



Tobias Bavnsgaard

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Relevant International Work Experience

- **Independent Consultant**

Providing consultancy and advisory services to trade unions, international organizations and agencies, NGOs and other civil society organizations in areas of development programmes and projects.

Kanimambo.dk
Global
Based in Addis Ababa,
Ethiopia
February 1st 2023 –
Present

- **Regional Programme Coordinator**

Head of 3F International's regional office in Asia with responsibility for management of regional programme, including the overall program development, implementation, monitoring and evaluation and financial management.
Responsible for the regional office's advisory and technical assistance to the programme and the local partner Trade Union organizations.

3F International – Asia
Dhaka, Bangladesh
March 1st, 2020 – Jan
2023

- **Head of Sub Regional Office**

Head of Sub regional Office and programs covering nine countries.
In charge of the overall program development, implementation, advisory and technical assistance of sub-regional office. Render support to national trade union federations in East and Southern Africa regions, regional trade unions confederations and to a number of informal economy-workers associations. Provide financial support to social partners and offer advisory and technical assistance in a number of areas such as: organizational development, policy development, strategic planning, lobby and advocacy, internal training systems, organizing and recruitment and Vocational Education and Training. Regional responsible for a Social Dialogue cooperation with the confederation of Danish Industries and the respective local partners in East Africa.

LO/FTF Council
Maputo, Mozambique
Arusha Tanzania
1st March 2015 – 31st July
2017

- **International Trade Union Advisor**

Advisory and technical assistance to sector trade unions in the Southern Africa region in areas such as; Organizational development, policy development, strategic planning, lobby and advocacy, internal training systems, organizing and recruitment, occupational health and safety and gender equality. Advisory to the regional offices of two Global Union federations; BWI and IUF in areas such as; Organizational development, coordination and networking, lobby and advocacy and campaigning.

3F International - United
Federation of Workers in
Denmark
Maputo, Mozambique
1st June 2011 – 28th
February 2015

Relevant National Trade Union Experience

- Trade Union Officer**
Overall responsible for organizing and representing the scaffold Workers in Copenhagen area. Responsible for monitoring compliance with collective bargaining agreements, social clauses in public tenders in relation to contracting of labour within the scaffold industry.
3F Copenhagen, Local branch of United Federation of Workers in Denmark
Copenhagen, Denmark
01.10.2017 – 28.02.2020
- Trade Union Officer**
Negotiation of collective bargaining agreements (CBAs) as well as individual contracts. Enforcement of CBAs through inspection, negotiation and arbitration of legal action.
Recruitment and organizing of membership
3F Vest, Local branch of United Federation of Workers in Denmark
Lemvig, Denmark
1st July 2008 – 31st May 2011
- Trustee in negotiation delegation for national CBA on private railway workers**
Mandated by 3F (United Federation of Danish Workers)'s Congress to negotiate national Collective Bargaining Agreement between 3F and the employers association of private railway companies.
3F - United Federation of Workers in Denmark.
Copenhagen, Denmark
2009 – 2011
- Technical committee member – Transport & logistics Educations at Technical training center.**
Representing Trade Union interests in social dialogue regarding Technical Vocational, Education and Training within the transport sector.
UCH Holstebro
Holstebro, Denmark
2008 – 2011
- National Committee member – Youth wing – Trade Union**
Elected at the annual general assembly of the 3F Youth wing to represent the interests, internally and externally, of members younger than 31 years of age.
3F – United Federation of Workers in Denmark
Copenhagen, Denmark
2006 – 2007
- Chairperson – District Committee - Youth wing – Trade Union**
Elected at the annual district general assembly of the 3F youth wing as chairperson for the district committee.
3F – United Federation of Workers in Denmark.
2nd region (Midtjylland), Denmark
2006 – 2007
- Board member – Local Trade Union branch**
Appointed at the board of the local 3F branch. Appointed from the sub sector committee.
3F Holstebro – Local branch of United Federation of Workers in Denmark
Holstebro, Denmark
2006 – 2008

- **Chairperson – Sector committee – Local Trade Union branch**
Elected at the annual sector general assembly to represent workers in the “service sector”.

3F Holstebro – Local branch
of United Federation of
Workers in Denmark
Holstebro, Denmark
2006 – 2007

- **Shop steward/Union Representative**
Elected by popular vote among the service workers at Arriva Tog a/s to defend and represent their interest in areas of salary and working conditions.

Arriva Tog a/s
Silkeborg, Denmark
2004 - 2007

Professional Development

- **The Genève School”, Nordic folk high school**
The course took place in three modules, Introduction and planning seminar in Sweden, research and project writing online and lastly three weeks in Genève participating as observers at the ninety-ninth annual international labour conference at the ILO.

Åkersberga, Stockholm,
Sweden 18th March - 21st
March 2010

Training objectives (Translated from diploma):

Online, Correspondence
21st March – 30th May 2010

- *To increase the knowledge about the international cooperation, international framework, the ILO and other international organizations.*
- *To increase understanding of the EU’s role in the globalizations process.*
- *To stimulate trade union activities nationally and internationally.*
- *To increase the knowledge about the Nordic countries as well as increase the mutual understanding of the Nordic languages.*

Genève, Switzerland
30th May – 18th June 2010

- **Progressive opinion maker – Democracy, Politics and opinion making, CEVEA**

Weekend based education at the academic level Bachelor, single module, qualifying for 10 ECTS points.

CEVEA
Copenhagen, Denmark
24th October 2009 – 24th
April 2010

Training objectives (Translated from diploma):

Student is capable of contributing critically, reflecting and communitive qualified to the public debate. To pass this course the student must demonstrate that he/she:

- *Understands the interaction between democracy, politics and opinion formation.*
- *Can identify and assess political and ideological terms in public debates.*
- *Can reflect critically on the development of society and analyze the basis of specified norms.*
- *Can formulate and qualify independent alternatives to the dominant perceptions.*
- *Can set a political agenda and contribute to a subsequent debate.*

Publications and Public talks

- **Lead character and narrator in the documentary film “Den Gode Vækst”.** <https://www.youtube.com/watch?v=ipz7ldZLmcY>

The documentary makes a critical assessment of the social impacts of economic growth by comparing the reality in Brazil, Philippines and Ghana against each other and to the Danish context. The documentary has been translated into English, Spanish, French and Arabic in order to reach a wide base of international trade union leaders and activists. The documentary has been broadcasted on National Danish television by DR (Danish Broadcasting Corporation).

Ulandssekretariatet (LO/FTF Council)
Copenhagen, Denmark.

Denmark, Brazil, Philippines and Ghana

- **Book contributor.**

Participated in the creative development and editing of the book “Vi er ikke dyr, man vi er tyskere” – Working poor på Danmarks dørtrin (Working poor at Denmark’s Doorstep), Published by Mattias Tesfaye in 2010. The book that was among the very first contributions to the public debate on Working Poor in Denmark. A debate that since has become central in the Danish Labour movement.

“Vi er ikke dyr, man vi er tyskere” – Working poor på Danmarks dørtrin (Working poor at Denmark’s Doorstep), Mattias Tesfaye 2010.

- **Speaker at public event (English)**

On several occasions given speeches to foreign workers in Denmark with an English introduction to the Danish Labour market. These events were organized by Lemvig Kommune (Lemvig Municipal) to welcome emigrants and foreigners to the Municipal.

Lemvig Kommune
Lemvig, Denmark
2008 – 2011

- **Speaker at youth leadership retreat (English)**

Speech to a group of young leaders on the importance of active participation in civil society and the role as a young leader, formal or informal.

AIMS –American
International School of
Mozambique
Maputo, Mozambique
August 2014

Relevant Skills

- **Theory of Change**

Strong knowledge of the dynamics and mechanisms behind “Theory of Change”. Capable of develop and facilitate the development of theories of change, as well as apply the tool ongoingly throughout project or programme implementation.

- **Logical Framework Approach**

Profound knowledge of Logical Framework Approach as a tool for implementing, monitor and evaluate development programs through more than four years of practical experience.

- **Development of projects and programs**

More than four nine years of experience in designing and developing development projects and programs.

Experience in writing concept notes and applications submitted to external donors e.g. The European Union.

- **Trainer and facilitator**

fifteen years of experience of running trade union trainings and workshops, of which the last twelve years have been in an international context.

- **Vast variety of tools and methodologies**

I have through work experience and professional curiosity developed a vast tool box of consultancy tools, concepts and methodologies that can be applied when and where relevant.

Strong inspiration have been found in books such as: "I'm afraid Debbie from marketing has gone for the day" and the sequel "Jytte vender tilbage" by Morten Münster, as well as "factfulness" by Hans Rosling.

Language Skills

- **Danish**

Verbal – Fluent

Written – Fluent

- **English**

Verbal – Fluent

Written – Fluent

- **Portuguese**

Verbal – Good

Written – Modest

- **German**

Verbal – Good

Written – Modest