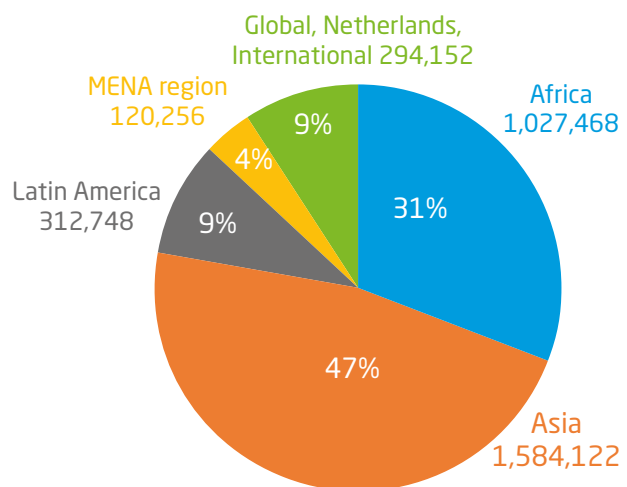
PROJECT EXPENDITURES

Mondiaal FNV uses the subsidies and donations received to support partner projects in Asia, Africa, and Latin America. The VMP financed 75.48 percent of the project expenditures, STITCH financed 12.80 percent, and other sources accounted for 11.72 percent.

Project and activity payments achieved / minus repayments



Regional distribution of commitments all funds



EXPLANATION OF THE FINANCIAL REPORT

In 2022, Stichting Mondiaal FNV had public funds at its disposal through the Trade Union Co-financing Programme (VMP), 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). 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 2022, 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, and 2022 was the second year of two of our subsidy programmes. In 2021, 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 in 2021, 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).

VMP

The resources managed by Stichting Mondiaal originate mostly from the VMP. Last year was the second of the 2021-2030 VMP subsidy period. In 2022, project commitments from the VMP amounted to a total of 73.25 percent of all project commitments made by Mondiaal FNV.

Furthermore, in 2022 an amount of € 3,741,016 in project funds was committed within the VMP, and the administrative costs allowance was € 1,296,165, totalling 63.51 percent of Mondiaal FNV's revenues.

The committed sum is many times lower than that in 2021 because it involved the start of a new subsidy period, during which many new long-term commitments were entered into.

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 the Dutch Ministry of Foreign Affairs within the framework of their Power of Voices programme. The FWF is the lead coordinator. In 2022, Mondiaal FNV allocated a sum of € 266,521 to projects within STITCH, and the administrative costs allowance amounted to € 395,633.

ADMINISTRATIVE COSTS

Administrative costs (organisational costs) are allocated on the basis of time recording. 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 CAPITAL

Mondiaal FNV's capital serves as a buffer to absorb any unanticipated setbacks. Its size has not been capped. Within this capital, an appropriation fund was created that is only to be used to commit more than 100% of the STITCH and VMP funds, in order to avoid under-spending BuZa's VMP or STITCH funds, as agreed with the Board of Mondiaal FNV. Mondiaal FNV's free capital has risen by € 206,129 to € 1,758,091.

FTEs AND REMUNERATION POLICY

In 2022, Mondiaal FNV employed 19 people (17.97 FTEs). The remuneration policy of Stichting Mondiaal FNV is in line with the collective bargaining agreement for FNV organisations (cao FNV Organisaties). The board members of Mondiaal FNV are not remunerated and do not receive any allowances for attending the Stichting Mondiaal Board meetings.

SUMMARY ANNUAL ACCOUNTS 2022

[Click here for the summary of the annual accounts 2022](#)

