



*Development
Cooperation
Network*

Trade Union Development Effectiveness Profile

**a practical tool for improving the
quality of development cooperation**

What is TUDEP?

TUDEP is a learning tool to support trade union development actors worldwide in reflecting about their development cooperation practice.

It helps to facilitate the monitoring and evaluation of the application of the ***Trade Union Principles and Guidelines on Development Effectiveness***

Trade Union Development Effectiveness Principles

1. Democratic ownership

2. Autonomy

3. Partnership

4. Transparency

5. Accountability

6. Coherence

7. Inclusiveness and Equality

8. Sustainability

- **Democratic sustainability**

- **Political sustainability**

- **Organisational sustainability**

- **Financial sustainability**

- **Environmental sustainability**

How to use TUDEP?



As a part of a group reflection process between partner organisations



For individual reflection within one organisation

How does it work?

Trade Union Development Effectiveness Profile Tool

Format adapted from NGO Learning Questionnaire (Britton, Helvetas)
Developed by ITUC (with support of HIVA/KULeuven)

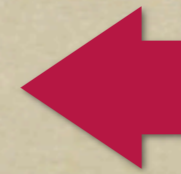
Your Name
Your Role/Position in
Your Project
Your Country
Number of years of experience

Please fill in blue fields

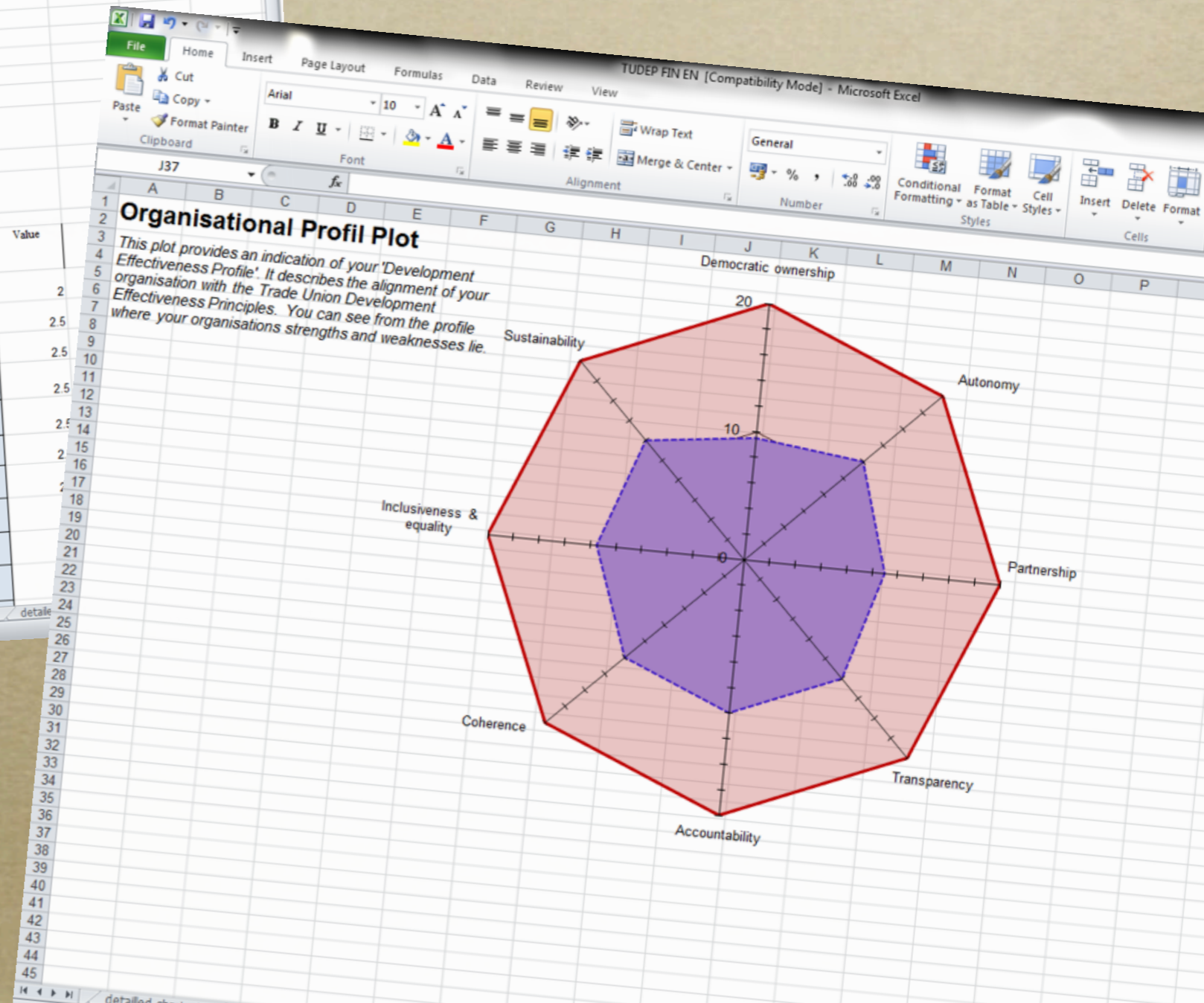
Thank you for taking the time to complete this questionnaire (those who have tried it have found that it takes around 30 minutes). When you have completed it, switch to the 'Analysis Sheet'.

Please read through each of the following statements and place a tick in the box that best describes the development approach in your trade union work. Give one (!) answer for EVERY question (→ one X per line)!

Characteristic	1 Not at all	2 Rather not	3 More or less	4 Rather yes	5 Totally	Comments (Optional)	Value
1. All the relevant stakeholders and beneficiaries are involved in the planning of the programme.				X			2
2. The planning process of the programme results in a planning document with clearly defined, goals, strategies, and activities.					X		2.5
3. The planning document has been agreed upon by the required leadership levels.							2.5
4. The programme design has been based on a needs analysis, done with the relevant levels of the membership and beneficiaries							2.5
5. Relevant stakeholders and beneficiaries are informed through the formal TU structures about the progress of the programme.							2
6. Relevant stakeholders and beneficiaries are encouraged to actively participate in monitoring and evaluation activities.							2
7. The supporting partner provides a demand-driven type of support, based on the priorities of the receiving partner.							2
8. The supporting partner manages to pool the necessary resources to provide a balanced mix of financial, and/or technical, and/or political support.							2
9. The programme is in line with existing motions, policy and strategic planning documents, approved by the internal formal structures							2
10. Capacity development, in terms of human resources, organisational and institutional development, is an important component of the programme.							2



Partner organisations fill in the questionnaire separately



Results are analysed, compared and visualised



Questions and feedback

TUDEP was piloted extensively in different contexts and in different regions. TUDCN has done its best to make the tool relevant, user-friendly and culturally appropriate.

To keep improving the tool, your feedback is very welcome!

We are particularly interested in your feedback on:

- Your motivations to use the TUDEP tool.
- Your experience in using the TUDEP tool: individually or together with your partner organisations.
- The accessibility of the TUDEP tool and the supporting Manual.
- The application of the TUDEP tool's results in your organisation: if and how the results are or will be used.



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For more information please contact:

Paola Simonetti

+32 (0) 2 224 02 03

paola.simonetti@ituc-csi.org

www.ituc-csi.org/development-cooperation