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NIPSA Supported Orungo Youth Integrated Development Organization (OYIDO) Project in Uganda

The partnership between WoWNI and OYIDO started in 2003, when OYIDO was a small community based organization (CBO). OYIDO has since grown into a registered national NGO, because of the institutional and capacity support offered by WoWNI over the years and funds provided by NIPSA since 2007 to the present day.

OYIDO is a dynamic and growing organisation. During

the partnership OYIDO members benefited from projects in poultry, fish farming, goat and heifer rearing, HIV/AIDS and general health education in the community, apiary and citrus farming. The whole district and surrounding districts were severely affected by the Lord's Resistance Army (LRA) rebel attack that displaced entire communities in Amuria district in June 2003 for several years. The benefits from the above projects, and

the hope this gave them, assisted the members to resettle in the villages of origin when the security improved in 2006.

With the arrival of NIPSA funding in 2007, OYIDO members took a decision to scale up their activities to target other community members. They organised communities into groups through which they are now channelling support

(continued on pages 2-3)

Chairperson's Foreword

This is the first opportunity since my election as Chairperson of the NIPSA Global Solidarity Committee to address NIPSA. It is a privilege to hold this most important post within NIPSA and to follow many



eminent predecessors, the immediate one being Janette McNulty who as Chairperson carried out the duties with enthusiasm, dedication, professionalism and a complete passion for her fellow brothers and sisters throughout the Globe living much poorer and less free lives than us. I would like on behalf of the NIPSA membership to thank her greatly for what she give to the Global Solidarity cause and I hope that it won't be too long until her activity on committee can be resumed. I have a very hard act to follow!

On the Global Solidarity Committee I am very lucky to work with a devoted and committed group of people. We have a great mixture of experienced and new members. Add to that the very exciting potential of 15 recently trained Global Solidarity Champions, with more to come in February 2010 (see page 6), being able to promote NIPSA Global Solidarity in the workplace and hopefully recruit many, many more of **YOU** to become donors to the Developing World Fund. It is a very exiting time!

Developing World projects are still a major part of the work of the committee. Developing World issues still account for the main expenditure from the fund. Probably the worst situation a Global Solidarity Committee member finds themselves in is having to turn down really good and beneficial projects simply because we don't have the money. Please don't put us in that position. The current level of donors is approximately 0.6% of the NIPSA membership. Please, please help to increase that figure significantly by completing the Donor Form on page 11. I leave you with a simple equation: **"more donors = more money = more projects = life for others!"** It really is that simple.



TREVOR SMYTH

Chairperson, NIPSA Global Solidarity Committee

NIPSA Supported Orungo Youth Integrated Development Organization (OYIDO) Project in Uganda (continued from page 1)

for 12 farmer's groups to implement their own projects. These satellite groups receive agricultural inputs like hoes, seeds, ox-ploughs and oxen for animal traction to develop modern agricultural practices through training, and improve food security of households.

OYIDO carries out community awareness to improve knowledge on the basic facts about HIV/AIDS. This has had a positive effect on reduction in the level of stigma and discrimination, built confidence among HIV/AIDS sufferers and allowed them to co-exist within the community and access improved care and support. Behaviour change towards predisposing factors is now evident as people are reminded about the effects and impact of HIV/AIDS. The sensitisation takes the form of community meetings, songs and drama. As a result people have accessed Voluntary Counselling and Testing (VCT) and those found to be positive have formed a CBO called Akwenyutu PLWA (People Living With Aids), which is now also a WoWNI partner and funded independently. The example of Akwenyutu members has gone a long way in awareness raising in the community about the danger of HIV infection but also gives hope to people who are living with HIV/AIDS. Akwenyutu members use themselves as inspirational examples of positive living. Akwenyutu is now a network with 318 registered PLWAs

As a result of the deaths of parents from AIDS and the LRA brutality resulting in many deaths in 2003, most communities are now faced with a challenge of looking after orphans and OYIDO is no exception. OYIDO has targeted orphans and vulnerable children with vocational training to equip them with skills for livelihood like tailoring, carpentry and joinery, brick laying and masonry and elementary business management. The benefiting orphans have now formed working groups where they offer services to the community and earn some income to meet basic needs for themselves and their younger siblings and grandparents. OYIDO distributed 150 goats to orphans that multiplied to 465. Some have been sold to enable the orphans raise school fees and purchase scholastic materials, so improving on school attendance for orphans.

Akiko Sarah, an orphan, aged 19 years benefited from the tailoring course. She lost her mother and her father is elderly and disabled. Sarah is the breadwinner in the family of six children, and as the eldest, is responsible for providing for the rest of the family members. *“The knowledge and skill I acquired has enabled me to care for our family. I buy clothing for our children, pay medical bills, and also provide for basic requirements in the family like salt, soap and food”* said Sarah. Sarah earns on average Ushs. 60,000 (£19) per week.

The poultry and heifer projects improve the nutrition generally in the community and provide alternative sources of income through sale of eggs and milk. The goats provide ready cash when sold, to meet a need quickly eg medical costs or educational costs at the start of the school year. As goats have a high birth rate, they produce about twice a year and often have twins, even triplets, a family can rear 2-5 goats per year. Money from the sale of goats is also used for other necessities like clothing, bedding, food, school uniforms for children and hire of farm labour for big tasks like weeding crops.

OYIDO has distributed 55 improved breed roosters to 45 villages to improve the local breeds when bred with local chickens. The cross breeds grow faster and fetch more money in the market.

Case Study 1 – Mr Abura John



Mr Abura John attending to his oranges

Mr Abura is 56 years old and a member of OYIDO. A few years ago he received 150 orange seedlings from OYIDO to start an orchard. The orange trees have now matured and will provide John and his family with sustainable income from the sale of fruits for years to come. For his first harvest of the oranges, he received 30, 000 Ush (£10). As part of

the project he also received a goat that has now given him 17 kids. He sold 6 goats and raised 210,000 Ush (£65) that enabled him raise some of the school fees for his two children studying at secondary school. Because of John’s good work, he was selected as a model farmer in the village for the NAADs programme (a Ugandan

Government agricultural support scheme) and given another 120 orange seedlings to expand his orchard. John gives back to the community by volunteering to be one of the 15 health educators trained by OYIDO to sensitise the community on general hygiene and HIV/AIDS. He is proud to have encouraged two of his neighbours to agree to undertake an HIV test. They tested positive and are now accessing treatment, which will improve the quality of and prolong their lives.

Case Study 2 – Aligo Mary

Aligo Mary aged 44 years is a mother of 6 children, 5 of whom are at school. She received a heifer from OYIDO, on condition she passed on the first calf to a neighbour, who in turn will do the same. To date the heifer has produced three times and Mary passed on a first



Aligo with one of her daughters

calf to the next beneficiary. She remains with 2 calves of which one is an ox that will be used to pull the plough for opening additional land for agriculture next year. This means she can grow more crops. When the heifer calves, Mary sells 2 litres of milk everyday at shs. 600 a litre. (£3) per week. She uses the money to buy school materials for her children and for meeting other household needs. Mary has had ill health for some time now and this money has been helping her to purchase medicine. **She is grateful to WoWNI and NIPSA for the support and acknowledges that without this life would be difficult for her and her children.**

Through the institutional and capacity building support OYIDO received from WoWNI, and the funding from NIPSA the organization has been reconstituted by others and has attracted funding from the Civil Society Fund in Uganda to expand implementation of HIV/AIDS related activities within Amuria District, and has also received additional goats for its members from Holistic Services Uganda (HOSU).

WoWNI and OYIDO sincerely thank NIPSA members for the opportunities and support they have given to this lively and achieving project for the last three years.



CODEMUH mobilises and takes to the streets in Honduras

Helping Women Factory Workers Continue to Fight for Workers Rights in Honduras

Partners of overseas development agency Trócaire in Honduras are continuing to fight for workers rights in the Central American country against a backdrop of political instability. Honduran organisations COSIBAH and CODEMUH are supported by NIPSA's Developing World Fund and work with thousands of people on the ground.

On June 28th 2009, the President of Honduras, Mel Zelaya, was ousted from the country in a coup jointly orchestrated by the military and significant elements of the ruling elite and political opposition. This event, which has plunged Honduras into

chaos and uncertainty, has been widely condemned and criticised by the international community. There have been serious accusations and evidence of human rights violations by the military, as well as heavy censorship of media outlets which don't support the interim government. The coup has effectively brought to an end 27 years of electoral democracy and political stability in Honduras.

It is in this volatile atmosphere that COSIBAH and CODEMUH are continuing to operate. Staff of both organisations are risking injury to continue working for the people the organisations represent.

Iris Munguía, the Coordinator of COSIBAH's women's programme, was arrested and brutally beaten by police, at a roadblock in San Pedro Sula in the north of the country on the 2nd July 2009. While fleeing from tear gas, Iris was arrested by four soldiers, dumped in the back of a police truck and taken to prison where she was beaten and refused the right to contact her family. The beatings went on for six hours and only stopped when lawyers were finally able to get her released.

Iris was born on a banana plantation and worked at a packing station for several years before becoming a shop steward and setting up the first

women's unit with the banana workers trade union. She has dedicated her whole life to improving the conditions of female banana workers and also to promoting gender equality in the workplace.

COSIBAH'S key objectives are:

- to support the right of workers to organise trade unions to improve the labour conditions of agricultural workers;
- to create awareness amongst workers of their rights;
- to document and denounce abuses of workers rights; and
- to lobby government for the implementation of labour codes that protect workers.

The organisation has strongly condemned the coup in Honduras and has called for the restoration of democracy and the rule of law in the country, an immediate end to

all violations of human rights and for protection of workers and civil society activists who are opposed to the de facto government.

CODEMUH has also heard testimonies from workers that relate to the unacceptable political situation in the country. One woman, who used the pseudonym **Maria Lopez** for her own safety, said, *"I am Honduran and work in a textile factory in the export zone. I was forced by my employer to participate in one of the so-called "Marches for Peace", organised by the de facto government and the business community. Four busloads of workers from our factory were forced to march. When I listened to the speeches it was obvious to me that it was a political rally against President Mel Zelaya. When CNN news cameras filmed the rally we had to chant slogans such as "We want peace" and "Long live Micheletti" (one of the coup leaders). I had to comply and*

keep my head down for fear of dismissal. To express another viewpoint would cost me my job and what I am going to do without work?"

CODEMUH is a women's organisation that works for the promotion, defence and extension of women's labour rights. The organisation provides legal aid for workers whose rights have been abused and undertakes awareness-raising in local media as well as mobilising public opinion to support Free Trade Zone workers in their struggle for better protection and for just working conditions.

It is obvious from these stories that many challenges face organisations such as COSIBAH and CODEMUH in Honduras and the fight for workers rights continues to be a difficult and demanding one. **With the support of Trócaire and NIPSA this fight against exploitation and injustice will continue.**



Heavily armed police face protesters at a peaceful march in San Pedro Sula, 2nd July 2009



Front Row L-R: Carol Skelly (Branch 12); Eamon Breslin (Branch 54); Heather McKinstry (Vice-Chairperson of Global Solidarity Committee); Damien McGeown (Branch 13); Leonard Barr (Branch 501)
Back Row L-R: Julie Donnell (Branch 301); Bill Geddis (Branch 11); Davina Clarke (Branch 301); Dermot Hughes (Branch 8); Janette McNulty (Branch 21); Lorraine McNulty (Branch 11); Louis Coyle (Branch 61); Brendan Fegan (Branch 31); Liam Reid (Branch 6); and Neil Alldred (Keynote Speaker)

NIPSA Members become Global Solidarity Champions

On 16 October 2009 NIPSA finished its first Global Solidarity Champions training course which was funded by the Department for International Development (DFID). Fifteen trade union members across NIPSA's membership base completed the course. The overall evaluation of the three day course was very positive. As a Global Solidarity Champion their role will be to:-

- Play a key role in mobilising and educating other NIPSA members, other trade unions, to work towards the eradication of global poverty and hunger.
- Work with the NIPSA Global Solidarity Committee in raising awareness and encouraging members to contribute to the NIPSA Developing World Fund.
- Take part in future work of the NIPSA Global Solidarity Committee to develop links and co-operation with the international trade union movement.

The main speakers came from the international trade union movement and two of our principal partners, Trócaire and War-on-Want.

A variety of important issues were introduced and discussed; for example:

- poverty and exploitation as one of the effects of today's world trade and how the

international trade union movement can fight against the power of the transnational corporations and the international financial institutions;

- the huge gender inequalities in the world and the importance of a trade union mobilisation for women's rights and gender equality; and
- the work of the International Labour Organisation towards the elimination of child labour.

The training course gave an insight to all the main social justice problems in our world, but it also offered explanations and reasons for the existence of the problems. It showed why international trade union solidarity is the key to progressive change on a local, national and global level.

The next Global Solidarity Champions Training Course will be a residential held on 25 and 26 February 2010 in the City Hotel, Derry.

Places are still available for this course. Therefore if you are interested in becoming a Global Solidarity Champion please email your details to karen.barrett@nipsa.org.uk. In the event of being oversubscribed, applications will be dealt with on a first come first served basis.

Colombia: Trade Unions in the Firing Line

“Injustice anywhere is a threat to justice everywhere”

Martin Luther King

At an event on 14th December 2009 to mark Human Rights Day and International Human Solidarity Day we presented our Global Solidarity Champions below with a certificate in recognition of completion of the training course.



The Champions, along with other NIPSA members, also heard a first hand account from Yessika Hoyos, a human rights lawyer in Colombia, of the horrors faced by Colombian trade unionists and their family. She also spoke about her father Jorge Dario who was murdered because of his trade union activities.

According to Yessika *“Colombia is the most dangerous country in the world to be a trade unionist. The vast majority of human rights abuses against trade unions were attributed to the security forces and paramilitary allies. Over 2,500 trade unionists have been killed in Colombia in the last 15 years solely for trying to defend the right to collective bargaining and freedom of speech. Many others have been tortured, falsely imprisoned, threatened and forced from their homes and jobs. Virtually no one has been arrested and sentenced for crimes committed against trade union members”*.

Yessika called upon the international solidarity movement to help the plight of Colombian trade unionists and their families by pressing on the British Ambassador in the Colombian Embassy

demanding that urgent representations are made to the Colombian authorities for the immediate release of many hundreds of trade union members, student activists, indigenous people and community leaders who are being unjustly imprisoned by the Colombian authorities.

Yessika also called on the international solidarity movement to write to their Members of the European Parliament (MEPs) to stop the EU-Colombia Free Trade Agreement (FTA). She said *“The Colombian trade union movement is completely opposed to this and similar trade agreements with the USA, Norway and Canada have all been blocked by their respective parliaments due to human rights concerns”*.

In response to these urgent action calls NIPSA has written to the Ambassador in the Colombian Embassy condemning the illegal and arbitrary arrest of Colombian Agricultural Trade Union’s (FENSUAGRO) Legal Officer, Alirio Garcia and demanding his immediate release. NIPSA has also written to its MEPs asking them to oppose the introduction of the FTA and stating “that any FTA with Colombia whilst this situation continues will be seen as an endorsement of a regime which has shown flagrant disregard for the rights and lives of workers in Colombia.



Trevor Smyth (*Chairperson of NIPSA Global Solidarity Committee*); Brian Campfield (*NIPSA General Secretary Designate*); Yessika Hoyos (*Human Rights Lawyer in Colombia*); Maria Morgan (*NIPSA President*); John Corey (*NIPSA General Secretary*); and Liam Craig-Best (*Director of Justice for Colombia*)

Oxfam Ireland and NIPSA Tanzania Visit 2009



In late October, Trevor Smyth, Chairperson of the Global Solidarity Fund, travelled with NIPSA longterm partner Oxfam Ireland to Tanzania. The trip was an opportunity to see Oxfam's projects first-hand, and to meet some of the individuals doing the work on the ground.

Trevor Smyth addresses local government representatives, villages leaders, Oxfam Ireland partners Hakikazi and Oxfam Ireland staff and volunteers in Karangai village, Tanzania.

Central to Oxfam Ireland's approach is partnership with local civil society organisations. Oxfam works with these small organisations, helping them develop with expertise in specific areas, such as livelihoods, or HIV and AIDS. As these organizations develop, the hope is that one day they will outgrow Oxfam, and stand fully on their own. In this way, Oxfam is building long-term sustainability into its work, empowering local people to find local solutions to the challenges they face.

Helping people earn a living



The first day of the visit consisted in a trip to visit livelihoods projects in an area called Arusha, in the shadow of Mount Kilimanjaro. Oxfam's local partner, an organisation called Hakikazi, works with local villagers helping them with innovative ways of earning a livelihood. It also helps them lobby their local politicians to deliver on the promises they make in areas such as education or land rights.

Photo © Oxfam Ireland

Happiness lives in Karangai village and thanks to an Oxfam Ireland funded programme has a small business recharging mobile phones.



Securing children's futures through education



Photo © Oxfam Ireland

Lucy is a teacher in a pre primary education programme funded by Oxfam Ireland. Due to the success of this programme, over 90% of local children are enrolled in pre-primary education. In this programme in Kilanya Primary School, children are taught not just to read and write, but also to learn through playing.

Another set of projects that were visited focused on education, particularly pre-primary programmes run by Oxfam Ireland and a partner organisation called Maarife. Oxfam and Maarife form a committee in each school made up of teachers and parents. The committee then works out ways to increase attendance of children in the schools, and how to support the most vulnerable children to get to school. Many orphans are provided places in school under this scheme.



Waving their brooms used to clean classrooms and home.

Fighting HIV and Aids

HIV and AIDS is a huge issue in Africa. Millions of people are infected by HIV, millions more affected. A generation is being wiped out, leaving children to be cared for by grandparents if they are lucky, by no one if not. Oxfam Ireland partners Kiwakukki are a small women's organization that is fighting this. In an Oxfam Ireland funded project, people are offered voluntary testing and counselling. School children are educated by volunteers and volunteer home based carers are organized to look after people in the community.

Photo © Oxfam Ireland



Piala Arcard (*pictured right*) is voluntary home based carer in an Oxfam Ireland programme in Moshi, Tanzania. Piala has been visiting Mary (*pictured left*) for over a year now. She brings a small food parcel when she comes, and helps Mary with simple care such as massaging her feet or applying moisturizer to sore skin.

Mary has AIDS and was found in a coma a year ago. She had been abandoned by her husband and five children. Her neighbours wanted to put her in

an asylum. Every day for the past year, a volunteer from the Oxfam Ireland/Kiwakukki programme visited her, prepared her meals, and made sure she got access to government medicines. Now she is healthy and walking about again. "Kiwakukki is my family now", she says.

Caring for those left behind

The last day of the trip was a visit to AFRIWAG, another women's organization responding to the HIV and AIDS crisis in their community. Together, Oxfam Ireland and AFRIWAG help orphans go to school by paying their school fees,



Photo © Oxfam Ireland

providing uniforms, books and even shoes in some cases. As well as material support, the orphans are supported to come to terms with their loss through 'children's corners'. These are play groups for orphans where they can grieve for their parents, and yet play and laugh with other orphans who have lost parents too.

Hashim (12) has lost both parents to AIDS. He lives with his grandmother in one room of a house shared by six other families.

Trevor's Report

As Chairperson of the NIPSA Global Solidarity Committee it was a great honour for me personally to be invited by Oxfam Ireland to be part of a delegation to visit projects in North East Tanzania which Oxfam Ireland are backing and some of which NIPSA has funded in past years. What I experienced there was something that will remain with me for the rest of my life. It was a time of mixed emotions, joy, distress, gratitude, shame and many, many more. I observed abject poverty but at the same time happiness. I saw people living in atrocious conditions but at the same time thankful for what they have. I witnessed children at school whose educational conditions were quite appalling but who still had smiles on their faces, love in their hearts and so well behaved. We felt that we were the ones being taught that day not them. To be in North East Tanzania for those 6 days was a real reality check. Believe me if you had been there you would be in no doubt that if you do not already donate to the NIPSA Developing World Fund then you would sign up on your return.

I feel that for that short period of time I was the eyes & ears of every NIPSA member. Confirm that I was your eyes & ears. Sign up to be a donor. The people of North East Tanzania along with millions and millions in similar situations throughout the world need the help that NIPSA can give. The ability to help increases with every new donor that signs up. Please be one of them. As said before I will never forget the trip or the Tanzanian people. Please ensure that you don't forget them either. Thanks.

Trevor

"Happy Congress"

An article in the ICTU Global Solidarity Newsletter of Spring 2003 reported that the NIPSA Developing World Fund was supporting projects in Belize, Central America and Lesotho in Southern Africa. Lesotho is a small country, completely surrounded by South Africa, on whom it is almost entirely dependent for trade, finance, employment and access to the outside world. The beneficiary of NIPSA's donation to Lesotho was a small Union, the National Union of Retail and Allied Workers (NURAW), which received a very welcome £4,792.

The good news was conveyed to NURAW by Jimmy Browne, the then Director of TUIREG which was based at Ruskin College at Oxford. In his message dated 20 February, 2002, addressed to NURAW's General Secretary, Elliot Ramochela, Jimmy chose

as a subject matter '**Happy Congress!**' a reference to the NURAW Annual Conference which was imminent at the time. In his opening remarks Jimmy said *"Well, I think you will agree that the timing is superb! NIPSA has agreed to award NURAW £4,792 sterling for the purchase of a photocopier, computer and printer. So, that should get the Congress off to a happy start..."* This assistance boosted the morale of all the Delegates and NURAW members and it was indeed a **Happy Congress!**

The assistance was not only timely but made a lasting impact with members of NURAW as it was the first Union in the mountain Kingdom to possess a computer let alone a photocopier.

During the Global Solidarity Summer School in August 2009, two Trade Unionists from Lesotho

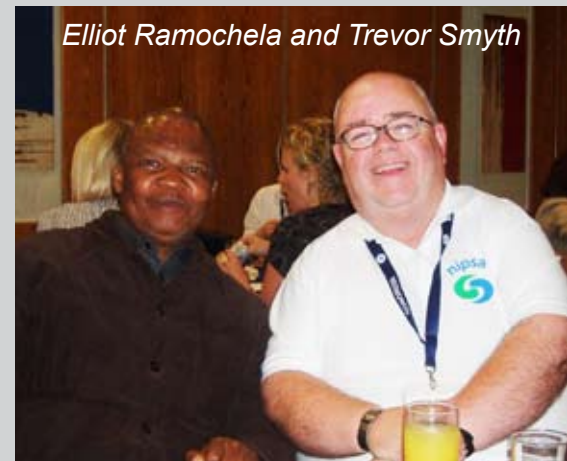
were in attendance as guests of ICTU, Adelina Maile, the National Treasurer of the Lesotho Association Of Teachers (LAT) who is also a member of the National

Executive Committee of the Lesotho Congress Of Democratic Unions (LECODU), along with Elliot Ramochela, the Secretary General of LECODU. Following the 2007 amalgamation

of NURAW with a sister Trade Union to form the National Union of Commerce, Catering and Allied Workers (NUCCAW), Elliot was also elected as the General Secretary of NUCCAW.

It was during the ICTU Summer School that Elliot Ramochela had an opportunity

to meet with the members of NIPSA and conveyed heartfelt gratitude for the assistance to NURAW. Attending the ICTU Summer School also gave Adelina and Elliot the opportunity to meet with the many participants and to exchange experiences and learn from each other. The two delegates from Lesotho took back many new ideas to the 'Kingdom in the Sky' and happy memories of their brief visit to Ireland. They were made so welcome by their hosts that they never even noticed the ever-present rainfall; well, hardly noticed it, anyway!



Elliot Ramochela and Trevor Smyth



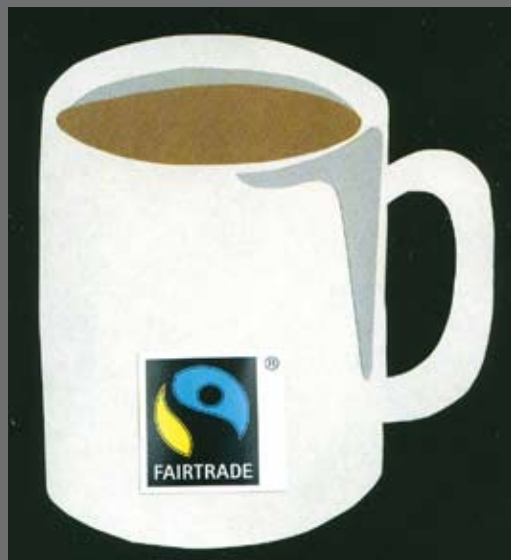
Elliot Ramochela, Secretary General of LECODU - Adelina Maile, the National Treasurer of the Lesotho Association of Teachers (LAT) and Brian Moore



The theme for the 2010 Fairtrade Fortnight is "The Big Swap". It runs from 22nd February to 7th March 2010.

Fairtrade Fortnight is an opportunity for us to join "The Big Swap" where we swap our usual stuff for Fairtrade stuff; the usual lemons, t-shirts or roses for Fairtrade lemons, t-shirts or roses.

This year's campaigner push will be for tea and the Fairtrade Foundation needs your help in rallying the nation to swap their cuppa for a Fairtrade cuppa. They are relying on your creativity to get your friends, employers, and community involved. There are lots of ways to encourage people to swap their previous brew and these can be found on the Foundation's website www.thebigswap.org.uk



The more ways you can help get people tea swapping the better. Each one will be proof that the people of Northern Ireland want producers in the developing world to get a decent deal.



HOW can you help?

BY RAISING MONEY

The challenge is there for members and branches to work up fund raising ventures.

BY DONATING

We encourage members, if they can afford it, to give regularly by either taking out a covenant or authorising a Give As You Earn (GAYE) payroll deduction. If you would like to do this, please complete the deduction slip below, and make a real difference to the lives of the poor people of the world.

NIPSA/Developing World Fund Payroll Donation Form

I want to give to the NIPSA Developing World Fund, direct from my salary the following amount per month:

(please tick box)

£5.00	cost in take home pay	£3.90	<input type="checkbox"/>
£10.00	cost in take home pay	£7.80	<input type="checkbox"/>
£15.00	cost in take home pay	£11.70	<input type="checkbox"/>
£20.00	cost in take home pay	£15.60	<input type="checkbox"/>

Above figures are based on standard tax rates.

Weekly paid staff should indicate amounts in panel below

£
Minimum donation £1.30
 Cost in take home pay £1.00

Name

Address
may be omitted if necessary

Postcode

Staff No

Employer's Name

Work Location

Signed

Date Please tick if you already use GAYE

Please return this form to NIPSA Headquarters

Why is NIPSA's Developing World Fund unique?

The Fund is unique because

..... not a single penny of the money contributed by members goes towards administration - 100% of the money donated goes towards the specific self-help projects which NIPSA supports;

..... for every £1 contributed by members (who pay tax), NIPSA is able to recover paid tax, eg £5 per month deducted from your gross wage (before tax) actually costs you only £3.90 (at the basic rate of tax);

..... the General Council donates to the Fund each year. This money does not come out of NIPSA's funds, but out of the Union's fee fund, which is made up of the monies paid to union officials for their appearances on industrial tribunals and other public bodies.

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Views expressed in this Newsletter are not, unless otherwise stated, the views of NIPSA.

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The Leading Public Service Union

A Gift for Christmas

This Christmas, change the present you choose, and you can change the future for people like Hashim or Happiness (*featured on pages 8 & 9*).

Choose an Unwrapped gift like a Cow or School books and not only are you buying a great gift, you're giving someone living in poverty in the developing world the chance of a better life. There's a gift to suit everyone and every budget. For each gift purchased, you'll receive a gift card and fridge magnet, and the real gift will go to a family in the developing world to change their future for the better.



Visit your nearest Oxfam Ireland shop,
www.oxfamireland.org/unwrapped,
or call 0800 030 4055 to find out more.

Change the present. Change a future.

NIPSA's Global Solidarity Committee 2009–2010

Pictured below from left to right:

*Michael McKeown (Central Whitley Assistant TUS Secretary),
Philip Donaghy (NIHE), Heather McKinstry (Vice-Chairperson),
Marcel Dummigan (SSA), Trevor Smyth (Chairperson)
and Brian Moore (DOE).*

Other members not pictured:

*Colette Flanagan (CMED/DSD), Jane Scott (BELB),
Ryan Wilson (CMED/DSD) and Michael Robinson (DOE).*

