



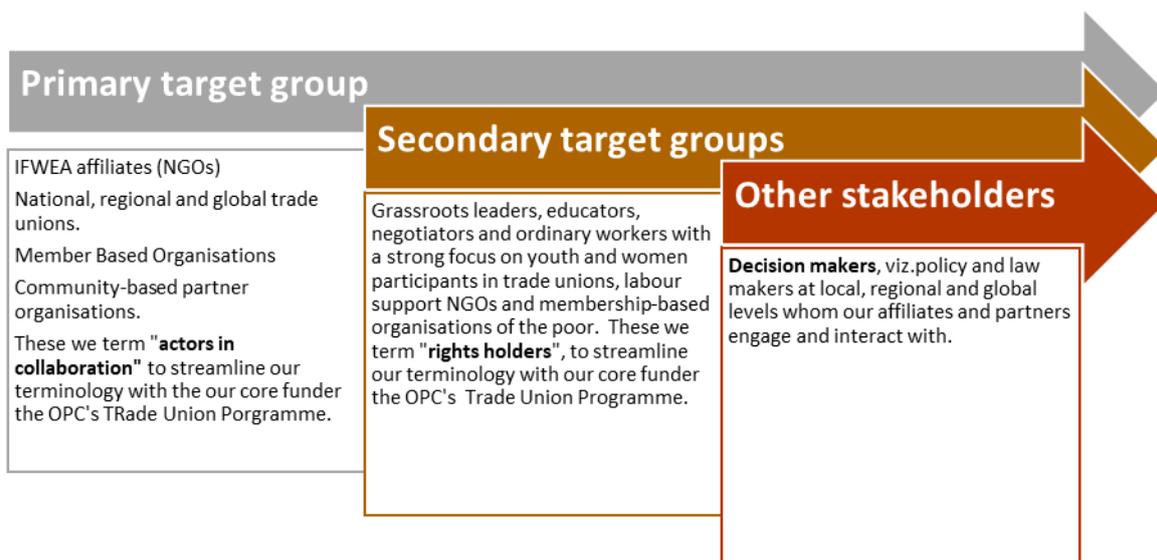
MID YEAR ACTIVITY REVIEW

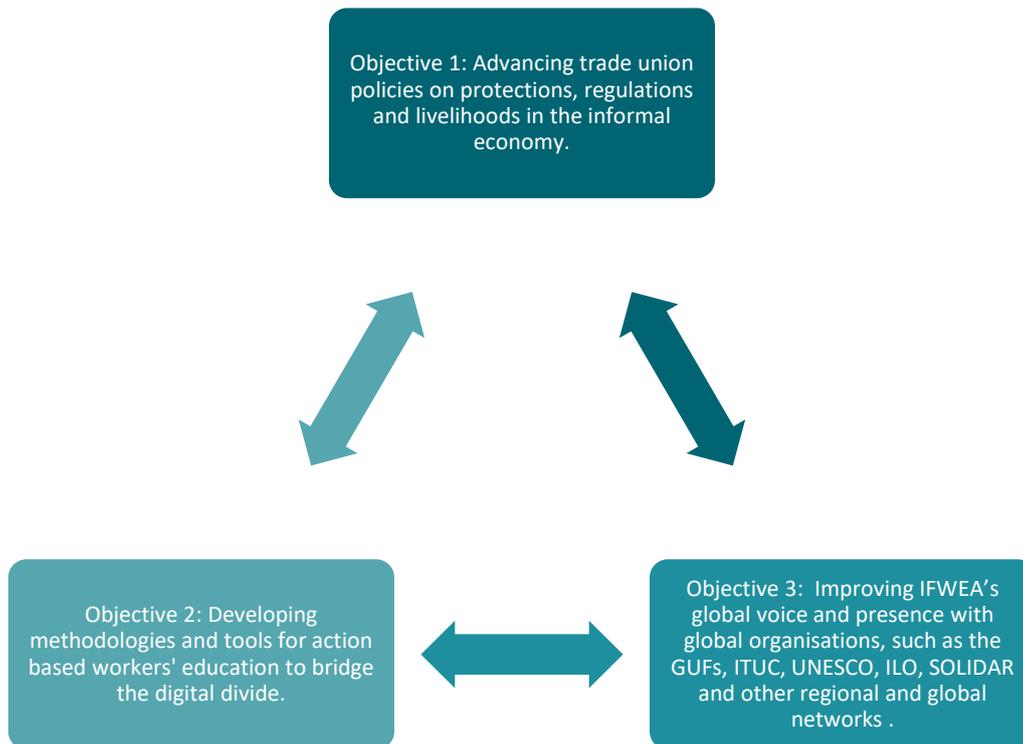
29 JULY 2022

INTRODUCTION

“Even in these changing times we continue to build solidarity and a knowledge base within local, regional and global democratic organisations.” – IFWEA Secretariat staff member

This year we celebrate our IFWEA Online Labour Academy’s (OLA) 10th anniversary. Our early establishment of an open source platform for worker educators, and the experience of ten years in online education enables us to share skills with our affiliates, education partners and Global Union Federations, as well as to expand our activities to organisations in more countries. OLA continues to enable us to build relationships between our affiliates and new partners from trade unions and education organizations, as well as between our affiliates and their constituencies. It also helps us to build relations within the global labour movement and with others who are involved in workers' education. This mid-year activity review speaks to the following target groups and strategic objectives of our five year strategic plan.





OBJECTIVE ONE: ADVANCING TRADE UNION POLICIES ON PROTECTIONS, REGULATIONS AND LIVELIHOODS IN THE INFORMAL SECTOR.

Study Circles on ILO Convention 190

The Convention C190 Study Circles project started in 2020 with eight study circles involving grassroots leaders in eight countries that have been involved from the start. These organisations are CLASS Nepal in Nepal, IDEA from Cambodia, FSPMI Indonesia, ISD in Sri Lanka, ZCIEA in Zimbabwe, INAESIN from Venezuela, PLADES in Peru and CENAC from Bolivia. They are currently identifying how far the process of ratification is in each country and the likelihood of it being ratified in the near future. They will also clarify the role that they can play in this process. The focus for 2022 is on creating a national voice on the ratification of C190, developing campaigns with allies and participating in social dialogue activities. In the case of Peru where the convention was ratified in January 2022, they will focus their study circle plans on ways to address the implementation of C190.

The workshops for the study circles facilitators in 2022 focus on topics that participating partners felt they needed more education on; these topics included: “Effective strategies to approach the government and parliament members”, “Creative campaigns for workers, trade unions and governments”, “The ratification process” and “The benefits of the ratification for workers, employers, governments and trade unions”. These workshops also serve as a platform where the different country groups involved share their strategies and experiences on the topics. Their engagement in these workshops shows commitment from participants to learn and improve.

Study Circles on Migrant Workers' Rights

The Study Circles on Migrant Workers' Rights started in 2021. The participating organisations are IDEA of Cambodia, Kopanang Domestic Workers Association of Lesotho (KDWAL), Indonesian

Migrant Domestic Workers Association in Malaysia (PERTIMIG) and SANDIGAN in Kuwait. PLADES, which is an affiliate from Peru, joined the programme this year as well. This project includes mainly domestic worker organisations from Indonesia, Lesotho, Kuwait, Peru, Cambodia, Singapore and Malaysia.

The study circles started in April 2022 and are focusing on the specific migrant rights that they want their governments to recognise in their countries, what their organisation needs to achieve this and what they need to learn. In the facilitators' workshop, a SWOT analysis was done to identify the threats, weaknesses, strengths and opportunities for the study circles towards achieving their goals and plans for 2022. Most of the study circles are now meeting physically as Covid-19 regulations have been eased. Participants will spend until November 2022 to implement their plans and share their experiences with each other as they progress in monthly workshops that are scheduled for the year.

Study Circles on Climate Change and a Just Transition

After raising broader awareness of the work IFWEA has been doing on the topic of climate change in 2021, there are four new organisations that joined the Climate Change Study Circles for Social Change Programme in March 2022. These are LEF (Labour Education Foundation), AMOSUP (Associated Marine Officers and Seamen's Union of the Philippines), CIPSET (Centre for Integrated Post-School Education & Training) and IBTIKAR (Innovation, in Arabic). These organisations will focus on awareness-raising around climate change in their different contexts, while IBTIKAR will run workshops for youth to come up with innovative solutions. CIPSET will do a study and social media awareness-raising campaign on the effects of climate change on unemployment. The three organisations who participated in the programme since 2021 will continue to the next level of engagement, to build broader social alliances. MUFIS is busy with their plans which include lobbying duty bearers and policy makers for the enactment of laws and policies that help to reduce climate change and that promote the green economy. AZIEA has met a few times in their study circles to plan activities related to advocacy through radio programmes. Furthermore, they have had meetings with local and central government officials for the purpose of raising concerns on the management of garbage collection and river pollution.

Two of the five scheduled workshops for study circle facilitators conducted by IFWEA to assist study circle facilitators to develop tools, methods and skills have been held online where facilitators shared detailed plans for their study circle groups as well as the steps they will take towards these plans. Upcoming facilitators workshops include topics such as "What is an effective campaign" and "Using social media for advocacy".

Information for Organising and Collective Bargaining

Education on collective bargaining and organising using new digital methods and tools with grassroots leaders builds the capacity of UNI Africa trade union affiliates to organise, represent their members and bargain for improved wages and conditions. 15 trade union leaders from nine unions in these countries; Côte d'Ivoire, Tunisia, South Africa, Lesotho, Swaziland, Mozambique, Zimbabwe, Zambia and Kenya were involved in two workshops on collective bargaining agreements. Workshops were held for UNI affiliated unions of the Shoprite Shop Stewards Alliance on the 14th of June 2022 and the UNI Africa affiliates from the Property Services Sector on the 23rd of June 2022. An assessment of the workshop with the participants has brought up the idea of regular workshops or a series of online workshops to be developed on collective bargaining for affiliates across the continent to share their experiences, learn from each other and cooperate to improve bargaining strategies.

OBJECTIVE TWO: DEVELOPING METHODOLOGIES AND TOOLS FOR ACTION BASED WORKERS' EDUCATION TO BRIDGE THE DIGITAL DIVIDE.

Foundation Skills Courses for Social Change

Our Foundation Skills for Social Change programme now also includes a series of self-paced digital foundation skills. The demand for basic digital skills to conduct education and other organisational activities is still high due to the Covid-19 pandemic and this motivated us to continue to develop these much-needed basic skills for educators, organisers, and grassroots worker leaders. Four new Digital Foundation Skills for Social Change courses were developed on: "How to administer the OLA platform as a manager", "How to use OLA as a student on a mobile device", "How to use Google docs to create a meeting agenda document" and "How to use Google sheets to set up a simple personal financial budget". The topics for these courses were identified after conducting a survey with our participants who actively participate in our Online Labour Academy courses and Study Circle programs. The participants provided us with some useful insights into which digital skills they prioritize as important to conduct their organizational tasks.

Previously developed self-paced courses were also updated and all the self-paced courses now each issue a certificate of completion, provided they meet all the requirements of the course. Another three self-paced courses on using Google apps and free digital tools will be developed for the second half of this year. We will continue to expand this training to several of our affiliates and participants in study circles and partner unions for the remainder of the year.

How to Design an Online Course

This course was created to enable educators to design their own online courses to run with members of their own organisations. The course has been in high demand since the start of the Covid-19 pandemic in 2020 as many countries around the world had to implement stricter Covid-19 measures. IFWEA offered this course again from March until May in 2022 for participants from trade unions and education associations in the following countries: Canada, Cote d'Ivoire, Eswatini, Jamaica, Kenya, Malaysia, Namibia, Palestine, Senegal, South Africa, UK, Zimbabwe, and Zambia. Based on the nature and the length of courses that the 24 participants are designing, we have extended the date for the practical component of this course until November 2022. There has been a general interest in each other's courses more than in previous years where participants gave feedback and ideas on how others could improve their courses.

Some union participants involved in this course are also interested in further support from IFWEA in developing their own online education programs. For example, UNI Africa participants are assisted to design courses for their own UNI Africa Online Workers' Academy, ITF is discussing potential support from IFWEA to roll out their course on Mental Health of which a pilot is starting in August 2022, and IFWEA assisted WIEGO in June 2022 to run their annual inaugural school on the IFWEA Online Labour Academy.

Training of Trainers Course: Digital tools and methods for conducting online trade union activities

For the second year, we have partnered with DGB BW to support Global Union Federations: IndustriALL, PSI and IDWF. Twenty-four participants from fourteen countries in Africa, Asia and Latin America enrolled in the course which started on the 24th of May 2022. This course is running over three months where in the first two months the participants learn how to conduct various online trade union activities; these include online meetings, online forums, online study circles, webinars, online workshops, and online courses which involve sharing their experiences in the weekly online

workshops. Our aim is to upskill worker educators in utilising various free digital tools to conduct online education which is based on shared values in the labour movement.

We have extended our education team for this project to include two more facilitator-educators of IFWEA affiliates who provide firsthand support to our participants. For the last month, the participants will be supported by our IFWEA facilitators team to design and run their own online activities within their organisations as a final activity for the course.

The IFWEA Online Labour Academy (OLA)

For the past six months, thirty-one organisations participated in our courses on the IFWEA Online Labour Academy (OLA); of these organisations nine were affiliates. There was a high interest level and participation from our affiliates to learn how to design and run their own online courses and this resulted in the development of 10 new affiliate courses. Top participations were observed from our affiliates ITF (International Transport Workers Federation), IBTIKAR (stands for Innovation in Arabic) and ZCIEA (Zimbabwe Chamber of Informal Economy Associations). Furthermore, we have provided support to BWI and UL Engage to develop online curricula and resources on OLA.

To ensure we stay abreast with the frequent changes and developments in the online digital space, we are preparing for a major upgrade for the OLA platform to Moodle 4.0 towards the end of the year, which may be an exciting, yet challenging process for some as we embark on a new way of using and navigating the OLA platform. We will also ensure that we offer support to affiliates and organisations to navigate the new platform.

The Participatory Online Pedagogy (POP) Certificate Course:

This is a course that we conceptualised at the beginning of the year and is in the process of being constructed. The course is aimed at developing a cohort of skilled online worker educators with enhanced digital skills, an understanding of how to integrate values of solidarity in curricula design, and who have gained proficiency in applying participatory pedagogy in education activities. Past and present facilitators for Foundation Skills courses will be given priority and they would be given credits for skills courses they have done previously which are essential for the course certificate. Registration is now open and the course will run from the 26th of September 2022 to the 4th of November 2022.

Popular Theatre Education

IFWEA supported the PATSIME Education Trust in Zimbabwe to run a popular education project based on drama together with the Zimbabwe Congress of Trade Unions (ZCTU) and the Plantation Workers Union of Zimbabwe (GAPWUZ). The aim was to reach marginalised and rural communities outside of the main city and raise awareness on health and safety, sexual reproduction rights, gender roles, violence against women and the abuse and oppression that women experience in marginalised communities.

The project was successfully implemented reaching over 1500 workers from the informal economy. For the duration of the project, 13 performances were conducted in five commercial companies. The participants were highly involved, both during the theatre performances and during the post-performance discussions which contributed directly to the learning objectives of the project. PATSIME uses Social Impact Theatre, which is a participatory and interactive method where they use the forum dialogue interaction methodology of facilitation. This form of facilitation allows the facilitator to assume the role of an actor or joker. The joker then promotes participation by making the engagement entertaining and thus encouraging participation by the audience. A beginners

course curricula on Social Impact Theatre, designed by PATSIMÉ, is available on OLA and open for application by educators.

UL Engage support for interactive workbooks

IFWEA is supporting UL Engage at the University of Limerick, Ireland, to develop a series of 10 online interactive workbooks. Each workbook provides a background on a particular theme to provide researchers with a better understanding of how to do research in different contexts and how to respect the dignity of the UL Engage community. These themes include Informal Spaces, Collaboration, Language, Unconscious Bias, Conflict Management, Building Relationships, Transformative Learning, Cultural Sensitivity, Research Reciprocity and Reflective Practice.

Each workbook also includes a vignette video from UL Engage voices, voice notes and related resources from IFWEA, as well as group discussion questions for students and staff on the particular theme. All 10 workbooks are currently in development and are set to be completed by the end of September 2022. The workbooks will also be available to be used by IFWEA and our affiliates.

OBJECTIVE THREE: IMPROVING IFWEA'S GLOBAL VOICE AND PRESENCE WITH GLOBAL ORGANISATIONS, SUCH AS THE GUFs, ITUC, UNESCO, ILO, SOLIDAR AND OTHER REGIONAL AND GLOBAL NETWORKS

Global Women's Leadership Webinars

This is a new initiative that was launched in 2022 in a response to develop a global women's leadership program for IFWEA affiliates and to find out what IFWEA affiliates are doing on this topic. A webinar involving seven affiliates on research was led by the Self-Employed Women's Association in India (IASEW) to highlight what our affiliates are doing for women's leadership, in July 2022. It included a session to promote collaboration. One of the outcomes from the workshops recommends that we should focus more on skills development for women leaders. The Secretariat team views this is an opportunity for our affiliates to run courses together.

There will be two more webinars in 2022 where we will look more closely at the different women's leadership work and journeys that IFWEA affiliates are engaged in, applying an online research and education tool developed by IFWEA affiliates Rutgers SMLR and the Labour Research Service called the "Women's Leadership Journey Map", which facilitates interest in each other's work and the exploration of how possible collaborative activities can evolve.

Collaboration with Partner Organisations

The use of the IFWEA Online Labour Academy (OLA) by global unions is increasing each year as OLA continues to support our objective of building a relationship between us and our affiliates and partner organizations, as well as between our affiliates and their constituencies. Similarly, it helps us to build connections within the global labour movement and with others who participate in workers' education.

The BWI Course on Organizing a Newly Identified Target Group, from research to a strategic plan was presented to the Global Organising Academy committee of BWI including their regional educators. This course was completed last year by the IFWEA Secretariat and a further six online workshops were developed to make the course a blended course enabling more participation and interaction as well as to provide mentoring to participants. The IFWEA Secretariat will also

participate in the BWI Africa regional educators' workshop to present the course and solicit union participation in the pilot of the course in July.

The IFWEA Secretariat supported IndustriALL to design a youth ITC curriculum for trade union organising, campaigning and collective bargaining for learning circles in selected countries for affiliates of IndustriALL. Three online workshops were held with IndustriAll youth from five unions in four countries, namely Kenya, Zimbabwe, Zambia and Tanzania. The aim was to include youth in the designing of youth education on ICT for learning circles. A draft curriculum was established through these workshops in May 2022. Following a four-day physical workshop from the 12th – 15th July 2022 in Nairobi, Kenya, the youth participants will now form learning circles in their unions to conduct courses on ICT skills for collective bargaining, organising and campaigns.

The IFWEA Secretariat supports the UNI Africa Online Workers Academy platform and is in the process of training educators from UNI affiliates to use the platform to conduct online education. The eight staff of the UNI Africa Secretariat were trained to manage the platform as well as to design and run courses. A further eight educators from UNI Africa affiliates in Kenya were introduced to the platform to use it for educating grassroots leaders in their unions. UNI affiliates in two other countries as well as the affiliates in the commerce sector will also be targeted to introduce online education in their unions in the coming six months.

The IFWEA Secretariat also collaborated with SOLIDAR in their design of a new education programme. EURO-GAP is intended as a structured and recurrent capacity-building programme of the SOLIDAR Foundation in Brussels. It is the result of a conversation among SOLIDAR member associations who wish the SOLIDAR Foundation to offer a space for education organisations coming from different backgrounds in Europe, to share education on the basis of the same set of values. The programme will be a way of exchanging ideas, practices, and support for one other in an institutional way, in the development of international cooperation and perspectives. EURO-GAP has been designed to connect with and relate to IFWEA's flagship global awareness programme, YGAP. In so doing it also offers a unique community-building opportunity for further cooperation between workers', popular and citizenship education organisations within and beyond European borders. The pilot edition of the programme has been developed jointly with the IFWEA Secretariat and pioneer participating member and partner organisations, viz. the WEA United Kingdom and Scotland, CEMÉA in France, and ABF in Sweden. It will take place from 14 – 18th November 2022 and will be led and coordinated by the SOLIDAR Foundation, and the IFWEA Secretariat will send an educator to join the facilitation team.

Youth Globalisation Awareness Programme (YGAP)

The IFWEA Youth Globalisation Awareness Programme is an annual two-week exposure and exchange programme for young leaders drawn from IFWEA affiliates and the labour organisations who are their partners and beneficiaries of their services. Due to Covid-19 travel restrictions, YGAP was conducted online in 2020 and 2021. This year, YGAP returns to Community House in Cape Town, the home of the IFWEA Secretariat.

YGAP delegates will participate in a seminar programme during the first week, facilitated by Secretariat staff with inputs from speakers and from delegates themselves. The seminar programme encourages collective learning and reflection through informed and purposeful interaction of the participants, who share their experiences and challenges as educators, labour representatives and organisers. In the second week of the programme opportunities are created for participants to immerse themselves in a practical grassroots experience through exposure placements in organisations working and organising around issues relevant to labour and social movements.

This year the delegates of YGAP 2022 will explore the intersectional relationship between nationalism and internationalism. The rise of right-wing nationalism has reshaped national and global politics, and nationalism in political discourse amongst working populations has strengthened across the world. YGAP 2022 delegates will exchange their views and experiences of this trend. They will share practical examples of how it affects the vulnerable working communities they serve, and collectively interrogate the implications for education which maintains an internationalist perspective. They will then develop an educational intervention to take back to their organisations as an example of popular education on this theme that serves to unify, rather than polarise.

Media and Communication

IFWEA media for 2022 thus far has been marked by an increase in traffic, viewer figures and reactions from mid-January until June, corresponding to an increase in social media posts, and the addition of new content on the website. 30 new content pieces were published on the website for this period. They were focused on interviews with IFWEA affiliate members and partners, campaigns, calls to action from affiliate members and other organisations in the worker education and trade union community, and additions to the IFWEA library featuring online educational and resource publications. A collaborative plan to feature study circle participants and facilitators over the next few months, and a focus on featuring more champions should result in an increase in articles. The IFWEA e-bulletin continues to be published monthly, in two formats – English and Spanish. Readership remains in line with international figures for this sector. The IFWEA Facebook page is updated daily.

An increase in social media engagements, particularly when news of IFWEA courses, activities and events are posted, has been noted. All platforms continue to focus on sharing the experiences of organising precarious and vulnerable workers by IFWEA and affiliates, as well as aligned organisations; promoting educational materials and programmes; and foregrounding campaigns and calls to action, with the ongoing aim to continue building a participative worker educator community. In the coming months we will look at how to improve our website and opening it up to be useful to a wider community of our affiliates.

HUMAN RESOURCES AND ADMINISTRATION

The IFWEA Secretariat team consists of six staff members Sahra Ryklief (General Secretary), Saliem Patel (Programme Manager), Renaldi Prinsloo (Educator), Shariefa Ebrahim (Executive Assistant), Melanie Julie (E-learning Developer) and Yusrah Abrahams (Administrative Assistant).

We continued the contracted services of Karen Rutter as our Communication Manager and Michael Hands Accounting Services as our Finance Manager and Yoshi Quinteros for education support with our Latin America Study Circle engagements and the Training of the Trainers project for 2022. IFWEA affiliate LEARN has been commissioned to support the expansion of education with global unions and affiliates, and have assigned Nina Langit-Gardia to work with the Secretariat team.

The Secretariat staff continues to have biweekly online Secretariat meetings to monitor work, ensure that deadlines are met and to support and guide staff with forthcoming activities.

A workshop was conducted in March 2022 to finalise activity plans and the budget for the year. A mid-year monitoring event was conducted from July 2022 which formed the basis of drafting this review. Teambuilding exercises to boost productivity and improve mental wellness were integrated into these events. The 2022 annual review and 2023 planning workshop will be conducted in November 2022.

While less severe than the first year, the ongoing impact of the global Covid-19 pandemic in 2022 on movement and face-to-face interaction has continued to affect us. Staff worked online from home for much of the time. Due to the high population-level immunity of Covid-19 in South Africa, most restrictions have now been lifted and we are hopefully able to return to normal face-to-face interactions when these are best required.

Governance and affiliation

The IFWEA Executive Committee met virtually on 28 March 2022, to adopt the audit report and ratify the operational plan and budget for 2022. A second virtual meeting will be scheduled for September 2022, to launch strategic discussions in preparation for an on-site EC meeting in December 2022 in Cape Town. This EC meeting will set the date, theme and parameters of IFWEA's Global General Conference, which is held every four years and will take place in 2023.

The IFWEA Executive Committee approved two new applications for Category 5 Affiliate memberships, viz. are Kopanang Domestic Workers Association Lesotho (KDWAL) and the Kenya Hair & Beauty Union. Our Bolivian affiliate, CENAC Bolivia has also changed their name to CEPRODE.

CONCLUSION

According to our operational plan for 2022, the majority of IFWEA programme activities are on track for the remainder of the year, each accommodating evaluation, feedback and future strategic insights. This year, many of our projects are in their second or third year of implementation. For example, the study circles have been running for longer than two years as well as the online skills courses. Thus, we are able to identify the activities which have served our affiliates, partners and their constituencies well and we are gaining insight on what their conditions are during these unforeseen times and what we and they require to expand expertise. There are many lessons to grow from and we are prioritising time to articulate, reflect and learn from these as we conduct our activities for the rest of 2022. We will continue to build and strengthen diversity in our relationships and evaluate our processes to determine how best to serve the global labour knowledge community.

Compiled by the IFWEA Secretariat team

Cape Town | July 2022