

Comité de Formación Sindical  
**Trade Union Training Committee**  
Comité de la Formation Syndicale

## Trade Union Training Committee

Report on trade union training programmes conducted in 2011 together with the programmes for 2012 – proposals for 2013 and indicative plans for 2014.

26 – 27 April 2012  
Turin, Italy



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## **A. Summary of the conclusions of the 2011 meeting of the Trade Union Training Committee and actions taken**

The Trade Union Training Committee (TUTC) in its 30<sup>th</sup> meeting held in Turin on 12–13 May 2011 reached a consensus on the following major points (full text of conclusions of the 30<sup>th</sup> meeting of the TUTC can be found in Annex 1):

- Expressing its concern for the still unsettled structural unbalance in the resources available for the Turin Centre and asking for enhanced synergy of the Centre with technical cooperation and other means of action of the ILO in order to mobilize more predictable resources.
- Asking the Director of the Centre to draw up a strategy document aimed at strengthening the integration of the Centre into the ILO, with an enhanced reference to International Labour Standards and the values, principles and tripartite approach of the Organization and its Decent Work Agenda.
- Confirming its concern at the emerging ‘market approach’ for supporting the ITC which could have adverse consequences for training on subjects of primary interest for workers and the ILO mandate in general and asking for an in-depth assessment of training events such as academies in terms of their contribution to capacity-building for constituents.
- Asking for the implementation of an effective funding strategy for the Workers’ Programme which was more damaged by the declining traditional funding sources of the Centre.
- Enhancing the development of the Centre policy on bi- and tripartite courses with increased representation of social partners and mutually agreed curriculums.
- Asking the Workers’ Programme to establish and keep updated a list of resources for each issue relevant to its training activities, as well as a resource pool for stronger worker input in other activities run by the Turin Centre.
- Asking the Programme for Workers’ Activities in Turin, jointly with ACTRAV-Geneva and regional workers’ education specialists and in consultation with the Secretary of the Workers’ group, to constantly improve the capacity to identify and address training needs – and to mobilize resources.
- Appreciating the efforts of ACTRAV-Turin to build the capacity of trade unions, but recommending that they strive for a better balance between campus-based and field activities, between regional and interregional training, between emerging issues and fundamental topics such as International Labour Standards, Freedom of Association, Collective Bargaining and Social Security and with balanced access for participants speaking languages other than English and Spanish.
- Exposing as much as possible all regions to core topics, such as employment relationships, wage policies, organizing and collective bargaining, social security, sustainable development, MNEs and continuing to work on the agenda items of the ILC and the priorities of the ILO Workers’ group in order to increase the relevance of the training offered.
- Welcoming the new Decent Work training programme developed by ACTRAV-Turin to assist trade unions to integrate workers’ priorities in DWCPs as well as in UNDAFs, and based on the Social Justice Declaration and the four pillars of the Decent Work Agenda.
- Supporting the achievement of resources from donors for new Workers’ Programme projects, building on the positive experiences in Europe and Latin America, and also through constant participation of the Turin Programme in ACTRAV-TC programming, as its training arm.
- Implementing a permanent assessment of the impact of training activities for Trade Union Organizations in different regions with a view to improving the quality of training and ensuring the highest benefit at regional and national level.

- Further developing and expanding activities in the Arab Region.
- Expressing the need for continuing efforts to increase the participation of women in the training programmes and support gender mainstreaming in course delivery.
- Keeping updated a database of existing education structures and institutions run by trade union organizations all over the world and developing new links with labour colleges for the delivery of joint training programmes also supporting south-to-south trade union cooperation.
- Continuing and expanding the development of training material with a greater focus on the regular updating of content and addressing new issues of relevance for workers' priorities.

Following these recommendations, and monitoring the use of resources carefully, the Programme for Workers' Activities has taken a number of actions aimed at:

- a) Delivering the training programmes approved by the Committee (preparation and delivery of the courses with ACTRAV-Geneva and in coordination with the technical and regional programmes of the Centre);
- b) Reviewing core course curriculums in order to produce training activities with more follow-up activities and modules for better integration between courses in Turin and in the field;
- c) Updating programmes and timetables for core courses in order to manage the consequences of their shorter duration and study visits, only if focused on the subject of the course;
- d) Engaging the Programme in the design and delivery of activities addressing the impact and the trade union response to the economic and financial crisis on the basis of the content of the Social Justice Declaration;
- e) Engaging the Programme in the design and delivery of activities addressing cross-cutting issues linked to DWCPs;
- f) Engaging the Programme in the design and delivery of several project initiatives. In particular, the Programme has delivered projects for Africa, Europe and Latin America;
- g) Changing the balance of the Programme in terms of delivery at the Centre, in the field and by distance education. Activities in the field were mainly regional or subregional and were held with the support of ACTRAV specialists in different regions;
- h) Revising and producing training manuals and materials for labour education;
- i) Supporting the integration of the Centre with the ILO;
- j) Improving the integration of the Turin Programme for Workers' Activities into the training component of TC programmes managed by ACTRAV-Geneva;
- k) Expanding and further developing regional labour education and research networks on specific topics;
- l) Looking for stronger interaction with the ITUC and its regional structures in terms of focusing priorities for training activities and core issues to address;
- m) Supporting the participation of workers in general training courses.

In particular, efforts were undertaken to build conditions for the implementation of a new training programme on the Decent Work Agenda, with modules on the four pillars of this strategy and on the integration with actions of other UN agencies; also, to strengthen the gender mainstreaming strategy in the activities of the Programme and women's participation in our courses and to improve the decentralization of management of distance education activities, thanks to stronger cooperation with the MIS department of the Centre, even if this caused some difficulties in implementing distance education activities, which are still not completely settled. Also, a revision of the Programme website is foreseen with the aim of distributing more information on its activities and programmes.

A number of new projects were designed but we are still facing significant difficulties in obtaining funds for these projects: this is the case of the training programme on Decent Work and the project on MNEs.

More effective cooperation with ACTRAV and ITUC, regional trade union structures and global unions, is needed to achieve better results as well as a stronger resource mobilization strategy for the Centre, particularly in relation to relevant donors such as the European Union and potential new donors (as BRICS countries).

## **B. Report on 2011 Programme delivery**

### **B.0 Foreword**

**In 2011 the Programme for Workers' Activities set an unprecedented record both in terms of the number of face-to-face activities and the number of participants.** Thanks to the commitment of the whole ACTRAV team, the Programme has been able to reach such a performance level with success and positive evaluations by participants and with a significant reduction in the average expenditure for each participant. Each member of the team therefore deserves special recognition, including those with short-term or similar, more precarious contracts.

### **B.1 The Programme's educational delivery system**

The Programme's educational delivery is organized into:

- core residential courses in Turin with a duration of 2 weeks, plus study visits (if appropriate);
- courses and workshops in the field and in Turin (usually 3 to 5 days);
- distance education activities, including blended courses (via SoliComm platform);
- activities framed into projects (funded by external partner institutions);
- training activities for ACTRAV staff;
- advisory services for the organization of courses or workshops by other trade unions (national Centres and/or European and International Trade Federations)

The Programme is guided by a concentration on strategic areas with the general objective of producing an improved capacity-building for workers' organizations at national, regional and global level:

- International Labour Standards (ILS) and the Declaration on Fundamental Principles and Rights at Work and its follow-up, in particular on freedom of association, the right to collective bargaining and the use of the supervisory system of the ILO;
- Implementation of the Social Justice Declaration and the Decent Work Agenda also in the framework of UNDAF;
- Employment and development policies, macroeconomic policies in relation with globalization and poverty reduction strategies;
- Social protection, social security and occupational health and safety, with a focus on HIV–AIDS;
- Collective bargaining and working conditions with a special focus on MNEs;
- Trade union organizing and management, information technology and communication for unions;
- Gender and the rights of women workers;
- Social dialogue and labour legislation;
- Sustainable development and green jobs;
- Training methodology for residential and distance education;
- Tailor-made courses for international trade union organizations.

Special attention is paid to the extension to, and implementation of, workers' rights in terms of the most vulnerable sectors of the world of work, such as informal economy, migrants, EPZs – and in order to keep our courses updated with the Agenda of the ILO and the Workers' Group as well as the International Trade Union organizations. Further information on the background of the Programme can be found in Annex 17.

Within these strategic areas and through a process of consultation with ACTRAV (Geneva and field) and the Secretary of the Workers' Group, the Programme develops and continuously updates its core curriculum. Particularly relevant curriculums include the following:

- ILS and the Declaration of Fundamental Principles and Rights at Work;
- Trade union capacity-building for the promotion of Decent Work;
- Elimination of child labour;
- Employment policies and the Global Jobs Pact;
- Social security;
- Occupational health and safety and HIV–AIDS;
- Economic and financial analysis of enterprises for collective bargaining;

- Collective bargaining;
- Employment relations and workers in the informal economy;
- Social dialogue;
- International economics and political economy;
- Organizing and trade union management capacity-building;
- Communication for trade unions;
- Rights of women workers;
- Information technology for unions;
- Online distance education for labour organizations;
- Training methodology and trade union training systems;
- Tailor-made programmes for trade union organizations;
- Capacity-building for promoting the workers' agenda in DWCPs and UNDAF (new).

## B.2 Overall activity and participants in 2011

In 2011, the Programme ran **79 educational events: ten core courses** (in reality, there were eleven core courses, because the course for the Arab states scheduled for the end of 2011 has been postponed to January 2012 due to conflicting trade union meetings scheduled for November/December 2011), **7 activities in Turin and 59 in the field (74.7 per cent of the total: plus 22.8% than in 2010) and 3 distance education courses.** A summary of all activities can be found in Annex 2.

**54 activities were fully funded or co-funded by projects (70.7 per cent of the total) with 1,441 participants (72.7% of the total and 851 more than in 2010)** five in Turin, 46 in the field and one online.

**In 2011, the Programme had 1,982 participants**, including distance education, with an increase of 62.7 per cent compared to 1,218 participants in 2010 (see Table 1). The participants in 2011 were 1,157 men (58.4 per cent) and 825 women (41.6 per cent) with a significant increase in women participants (+3%).

This growth in activities organized by the Programme is almost exclusively due to the resources made available by new projects funded by established donors to the Workers' Programme (EU, Spain and the Walloon Community) but the consequences of reduced captive resources following the cut in the voluntary contribution of Italy to the Centre had an impact in terms of balance among different regions in the delivery of courses. **The regions most affected were the Arab States and Asia and the Pacific, where no specific projects were available – and Africa received a very limited contribution in terms of new projects and interregional activities were also partly affected.** A positive development in 2011 has been linked to new activities delivered in partnership with GUFs and trade unions from OECD countries, which show a potential new area for the Workers' Programme in Turin.

Within this framework, **careful resource management made it possible to offer a record high number of activities to the highest number of participants within the Workers' Programme: 2,640,390.00 euros were spent on training 1982 participants (average cost for participants in 2011 has been 1,332 euros) while in 2008, the second best year in terms of the number of participants, the average cost per participant was 1,716 euros.** These efforts also led to an increased workload for the staff of the ACTRAV team in Turin.

The new working conditions for the Workers' Programme caused a relevant change in the balance between field-based (59 compared to 28 in 2010) and Turin-based activities with a shorter average duration of the courses in the field.

The topics of the activities in 2011 were the following:

- Social protection and social security (15)
- Globalization, global crisis, Global Jobs Pact (5)
- Sustainable development and green jobs (3)
- Wages, employment and social security (3)
- ILS, freedom of association (5)
- Decent Work Agenda integrated approach (4)



- Social dialogue (13)
- OHS/E and HIV/AIDS (15)
- Collective bargaining (4)
- Union organizing (2)
- Precarious workers (4)
- Labour relations, employment relations (2)
- Gender mainstreaming (2)
- Other (2)

**Almost all activities take in several ILO outcomes beyond the specific one linked to capacity-building for workers' organizations. In the future reports, also as a consequence of the Centre's New Strategy Plan approved in November 2011 by the Board of the ITC-ILO, a different format will be implemented with more explicit links to a result-based approach.**

Nominations for organizations to participate in all the activities were approved by the Secretary of the Workers' Group.

**Table 1: Annual Participation 2002 to 2011**

<b>Year</b>	<b>Participants</b>
2002	865
2003	688
2004	962
2005	835
2006	1,065
2007	1,565
2008	1,833
2009	1,268
2010	1,218
2011	1,982

**Table 2: 2012 Programme Participants by Region**

<b>Region</b>	<b>Men</b>	<b>Women</b> (+/- on 2009)	<b>Total</b>
Africa	53%	47% (+13%)	171
Latin America	58%	42% (+5%)	1,040
Asia and Pacific	61%	39% (+1%)	235
Europe	59%	41% (+3%)	514
Arab States	76%	24% (-26%)	21
ICS			1
<b>TOTAL</b>	<b>1157</b>	<b>825</b>	<b>1,982</b>

**Table 3: 2011 Programme participants and days of training by type of activity**

Type of activity	Participants			Days of training	
	No.	%	Diff. 2010	No.	%
Core courses (Turin)	146	7.4	- 61	1,894	22.3
Other activities (Turin)	186	9.4	- 43	693	8.2
Activities in the field	1,557	78.5	+ 950	4,903	57.8
Blended activities (F+D)	0	0	- 20	0	0
<b>Total face-to-face</b>	<b>1,889</b>	<b>95.3</b>	<b>+ 826</b>	<b>7,490</b>	<b>88.3</b>
Distance education	93	4.7	- 62	987	11.7
<b>TOTAL</b>	<b>1,982</b>	<b>100.0</b>	<b>+ 764</b>	<b>8,477</b>	<b>100.0</b>
<i>Project-based</i>	<i>1,441</i>	<i>72.7</i>	<i>+ 851</i>	<i>4,768</i>	<i>56.2</i>

### B.3 Core courses

**The Programme organized eleven core courses in 2011; ten were implemented in 2011 and one (for the Arab Region) has been postponed to January 2012 due to conflicting schedules with important trade union meetings organized in that region.**

Ten core courses were conducted residentially in Turin in 2011 with 146 participants (7.4 per cent of the total) for a total of 1,894 days' training (22.3 per cent of the total) with an average of thirteen days for each participant. Six core courses in 2011 included a study visit to a labour organization which had expertise in the subject area of the course.

Since 2008, the duration of core courses in Turin has been two weeks (plus one week's study tour, if appropriate, hosted by a national organization with expertise in the course subject). A shorter duration generates the need for a more effective balance between the specific content of the course and the institutional crosscutting issues (like ILS, the international trade union movement, globalization, gender, freedom of association and the Social Justice Declaration) also in the online pre-course component of the core courses.

The Programme's annual delivery of core courses is determined on a regional cyclical basis (see Annex 4), but the 2011 schedule was also designed **to support the training objective to strengthen the capacity of trade unions in the areas of freedom of association, trade union reform, organizing and collective bargaining**. Consequently, six of the twelve core courses were dedicated to these subjects.

**Furthermore, one new curriculum was tested in 2011**, regarding Capacity Building for promoting the workers' agenda in DWCPs and UNDAF (interregional), linked with the new project elaborated by the Programme.

Three courses were conducted in English, one in French, two in Spanish, one in Portuguese, one in Russian/English, one in French/English and one in English/Spanish (these last three featured simultaneous interpretation). **One course for Africa was held both in English and French** in order to favour integration and exchange of experiences across the two main linguistic groups of the continent.

Three were conducted for Africa, two for the Americas, two for Asia and the Pacific, one for Europe and two for an interregional audience (one of them for Portuguese-speaking Africa and Brazil).

The core courses were the following:

## AFRICA

- A1-04020 **Training on the Social Justice Declaration and the Global Jobs Pact** (in English)  
Study tour: Vienna (OEGB)
- A1-04027 **Training on Collective Bargaining for Trade Unions** (in French and English)
- A1-02575 **Training on Freedom of Association and Structural Reform of Trade Unions** (in French)  
Study tour: Paris (CGT-FO) and Brussels (CSC, FGTB, GCSLB)

## AMERICAS

- A2-04019 **Training on Collective Bargaining for Trade Unions** (in Spanish)  
Study tour: Spain (CC.OO.)
- A2-04025 **Training on Organizing and Trade Union Reform** (in Spanish)  
Study tour: Spain (UGT)

## ASIA-PACIFIC

- A3-04018 **Training on International Labour Standards and Freedom of Association** (in English)  
Study tour: Germany (FES)
- A3-04024 **Training on economic and financial analysis of enterprises for collective bargaining** (in English)  
Study tour: Japan (JILAF)

## EUROPE

- A4-02565 **Training on Social Security** (in Russian and English)

## INTERREGIONAL

- A9-04021 **Training on ILS and Fundamental Rights** (in Portuguese for Africa and Brazil)  
Study tour: Portugal (CGT-P Intersindical)
- A9-04028 **Training on Capacity-Building for Trade Unions for Promoting Decent Work** (in English and Spanish)

## ARAB STATES

- A5-04026 **Towards Democratic Trade Unionism and Decent Work** (in Arabic)  
*Postponed to January 2012 (one week's duration with fifteen participants, ten men and four women, not included in 2011 statistics)*

All the core courses were managed and taught by the staff of the Programme. External resources were used to teach specific parts of the syllabus. More details on the core courses can be found in Annex 3.

### B.4 Courses and activities in Turin and in the field

In addition to the core courses, the Programme conducted other face-to-face activities in Turin and in various regions. In 2011, the Programme conducted **66 courses or activities: seven in Turin and 59 in the field**.

**1,743 participants attended these activities: 1,557 in activities in the field** (78.5 per cent of the total) with 4,903 days of training (57.8 per cent of the total) and **186 in activities in Turin** (9.4 per cent of the total) with 693 days of training (8.2 per cent of the total) with an average of 3.21 training days for each participant.

**46 of these activities** (69.7 per cent of this kind of activity) **were organized as part of**

**projects** funded by external bodies (see next section).

The full list of activities in Turin and in the field and project-based activities can be found in Annexes 5, 6 and 7, respectively.

The numbers of activities conducted in Turin were:

Asia-Pacific	2
Europe	3
Interregional	2

The numbers of activities in the field were:

Africa	5
Latin America	29
Asia-Pacific	7
Europe	17
Arab States	1

## **B.5 Projects**

Projects conducted by the Programme are long-term, multi-activity endeavours funded by external organizations. **In 2011 the Programme conducted 54 activities within the following six projects**, directly managed by the Programme:

- **Strengthening of trade union action on social security (2<sup>nd</sup> phase)**  
Sponsor: Spanish Government  
Activities: 29 activities in the field and one online
- **Decent Work for Commerce workers (in partnership with UNI-Europe)**  
Sponsor: European Commission  
Activities: six activities conducted in: Bulgaria, Croatia, Poland, Macedonia, Brussels and Turin
- **Decent Work for Transport workers (in partnership with ETF)**  
Sponsor: European Commission  
Activities: seven activities conducted in: Romania, Hungary, Lithuania, Turkey and Brussels (three activities)
- **Project on rights at work for precarious workers (in partnership with ETUC)**  
Sponsor: European Commission  
Activities: four activities conducted in: Spain, Poland, Hungary and Turin
- **Institutional capacity-building of workers' and employers' organizations to effectively contribute to national Global Jobs Pacts processes and economic recovery (2010/2011)**  
Sponsor: Italian Government  
Activities: two activities conducted in Indonesia and Jordan and support for a core course for Africa in Turin and for an activity for the Asia-Pacific region in Singapore
- **The Walloon Community project with ITC-ILO** financed one activity in Rwanda for the Great Lakes subregion and gave support to a core course for Africa in Turin

For more information, please consult Annex 7.

**Two activities in Africa for the validation and pre-testing of a manual on OHS and HIV-AIDS were co-financed by the Swedish International Development Agency (SIDA), but within the framework of a project managed by ACTRAV-Geneva.**

## **B.6 Distance education**

Distance education via computer communications has become an integral part of the Programme but in 2011 we faced some difficulties linked with the transfer of the management of SoliComm to the Centre's Information Services and the simultaneous change in the software used for

SoliComm and in its design. We expect these problems can be overcome in 2012 by favouring a broader, more decentralized and user-friendly use of distance education.

**Table 4: Distance education activities (2002-2010)**

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
<b>Total courses</b>	3	3	8	6	7	10	13	17	5	3
<b>Total participants/final</b>	57	49	96	119	167	190	327	245	155	93
<b>Average participants/course</b>	<b>19</b>	<b>16</b>	<b>12</b>	<b>20</b>	<b>24</b>	<b>19</b>	<b>25</b>	<b>15</b>	<b>31</b>	<b>31</b>

In 2011 the Turin Programme for Workers' Activities ran **three distance education courses** for the Americas (one within the framework of a project).

**Participants in these courses numbered 93** (12.7 per cent of the total), of whom 41 were women (44.1 per cent), for a total of 987 days of training (11.7 per cent of the total).

The complete list of distance education courses can be found in Annex 8.

## **B.7 Gender**

The record for the Programme for the year 2011 in relation to gender mainstreaming and women's participation in activities is presented in Annex 9.

**The total percentage of women participants in all Turin Programme for Workers' Activities courses was 41.6 per cent (3.6 per cent more than the previous year).**

The better results in terms of numbers of participants nevertheless highlight unsatisfactory elements, which are confirmed by the level of satisfaction in the evaluation concerning gender issues in the courses.

The overall participation of women grew for Asia to 39 per cent from 38 per cent in 2010, for Europe to 41 per cent from 38 per cent, for Africa to 47 per cent from 34 per cent and for the Americas to 42 per cent from 38 per cent.

The participation of women in the ten core courses accounted for 47 per cent, which is 4 per cent more than in 2010 but still far from the target of 50 per cent, which has been achieved only for the Americas with a good 57 per cent. The participation of women in the core courses grew for Asia to 47 per cent (+14 per cent); to 42 per cent in Africa (+2 per cent) and to 42 per cent in Europe (+3 per cent).

In field activities, the overall rate was 43 per cent (+8%), while for distance education courses the overall rate of women's participation was 44 per cent (+3 per cent).

ACTRAV training programmes have been addressing the gender dimension of the specific issues under discussion in the courses. ACTRAV encourages discussions on the specific issues facing women workers both with external resources and in groups.

The results in terms of women's participation show that we must continue with these positive trends and, also through closer cooperation with the Gender Programme of the Centre, perform further specific analysis of the situation in each region in order to find the most effective ways and means to make high levels of participation in our courses by women a permanent feature of the Programme and to address better gender mainstreaming and gender perspectives in our courses, also through specific activities on gender discrimination and working and living conditions for women. An

opportunity will be offered by the new curriculum on domestic workers we will implement in 2012 and beyond.

The Turin Programme for Workers' Activities will continue to encourage trade unions to nominate more women unionists for training activities (by setting specific nomination criteria and explicit requirements).

## **B.8 Freedom of association and the Right to collective bargaining**

Freedom of association and the right to collective bargaining are central topics in the Programme's activities and there is long-lasting good cooperation on these issues with the ITC's Technical Programmes on ILS and Social dialogue. A session on freedom of association, along with ILS, is included in all the core courses.

In 2011, Freedom of association was a major focus in six of the twelve core courses:

The Programme also conducted 23 activities in Turin and the field, which had freedom of association and collective bargaining as a major focus. These activities can be found in Annexes 3, 5, 6, 7 and 8.

## **B.9 Training material**

In 2011, two training manuals entitled "*Sustainable development and decent work: A training manual for African workers*" and "*Union Training on Occupational Safety and Health*" were developed by the African region.

The following training manuals were also produced by ACTRAV-Turin for Latin America in 2011:

- "International Labour Standards", introductory module and teaching guide.
- "Decent Work Country Programmes and United Nations Development Assistance Frameworks".
- "Gender and Occupational Health and Safety": training module and teaching guide.
- "Social protection": Basic and specialization I modules, training modules and teaching guide.
- "Training manual on the Social Protection Floor Initiative", training module and teaching guide.

## **B.10 Evaluation**

The Programme conducts a detailed evaluation of its courses. In 2011, participants in these courses gave the Programme an overall evaluation of 4.36 on a scale from 0 to 5. A more detailed account of the evaluations by participants in 2009 can be found in Annex 10.

An open question for the Workers' Education Programme is still how to receive feedback and evaluations not only by individual participants but also by the organizations we ask to nominate them.

The Programme was once again ranked above the average of the Centre in terms of evaluation results. Nevertheless, satisfaction with preliminary information (3.73) and gender in training (4.6) were once again among the lowest ratings of our Programme, but gender received the highest improvement in evaluation (+0.13 in relation with 2010); the overall quality of the activities received an evaluation of 4.51 with 94 per cent of answers between 4 and 5, and activity organization/secretariat and external resources were respectively rated 4.57 and 4.55: a good result indeed.

The follow-up evaluation conducted for the first time by the Centre in a more systematic way gave good results compared with the Centre average:

- Large or very large improvement in competencies 78% (ITCILO 66%)

- Large or very large improvement in job performances 79% (ITCILO 55%)
- Large or very large improvement in organizational performance 47% (ITCILO 25%)
- Use of established networks 46% (ITCILO 24%)

## B.11 Regional reports

### a) Africa

Africa has resumed strong economic growth since 2010. However, this growth has been driven largely by the extractive commodity sector that has very limited forward and backward linkages with the rest of the economy. Also, this sector has a narrow production base with low labour absorption rates – a situation that has created a huge gap between growth and job recovery, with far-reaching implications for achieving inclusive development, tackling the unprecedented employment crisis facing young people and women, narrowing the inequality gap and reducing poverty.

In delivering on their commitment to implement the ILO’s constitutional mandate, based on international labour standards, and to place full and productive employment and decent work at the centre of economic and social policies, some 31 African countries are currently implementing the Decent Work Country Programmes (DWCPs). ACTRAV-Turin is committed to ensuring African trade unions’ meaningful engagement and contribution to this process. As the training arm of ACTRAV, it continues to build the knowledge and skills of workers worldwide, including those in Africa, on the effects of globalization on the world of work, international labour standards, the ILO principles and values enshrined in the Philadelphia Declaration and in the Declaration on Fundamental Principles and Rights at Work, the 2008 ILO Declaration on Social Justice for a Fair Globalization, the Decent Work Agenda, Global Jobs Pact, forced labour, child labour, labour migration, gender mainstreaming, collective bargaining, organizing, social protection, occupational safety and health, HIV/AIDS, green economy and the environment, labour administration and labour inspection, employment, research, communication, trade and other related issues. These training activities are informed by the decision of the TUTC and driven by the expressed needs of beneficiary trade union organizations. They are intended to build the capacities of trade union office bearers, specialists and activists so as to enable them rise to the challenges engendered by globalization, become the driving force for the inclusion of the workers’ agenda in the design, adoption and implementation of the DWCPs.

During the period under review, ACTRAV-Turin carried out eight training activities for Africa, including three core courses, which were held at the Turin Centre, and five other activities, which were implemented in the field. The implemented activities were attended by a total number of **158** trade union representatives, including **83** men (i.e. 52.53 per cent) and **75** women (i.e. 47.47 per cent). Also, two training manuals entitled *“Sustainable development and decent work: A training manual for African workers”* and *“Union Training on Occupational Safety and Health”* were developed. All these activities were carried out following prior consultation with ACTRAV-Geneva, the Africa Desk Officer and ACTRAV Field Specialists. Resource persons of ACTRAV, ILO Green Jobs, ILO Declaration, Sustainlabour, ITUC-Africa and various Technical Departments of ITCILO were involved in the implementation of the activities. The contents of the implemented training courses took into account the recommendations of the TUTC and the ILO mandate on the decent work concept and the ILO Declaration on Social Justice for a Fair Globalization, which institutionalized the Decent Work Agenda as the key policy tool to guide Constituents’ efforts towards a realization of the inseparable, interrelated and mutually supportive strategic objectives of employment creation, social protection, social dialogue and promotion of core labour standards, particularly organizing and collective bargaining rights.

Please find below a brief report on each of the course activities that were implemented for Africa during 2011:

**Trade Union Training on Social Justice for a Fair Globalization and Global Jobs Pact** – This three-week training course brought together thirteen trade union representatives, including six women members, from a selected number of English-speaking African countries and from the Headquarters of ITUC-Africa and OATUU. The course, which comprised two weeks at the Turin Centre and a three-day study visit to Vienna hosted by the Austrian Trade Union Federation, afforded participants not only an opportunity to deepen their understanding of the impact of globalization and the global economic crisis on the world of work, but also to share experiences of new strategies and approaches for representing workers’ interests. Participants also

developed strategies on how to promote the implementation of the SJD, GJP, ILS, gender mainstreaming, the universal minimum social protection floor, and so on.

**Trade Union Training on Freedom of Association and Trade Union Structural Reform** – A total of eighteen participants, including eight women members, selected from COSYBU of Burundi, USTB of Burkina Faso, CTTC of Comores, CSAC of Cameroon, CLTT of Chad, CSC and UNTC of the Democratic Republic of Congo, OATUU of Accra-Ghana, CNTG of Guinea, FEDERATION NATIONALE DES SYNDICATS DES OUVRIERES ET DES EMPLOYES AU LIBAN, CSTM and UNTM of Mali (UNTM also represented ITUC-Africa), SEKRIMA and FESIMA of Madagascar, CNT of Niger, COTRAF of Rwanda, UDTS of Senegal and CNTT of Togo attended the course. The course consisted of two weeks on campus and one week of study visits to Paris and Brussels that were supported by CGT-FO of France and the National Trade Union Centres of Belgium namely CSC, FGTB and CGSLB. The training contributed to the improvement of participants' knowledge-base and understanding of ACTRAV's research report on trade union fragmentation and proliferation in Africa. The participants pledged to revamp networking and to pursue a common strategy to overturn the phenomenon of trade union fragmentation and proliferation.

**Trade Union Training on Collective Bargaining** – A total of fifteen trade unionists, including eight women members, selected from the following national trade union centres: UNSTB of Benin, USTB of Burkina Faso, USLC of Cameroon, UNTC-CS of Cape Verde, UST of Chad, GFL of Ghana, UNTGB of Guinea-Bissau, MCTU of Malawi, TUCNA of Namibia, USTN of Niger, UNSAS of Senegal, NOTU of Uganda and three Global Union Federations including EI, ITF and PSI took part in this training course. The course enabled participants to discuss the impact of globalization and the global economic crisis on the world of work, collective bargaining, negotiating skills and techniques, the ILO's Multinational Enterprises Declaration, gender mainstreaming, social protection for inclusive development, global wage trends and strategies for promoting the GJP and DWA, International Framework Agreements, ILS and their relevance in recovery from economic and social crisis as well as in achieving sound employment relationships.

**Trade Union Training on Global Jobs Pact, Decent Work, Green Jobs and Sustainability: Validation of a Trade Union Training Manual** – Held with support from the ILO Green Jobs Programme and ACTRAV-Geneva, the course brought together fourteen trade unionists, including four women members, selected from ITUC-Africa's Headquarters and the following national trade union centres: NLC and TUC of Nigeria, NACTU of South Africa, TUCTA of Tanzania, MCTU of Malawi, ZCTU of Zimbabwe, NOTU of Uganda, GTUC of Ghana, COTU of Kenya, and three Global Union Federations including BWI, ICEM and PSI. The course enabled participants to improve their knowledge of the link between climate change, employment and sustainable development within the framework of the DWCP. The course contributed to participants' better appreciation of the workplace as a theatre of effective action on climate change and decent work, green job creation and trade union action.

**Trade Union Training on Labour Administration and Labour Inspection for Trade Unions of the East African Community** – The course was attended by eighteen trade unionists, including eight women members, selected from the Headquarters of the East African Trade Union Confederation (EATUC), and eight national trade union centres within the East African Community including: COTU of Kenya, TUCTA of Tanzania, NOTU of Uganda, CESTRAR and COTRAF of Rwanda and COSYBU and CSB of Burundi. The course sought to equip participants with knowledge and skills that would enable them to discharge effectively their responsibilities in relation to labour inspection.

**Support for women unionists in the Great Lakes Region** – This training course held in Gisenyi brought together 40 trade unionists, including 26 women members, from COSYBU and CSB of Burundi, CESTRAR and COTRAF of Rwanda and CSC, UNTC and CDT of the Democratic Republic of Congo. The training was the first in a series of activities being implemented under a project funded by the Walloon Community and in partnership with the national trade union centres of Belgium namely CSC, FGTB and CGSLB from 2011 to 2012. The course afforded participants an opportunity to identify, diagnose and discuss the root causes of the plight of women workers in the Great Lakes Region, the issue of gender equality and the role of women in Africa's development. They examined labour legislation in the three countries and compared them with the International Labour Standards, especially those aimed at promoting gender equality. They also deliberated on the need to change or improve existing labour laws in their countries and resolved to work together on common actions on these and other matters of concern as a network.



**Pre-testing of a Trade Union Training Manual on Occupational Safety and Health** – This training course held in Johannesburg, South Africa was attended by thirteen union safety and health representatives including four women selected from COSATU, FEDUSA, NACTU and CONSAWU. The course enabled participants to review and identify weaknesses inherent in the draft OSH manual. They suggested changes to be included in the manual before it is finalized and put at the disposal of African workers as a training tool.

This activity was linked with a workshop for the **Validation of Trade Union Training Manual on Occupational Safety and Health**. The course, which was delivered in English, French and Portuguese, was attended by twenty-seven trade union leaders, including twelve women selected from the secretariat of ITUC-Africa, the African regional bodies of ITF, BWI, IUF, IMF, ICEM and PSI and the following national trade union centres: UNTA and CGSILA (Angola), CETU (Ethiopia), GTUC (Ghana), CNTG (Guinea), COTU (Kenya), NUNW (Namibia), NLC (Nigeria), CESTRAR (Rwanda), UNSAS (Senegal), COSATU, FEDUSA, NACTU and CONSAWU (South Africa), TUCTA (Tanzania), ZCTU (Zambia) and ZCTU (Zimbabwe). The Swedish International Development Agency (Sida) supported the holding of these two courses. Among other things, this course sought to underscore the importance of OSH in the world of work and it afforded participants an opportunity to share experiences on global and national trends in occupational accidents and diseases, the Decent Work Country Programme, ILO norms and global strategy on OSH and the HIV/AIDS pandemic. The participants reviewed the draft OSH training manual and made suggestions on how to improve various chapters so as to reflect the concerns and aspirations of African workers. At the end of the course, the participants endorsed and validated the draft manual as a training tool to be used by African workers after all corrections and suggestions have been incorporated into it.

In almost all the above mentioned training courses, representatives of participating trade union organizations prepared Action Plans to guide their future efforts and actions in the furtherance of the momentum generated during each training course. They promised to seek approval for the implementation of their Action Plans from their leaders. The Action Plans are our reference point in determining follow-up activities, appraising performance and assessing impact.

The training activities carried out in 2011 not only contributed to the attainment of Outcome 10, in other words workers have strong, independent and representative organizations; but also others including Outcome 1: women and men have access to productive employment, decent work and income opportunities; 5: women and men have improved and more equitable working conditions; 6: workers and enterprises benefit from improved health and safety conditions; 8: the world of work responds effectively to the HIV/AIDS epidemic; 11: labour administration applies up to date labour legislation; 12: tripartism and strengthened labour market governance contribute to effective social dialogue and sound industrial relations; 14: the right to freedom of association and collective bargaining is widely known and exercised; 17: discrimination in employment and occupation is eliminated; 18: international labour standards are ratified and applied; and 19: Member States place an integrated approach to decent work at the heart of their economic and social policies, supported by key UN and other multilateral agencies. By and large, these activities have contributed to strengthening the knowledge base, policy position, networks and research capacities of national trade union centres concerned, to bring into effect better worker understanding of issues of globalization, the effect of the global economic crisis on the world of work, the ILO Decent Work Agenda, Decent Work Country Programme, Social Justice Declaration, Global Jobs Pact, gender equality, trade union unification, occupational safety and health, labour inspection, and so on.

## **b) The Americas**

The Americas have been affected to different degrees by the global crisis that began in 2007 with the first signs of the food, energy, social and employment crisis and events triggered by our planetary climate crisis. The financial and economic crisis came later to complete the picture of a systemic meltdown in the neoliberal model of production, natural resource exploitation, debt and consumption.

Latin America has maintained a reasonable level of economic activity and social standards have only worsened in some cases (notably Mexico) because of a flourishing period for the export of raw materials and other goods with little added value, because the area is peripheral to world financial centres and in many cases because of the active role taken by States to protect their economies. Despite this, income distribution has not improved in general, meaning that economic growth has not been reflected by better living and working conditions for most

of the population: a systematic weakening of collective bargaining and freedom of association has meant that growth has not been properly distributed to restore wages to appropriate levels.

Latin America and the Caribbean therefore closed 2011 with a positive balance of growth and employment even though the area experienced a year marked by great uncertainties surrounding the global economy and great concern over the negative impact that a new recession could have on economies and employment rates in the region.

The urban unemployment rate continued to decline in 2011 and broke the 7 per cent barrier to settle at a level of 6.8 per cent at the end of this year, according to the review *Panorama Laboral de las Americas*.

In the 16 countries for which information was available up to the end of the 2000s, 93 million people (50 per cent of the working population) were informally employed. Of this total, 60 million were working in the actual informal economy, 23 million had an informal job without social protection working within the formal sector and 10 million had an informal job in domestic service.

In the case of young people, six out of every ten who found work only had access to informal jobs.

These data are indicative of the effects of the deregulatory neoliberal model, which has left very deep social and economic scars that still bring inequality and suffering. Noteworthy features include the breakdown of traditional economies – primarily rural –, the lack of comprehensive social protection and security systems as well as insecurity of jobs and of individual and collective labour rights, which are all core elements of decent work. In this context, the situation of very vulnerable groups – young people, working women and migrants – is of particular concern.

## Activities

The total number of activities organized for Latin America in 2011<sup>1</sup> was 36: 33 face-to-face and three distance-learning.

The total number of participants was 1009: 916 in face-to-face activities and 93 on distance-learning courses; 41 per cent were women.

More details are given in Annex 2, which provides summary descriptions of courses delivered.

### 1. Trade Union Organization and Collective Bargaining:

#### **Regular course on collective bargaining for trade unions**

This course was aimed at trade unionists in Latin America and the Caribbean (ten women and six men) and covered the representation of national trade unions and also international federations (in particular ICM, ISP, ICEM and UNI). Special emphasis was also placed on the recruitment of young trade union representatives (43 per cent under the age of 35) and women (62 per cent).

#### **Regular course on trade union organization and development**

This regular course attracted fifteen participants, 47 per cent women (seven) and covered some of the key elements identified in the process of trade union self-reform in the region, encouraged by the Trade Union Confederation of the Americas (TUCA-CSA), which was involved in coordination prior to the course and also delivery of the course.

These courses included a study visit to Madrid, through cooperation with the General Union of Workers (Unión General de Trabajadores – UGT) and the Workers Commissions (Comisiones Obreras – CCOO).

### 2. Social Security:

All activities on social security developed by the ACTRAV Programme for Latin America were supported by the second stage of the Social Security for Trade Union Organizations (SSOS) Project funded by the Spanish

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<sup>1</sup> All the corresponding documentation is available at the following link:

<http://actrav-courses.itcilo.org/es/a2-73090>

Ministry of Labour and Immigration, launched in June 2010. A summary list of activities on social security is given in Annex 2.

Documentation on all activities is available on the Project website: [www.oit.org.pe/ssos](http://www.oit.org.pe/ssos)

### ALL ACTIVITIES AND PARTICIPANTS FROM THE BEGINNING OF THE PROJECT (June 2010) TO DECEMBER 2011

<i>Period: June 2010– December 2011</i>	TOTAL ACTIVITIES	TOTAL PARTICIPANTS
<b>Regional</b>	<b>13</b>	<b>256 (106 ♀, 41.4%)</b>
<b>Subregional</b>	<b>6</b>	<b>132 (49 ♀, 37.1%)</b>
<b>National</b>	<b>20</b>	<b>626 (259 ♀, 41.4%)</b>
<b>Distance-learning</b>	<b>5</b>	<b>149 (58 ♀, 39.0%)</b>
<b>TOTAL</b>	<b>44</b>	<b>1163 (472 ♀, 40.6%)</b>

### 3. Occupational Health and Safety:

All activities on occupational health and safety developed by the ACTRAV Programme for Latin America were supported by the second stage of the Social Security for Trade Union Organizations (SSOS) Project funded by the Spanish Ministry of Labour and Immigration, launched in June 2010.

Documentation on all activities is available on the Project website: [www.oit.org.pe/ssos](http://www.oit.org.pe/ssos)

Major international activities were also co-financed by the ILO Regional Office for Latin America, also through ACTRAV. The following activities were co-financed by the Region:

#### **Regional Workshop on the culture of prevention and workers' health.**

The course was attended by seventeen trade union representatives (including seven women) from Argentina, Brazil, Chile, Colombia, Panama, Paraguay, Uruguay and Venezuela, as well as experts and tutors on the distance-learning course begun in 2010, who addressed the various issues covered by the programme.

The course was held in Buenos Aires, to mark the designation of 2011 as the Year of Decent Work and the Health and Safety of Workers by the Argentine Government and its social partners through Executive Decree 75/2001.

#### **Trade union training on occupational safety and health (OSH) for trade unionists in Latin America: ILO Conventions and control mechanisms, Montevideo, Uruguay. (40 participants, including 17 women).**

This course, coordinated and promoted by the Regional ACTRAV organization, was part of joint actions undertaken by ACTRAV and CSA to strengthen the capacity of trade unions in the Southern Cone and Andean countries. This activity, like the other subregional activities on the topic of occupational health and safety undertaken previously, included a bipartite seminar for exchanging views and establishing common ground between trade union delegates and business delegates taking part in the training project funded through the Turin Centre's Employers' Activities Programme (ACTEMP) with the cooperation of Spain.

#### **Distance learning in Occupational Health and Safety<sup>2</sup>**

- **Distance-learning course on the culture of prevention and workers' health<sup>3</sup> – 2nd stage.**
- **Second distance-learning course on the culture of prevention and workers' health.**

<sup>2</sup> Material relating to the distance-learning courses may be found at the following link:

[http://white.oit.org.pe/spanish/260ameri/oitreg/activid/proyectos/actrav/proyectos/proyecto\\_ssos/formacion\\_distancia/index.html](http://white.oit.org.pe/spanish/260ameri/oitreg/activid/proyectos/actrav/proyectos/proyecto_ssos/formacion_distancia/index.html)

<sup>3</sup> All the corresponding documentation is available at the following link:

<http://actrav-courses.itcilo.org/es/a2-73090>

#### 4. Gender:

The female trade union tutors who were trained during 2009 and 2010 were followed up during 2011 and four of the tutors attended an important event within the “**Gender Academy**”, organized in Turin in November by the Turin ITC Gender Department.

This pilot event was particularly appreciated for the cooperation of the ACTRAV Programme, which included and implemented a thematic workshop in the new “Academy” format adopted by the Turin International Training Centre. ACTRAV took charge of facilitating the design and development of a thematic workshop entitled “Gender and decent work from a trade union perspective” on 28, 29 and 30 November. During the workshop, it was decided to ask four women trade union leaders who had trained as tutors (from the three subregions) to deliver presentations, with the support and technical coordination of the ACTRAV Programme. Three complementary sessions were therefore defined: Gender and decent work from a trade union training perspective; lack of decent work in the domestic workplace – and the social protection floor initiative from a gender perspective.

#### 5. Training methodology:

**Trade union capacities for the promotion of decent work**, Tlaxcala, Mexico.

This course involved the practical national application of the ACTRAV decent work promotion training planning tool entitled “Decent Work cubed”, which has been built up collectively over the past two years. The main beneficiaries of this nationally applied pilot course were the Mexican trade union organizations: CTM, CROC and UNT (22 participants including nine women) and it was conducted within the framework of the ILO-RBSA 802 project developed by the Regional ACTRAV organization with the support of the ILO Office in Mexico and a significant contribution from the ACTRAV Programme of the International Training Centre in Turin. The participation of CSA was essential to ensure that this experience can later be rolled out to other countries in the region, and experiences can be exchanged with Brazil and Argentina. This course tested the practical application of a method for organizing flexible training pathways that are tailored to the needs of each centre, taking the integrity of decent work as a common point.

#### 6. Decent Work and the process of United Nations Reform:

**Regional meeting of the United Nations System and Trade Unionism in Latin America and the Caribbean**, Panama.

The course involved 21 trade unionists from the region (including seven women) and was co-funded by the Regional Office with the support and coordination of the ILO in Geneva and the Regional ILO. It represents another step forward in the process initiated in previous years, given the special importance of mainstreaming decent work within the actions of the United Nations System, and the participation of Trade Unions in this process. It included the participation of various UN agencies and international financial institutions.

#### 7. International Labour Standards:

**Participation of Trade Union Organizations in ILO Standards System control mechanisms:** Face-to-face and distance-learning

The main aim of this course, promoted by the Regional ACTRAV organization in coordination with ACTRAV Geneva, was to strengthen the capacity of members of the Continental Trade Union Legal Team and the Human Rights Network to improve the quality of trade union participation in the submission of reports and comments within the framework of ILO standard system control mechanisms. With this approach in mind, the members worked specifically on a questionnaire on fundamental rights in order to influence monitoring of and compliance with such rights in a more strategic and effective manner.

This activity was carried out in two stages:

- *Distance-learning:* This was carried out using the Solicomm platform. The first stage was open to members of the Legal Team and of the Human Rights Network selected by the CSA, with 24 participants (six women);
- *Face-to-face stage:* This was carried out in Buenos Aires. Places in the face-to-face course were confirmed only for participants who took part in the first distance-learning stage, with 23 participants (six women).

**Diploma in Labour Law, Trade Union Rights and Social Security for Latin America**, Monterrey, Mexico. Activity co-funded by Regional ILO funds, the Technological University Institute of the Mexico Workers' Association (CROC) and the ACTRAV SSOS Project (Spanish cooperation). The course, promoted and coordinated with the Regional ACTRAV organization, was aimed at legal specialists and/or human rights defenders, from the trade union movement, consisting of leaders and advisers concerned with these issues. In the end, the total number of participants was 16 (including six women) – from Argentina, Brazil, Chile, Colombia, Costa Rica, Peru and the host country, Mexico.

## 8. Material:

The following training manuals were produced by ACTRAV Turin for Latin America in 2011:

- “International Labour Standards”, introductory module and teaching guide.
- Training manual on “Decent Work Country Programmes and United Nations Development Assistance Frameworks”.
- “Gender and Occupational Health and Safety”: training module and teaching guide.
- “Social protection”: Basic and specialization I modules, training modules and teaching guide.
- “Training manual on the Social Protection Floor Initiative”, training module and teaching guide.

Material available at: <http://actrav-courses.itcilo.org/es/td-al-cubo/>

## **c) Asia and the Pacific**

The Asia–Pacific countries have been undergoing rapid socio-economic transformation in recent years under the policies of economic liberalization and globalization. While the region’s economic performance has remained positive, the global economic crisis exposed vulnerabilities and threatens the fragile achievements made by the developing Asian countries towards MDG goals. The ‘crisis’ has also shown the limitations of the export-led model and holds at least one critical lesson for Asian countries: for economic and social stability at home, developing countries need policies that promote ‘domestic markets’ – this implies policies for creating decent work and respect for fundamental labour standards.

A number of challenges in terms of employment, social protection and industrial relations persist in Asia and much remains to be done in regard to the objective of ‘Decent Work for All’. Asia is still home to two-thirds of the world’s poorest people (living on \$1.25 a day or less). The mechanisms for social dialogue in many countries remain weak and respect for freedom of association and the right to collective bargaining (ILO Conventions 87 and 98) remain a low priority. An additional concern is also the phenomenal increase of precarious employment and the informal economy – which are indicators of the fact that growth is not creating decent work.

At the 15th Asian Regional Meeting held in Kyoto, Japan from 4 to 7 Dec 2011, the ILO’s constituents, while reviewing the progress made towards the objectives of Asian Decent Work Decade (2006–2015), stressed that employment and social protection, backed by fundamental principles and rights at work and social dialogue, are critical to the recovery and to the pursuit of economic, social and environmental sustainability. Promoting equitable, job-rich growth (based on the ILO’s Global Jobs Pact) and building an effective social protection floor were among the major priorities identified for action by the delegates – to be implemented through effective tripartite involvement, social dialogue and the promotion of collective bargaining.

Addressing the decent work deficits in the Asian economies requires increasing the role of the state in regulating labour markets and the economy, and empowering workers and their trade unions. In particular, it is of paramount importance that freedom of association, the right to organize and the right to collective bargaining are treated in law and practice as the fundamental human rights of workers – to be respected, as a minimum, with the same rigor that is shown to foreign investors and rights of institutional shareholders. Respect by member States of the ILO towards Conventions 87 and 98 would make tripartism and social dialogue meaningful and give the workers a fair opportunity for influencing policies, participating in development processes and, at the same time, enlarge domestic markets as gains from growth get distributed more widely.

In the light of the above situation, Actrav-Turin’s training efforts have been aimed at strengthening the social dialogue and collective bargaining capacities of trade unions for promotion of Decent Work. Within this context, a number of specific areas have been focused upon in training activities, following the advice of TUTC

and Actrav Field colleagues and in line with the ILO Outcomes mentioned in Strategic Policy Framework 2010-15. In general, training programmes have focused on capacity building in the areas of ILO Standards, the ILO's supervisory machinery for defence of freedom of association, employment and social protection, organizing, negotiation and collective bargaining skills and Decent Work Country Programmes so that in the coming rounds of discussions for DWCPs in Asian countries, unions play a more proactive role.

***Presented below is a brief report on training activities for the Asia-Pacific region undertaken in 2011:***

1. During the year under review, the Programme carried out eleven training programmes for the Asia-Pacific region. These were attended by a total of 231 union representatives, including 89 women (38.5 per cent).
2. *Distribution of the programmes:* four were residential courses in Turin (including two for the All-China Federation of Trade Unions), five regional training workshops in the field, one training programme for the Federation of Trade Unions of Burma (FTUB) and one country level workshop in Indonesia under the Global Jobs Pact project. In addition, four Asian unionists (of which two were women) also participated in one inter-regional training activity in Turin.
3. The training activities are planned and carried out in consultation with the Actrav-Asia Desk. This helps in taking on board the priorities of the region as communicated by the Actrav Field Specialists who are later also involved during delivery of training activities. Discussions are on-going with the Desk Officer as to how this cooperation can be improved, also from the point of view of raising resources for the training activities of Actrav-Turin from other ILO programmes and co-sharing resources.
4. During the year, the programme's efforts to build partnerships with other national unions and labour support organizations led to sponsorship of three study visits for Asia-Pacific training activities and co-funding of four field training programmes (JILAF/Japan, KOILAF/South Korea, SNTUC/Singapore and FES/Global Trade Union Programme). The partnership with national unions and union-supported foundations reflects not only recognition of the work of the Programme for Workers' Activities but also influences their workers' education activities for unions in the region, in terms of content and methodologies.
5. The content of the training programmes promote the four strategic objectives of the ILO, priorities of the unions, and contributed towards achievement of ILO Outcomes (especially to Outcome 10 – Workers have strong, independent and representative organizations).
6. While all training activities of Actrav-Turin are aimed at contributing to Outcome 10, since the main themes of training programmes also focus on capacity-building and promotion of follow-up actions on specific issues linked to Decent Work – Standards, Employment, Social Protection, Gender, and so on – Actrav training also contributes towards achievement of other ILO Outcomes such as Outcome 1 (DW opportunities), Outcome 4 (Social Security), Outcome 5 (improved working conditions), Outcome 6 (OSH), Outcome 7 (Migrants), Outcome 8 (HIV-AIDS), Outcome 12 (Tripartism and social dialogue), Outcome 14 (FoA and CB), Outcome 17 (Discrimination) and Outcome 18 (ILS).
7. Programme curriculums and content are continuously upgraded to reflect emerging issues and the training needs of the unions in the region. In addition to the main topic of the training course, each of the training activities also focus on building unionists' understanding of the concept and role of decent work, international labour standards (ILS) and the ILO's supervisory mechanisms to promote respect for freedom of association and the role of trade unions. It is expected that the gender mainstreaming in training activities is ensured by integrating gender dimensions of each of the topics, in both presentations as well as discussions. This can, of course, be improved on further.

***While the details of the training activities are mentioned in the annexe, please find below summary information on the training programmes conducted in 2011.***

#### **Training Activities in Turin (Core Courses):**

1. *Trade union training on international labour standards and freedom of association, 21 March–1 April 2011:* The course aimed to develop knowledge and skills for promoting the international labour standards (ratification, implementation and reporting) and utilize the ILO's supervisory machinery for promotion of freedom of association and collective bargaining rights.

2. *Trade union training on Occupational Safety, Health and HIV–AIDS, 27 June–15 July 2011*: This provided an opportunity to learn and share experiences on work-related health and safety policies and practices, participatory approaches to OSH management as well as on international labour standards concerning health and safety. The programme also discussed trade union actions to place OSH and HIV–AIDS on the collective bargaining agenda to promote preventative culture and follow-up support to workers.

#### **Tailor-made training courses for ACFTU in Turin:**

3. *Trade union training for ACFTU on negotiations and collective bargaining strategies, 11–22 April 2011.*
4. *Trade union training for ACFTU on organizing and promotion of decent work, 10–19 October 2011.*

Pursuant to the education cooperation agreement with ACFTU, two tailor-made training activities were conducted. These are undertaken on a co-sharing basis with ACFTU. In addition to the main training topic, the training programmes also focus on the role of ILO standards, Freedom of Association and the Right to Organize, as instruments for promoting industrial democracy and decent work. Study visits for ACFTU are part of this training and in 2011, LO Denmark and FES supported the study visits.

In 2011, there was also a review meeting in Beijing with the former participants of our training courses on the impact of the training on their activities and their future training needs. The participants affirmed that Actrav training helps ACFTU leaders in ‘thinking global, while acting local’, and to interact with international labour movements and broaden their perspectives on the role of trade unions. The experience of training in ITC-Turin is also helping in redesigning methods and delivery of ACFTU union training programmes.

#### **Training Activities in the Field:**

5. *Decent work response to the global economic crisis: Indonesian Jobs Pact, Jakarta, 15–18 February 2011*: Training programme conducted under the Actrav Global Jobs Pact project, focused on developing Indonesian trade unions’ technical and organizational capacities to play an effective role in contributing towards the design and planning of the Indonesian Jobs Pact. The workshop discussed strategies to integrate union priorities in national jobs pact processes as well as in DWCP for Indonesia.
6. *Trade union training on climate change policies, green jobs and decent work, Bangkok, 21–25 February 2011*: The workshop aimed at enhancing the understanding of trade unions on climate change policies, linkages between green jobs and ILO standards, and policies for promoting green/decent work. It may be noted that ROAP-ILO-Asia is implementing a number of projects under its Green Jobs programme and training is expected to contribute towards unions’ technical capacities to participate and influence these ILO initiatives for decent work in a ‘green economy’.
7. *Trade union training on responses to economic crisis, global jobs pact and union role, Singapore, 1–5 August 2011*: Organized in cooperation with the Singapore NTUC, the training focused on enhancing the technical capacities of trade unions to play an effective role in tripartite dialogue and negotiations at national level to promote decent work-led, job-rich recovery programmes as part of crisis response and for economic development in general. The workshop also enabled sharing of experiences of Indonesian unions (who have successfully negotiated the national Jobs Pact) with others in the region.
8. *Trade union training on Labour law reforms, ILO standards and trade union agenda, Bangkok, 8–12 August 2011*: Organized in cooperation with, and co-funded by, JILAF, the workshop aimed at developing technical capacities in the area of labour law reforms so as to promote decent work, workers’ rights and to improve labour relations. The workshop provided an opportunity for the trade union representatives to review developments in employment relations and analyse effectiveness and shortcomings of existing labour relations systems, laws and practices in their countries, keeping in mind the ILO standards and Employment Relationship Recommendation, 2006 (No. 198).
9. *Trade union training on Decent Work Country Programmes (DWCPs) and the role of trade unions, Phnom Penh, Cambodia, 5–9 September 2011*: Organized in collaboration with, and co-funded by, FES, the workshop focused on building understanding of and technical capacities from the ILO’s Decent Work

approach and participation in the formulation of Decent Work Country Programmes (DWCPs). Since DWCPs are going to be renegotiated in a number of Asian countries, it is important that unions are made aware of these and trained so that new DWCPs reflect union views and priorities and they participate in its implementation and monitoring process.

10. *Trade union training on employment relations and decent work (with a focus on FoA and right to collective bargaining), Seoul, 26–30 September 2011*: Organized in collaboration with KOILAF, South Korea, the workshop provided an opportunity to learn and share experiences of the changing nature of employment relationships, ILO Recommendation No. 198 and promotion of decent work for all. The workshop also focuses on union strategies for organizing and collective bargaining, and extending social protection to workers, especially contract, casual and agency workers.
11. *Trade union training for the Federation of Trade Unions of Burma (FTUB) on freedom of association and collective bargaining, Bangkok, 12–16 December 2011*: aimed at building FTUB union activists' knowledge and technical capacities for organizing and utilizing the ILO principles on freedom of association and its supervisory mechanism for promotion, monitoring and reporting on the rights of Burmese workers. The workshop also discussed new labour organization law that was promulgated in October 2011 by the Burmese Government and provided an opportunity for the FTUB to bring together its unionists from inside Burma in order to develop strategies for expanding unionization and the rights of Burmese workers, both inside and outside Burma.

• **Other Issues and Challenges:**

- *need to expand distance education methodologies in Asia for trade unions;*
- *need to promote the use of information technology for trade union education and organizational purposes among unions from Asia, especially South Asia;*
- *need to promote greater integration of gender perspectives in trade union work in Asia and also promote education and training opportunities for female union leaders;*
- *financing of trade union education – need to raise additional resources for workers' education in Asia – more can be done by ILO Field Offices through their technical cooperation programmes and also by the trade unions by prioritizing workers' education as a tool for organizing.*

**d) Europe**

2011 was a record year for the training activities of the Workers' Programme in Europe, in terms of the number of EU-funded capacity-building projects, training activities and participants, with a total of 431 participants in nineteen training activities, four in Turin and fifteen in the field.

The region's training programme was dominated by activities targeting EU member and candidate States.

Three EU projects were implemented with seventeen training activities and 403 trained participants:

- (1) Decent Work for Precarious Workers in cooperation with the European Trade Union Confederation;
- (2) Strengthening Social Dialogue in Commerce in partnership with UNI-Europa Commerce and EuroCommerce;
- (3) Decent Work for Transport Workers in partnership with the European Transport Workers' Federation.

Taking into account the participation of European participants in other interregional activities organized by ACTRAV-Turin, the total number of European participants amounts to 514 (305 men and 209 women, in other words, women comprised 40.66 per cent). Compared to 2010, when 273 participants were trained, this is an increase of 241 participants, in other words an increase of 47 per cent.

The year 2011 shows the trend towards an increasing number of training activities taking place in the field, and a decrease in the number of activities taking place in Turin. If we use as a reference the previous five years, 2006–2010, when the ratio between the number of training activities organized in Turin and in the field was 50 per cent/50 per cent or 40 per cent /60 per cent, 2011 demonstrates that 78 per cent of activities took place in the field. This is a significant change that will, although less prominently, continue in 2012.

The EU projects in 2011 were carried out in the context of the overall economic, social and political situation in EU member States and candidate countries. The European Union is drifting away from the 'European dream' of prosperity and social security for all its citizens. The consequences of the financial and economic crisis have



been felt across Europe, accompanied by a wave of protest rallies in many countries. According to the Athens Manifesto, adopted at the ETUC Congress in 2011, the central issue for European trade unions at present is that the financial crises affecting in particular Greece, Ireland, Spain, Italy and Portugal and the more general policy of austerity governance in other member States are exerting downward pressure on salaries, public services, social security, pensions, working conditions and living standards, while unemployment and precarious jobs are growing, particularly for the young. All these issues represent a big challenge for the European trade union movement in its continuous aspiration to defend the European social model. Evidence shows that countries with sound industrial relations systems and well-functioning social dialogue have found it easier to remedy the impacts of the crisis; strengthening the capacity of trade unions for social dialogue will therefore remain a strategic choice for the training activities in the EU. National-level sectoral trade unions, particularly in the new member States and in candidate countries, are facing a major problem of decentralization of collective bargaining, pushing it to company level, accompanied by the risk of the voluntary approach to the implementation of collective agreements, shorter duration of collective agreements due to economic uncertainties as well as frequent cases of employers' strategy to take advantage of the crisis to push through their agendas on competitiveness, restructuring and salary cuts, outsourcing, delocalization and even withdrawal from negotiations with unions. Under the circumstances described above, the first priority for trade unions should be to take steps to strengthen union organizing and collective bargaining power and to protect workers' right to take industrial action, all of which are fundamental rights, and to promote stable and protected jobs. These priorities are and will continue to be the core of the labour education offer in 2012.

It is worth mentioning that sectoral social dialogue in new EU member States remains the weakest link, as confirmed by a number of ILO documents and the European Commission's Thematic Liaison Forum on capacity building of national and European social partners held in December 2011. Therefore, a significant part of the training activities should continue to be targeted at this group of countries that face particular vulnerabilities.

An interesting development at EU level is the announced merger of three European sectoral organizations, namely the European Metalworkers' Federations (EMF), the European Mine, Chemical and Energy Workers' Federation (EMCEF) and the European Trade Union Federation of Textiles, Clothing and Leather (ETUF-TCL) to create a new European industrial trade union federation aiming to make more effective use of resources and achieve greater representativeness. It is expected that this process – and for the possible consequences at national level too – will need to be accompanied by training activities on organizational change and modernization of trade unions, some of which can be conducted by ACTRAV-Turin.

As far as Eastern Europe and Central Asia are concerned, according to Global Employment Trends 2012, Commonwealth of Independent States (CIS) countries experienced some of the most serious economic shocks during the global economic crisis, but also managed an exceptionally strong recovery, albeit with a high level of inflation. The Russian economy remains the powerhouse among the countries of the CIS and Georgia. According to the UN report, Russia's return to economic expansion in 2010 contributed to the renewed dynamism in the region, boosting exports, financial flows and remittances – all critical for the region's low-income countries. The ILO is currently implementing a new project on DWCP priorities in eight CIS countries, consisting of five Central Asian countries – Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan and Uzbekistan, and three South Caucasian States – Armenia, Azerbaijan and Georgia. Country programme priorities in most of the countries are: (1) improvement of labour market governance mechanisms aiming at creation of decent jobs, (2) improving working conditions and social protection, (3) building social partners' capacities for and strengthening freedom of association, collective bargaining and social dialogue. ACTRAV-Turin will take into account these priorities when designing its training offer for trade unions in this region, including the persisting issue of the informal economy that deserves special attention. In 2011, the strategic choice was to focus on social security, with the participation of most of the abovementioned countries.

The training activities held in 2011 are summarized as follows:

**Core course on social security in the CIS** merged with a **Seminar on social justice for a fair globalization in the EU** looked into the situation of social security in selected countries of the Commonwealth of Independent States and the European Union and increased the knowledge of participants on legal aspects, ILO initiatives and good practice examples. It was intended for social security experts in national trade union confederations in selected CIS and EU countries who compared and contrasted their national social security systems, the impact of the crisis on social security systems, the role of social partners in decision-making concerning the on-going reforms of social security systems and evaluated and upgraded trade union policies on this subject. The specific focus of this course was on pension and health insurance systems as well as the social protection floor and the

conclusions of the 2011 ILC on this subject.

In the framework of the three EU-funded capacity-building projects in the domain of industrial relations and social dialogue, the following distinct training packages were implemented:

The training project ‘**Decent Work for Transport Workers**’, in partnership with the European Transport Workers’ Federation, addressed the issue of the limited participation of trade unions from new EU member States and candidate countries in European sectoral social dialogue committees due to the weaknesses at national level which are echoed in EU social dialogue. The selected sectors were: civil aviation, inland waterways, maritime transport, railways, road transport and ports. The project has achieved the following results: (1) 215 participants (29.76 per cent women) from seventeen countries and 60 trade unions trained in sectoral social dialogue; (2) increased quality and quantity of participation of trained ETF affiliates in European sectoral social dialogue committees in transport sectors and in different ETF activities and actions at ET level; (3) improved implementation of the results of European social dialogue at national level. In 2011, seven activities were organized, namely: sub-regional seminars in Romania, Hungary and Lithuania plus a national seminar in Turkey; two workshops linked to sectoral social dialogues in civil aviation and in rail transport in Brussels and finally, a conference in Brussels. The average evaluation of the training activities amounts to 4.33, on a scale from 1 to 5.

The project on ‘**Strengthening Social Dialogue in Commerce**’, in partnership with UNI-Europa and EuroCommerce, addressed the limited participation of social partners from new member States and candidate countries in European social dialogue on commerce. The project consisted of six training activities: training of trainers in Turin followed by sub-regional seminars in Poland, Croatia, Macedonia and Bulgaria and a bipartite workshop in Brussels. The sub-regional seminars predominantly focused on organizing and collective bargaining in multinational commercial chains. The project has trained 143 participants (54.54 per cent women) from seventeen countries and twenty sectoral trade unions. The project has resulted in improved knowledge of EU sectoral social dialogue, improved exchanges of good practices and experiences among trade unions and increased cooperation with employers’ organizations affiliated to Eurocommerce. The average evaluation of this project is 4.42, on a scale from 1 to 5.

The project ‘**Decent Work for Precarious Workers**’ was carried out in partnership with the European Trade Union Confederation (ETUC) and its national affiliates in all 27 EU countries. The project consisted of six activities, namely a course on decent work for precarious workers providing international, European and national aspects of the issue, held in Turin; two thematic seminars focusing specifically on migrant, domestic and young workers, in Madrid and Gdansk and a closing conference with the aim of dissemination of examples of good practice in conversion of precarious work into work with rights, in Budapest. A European precarious work web portal as a knowledge-sharing tool, and research leading to a paper on precarious work and the crisis with a focus on young and migrant workers were further outcomes of the project. The project has trained 90 participants (48.88 per cent women). The most important outcomes of this project are the following: (1) European network of 78 trade union representatives from 25 EU member states trained on a rights-based approach to precarious workers; (2) Report on Precarization and the Crisis: the growing challenge of transforming precarious into decent work; (3) Paper on Crisis, Migration and Precarious Work: impacts and responses. Focus on European Union Member States; (4) European precarious work web portal containing a collection of case studies and best practices in transformation of precarious work into work with rights; (5) guidelines for trade union action targeted at improvement of rights of precarious workers in the EU; and (6) training materials on precarious work. The average evaluation of project activities amounts to 4.34 on a scale from 1 to 5.

In 2012, in the European region, the Workers’ Programme will implement a **multi-sectoral project on social dialogue in close cooperation with EFFAT and EMCEF** for new member States and candidate countries, focusing on organizing workers in the agriculture, food, tourism, mining, chemistry and energy sectors.

A second project that will be implemented in 2012 is the project on ‘**Decent Work for Domestic Workers**’ in collaboration with the ETUC and EFFAT and their affiliates in selected EU countries. The project will also contribute to advocating the ratification of the Domestic Workers Convention, 2011 (No. 189) and the due consideration to be given to the Domestic Workers Recommendation, 2011 (No. 201) in EU Member States.

In 2012, the fruitful cooperation with the ITUC-PERC in the design and delivery of the core course for young trade union leaders and with the Education Department of the European Trade Union Institute in the implementation of courses on collective bargaining, labour migration and young leadership will continue.

Additional attention will be paid to the burning issue of youth employment and particularly, young

workers in precarious situations. This topic will be addressed in a specific training course for young leaders and mainstreamed into several training activities. A new project will possibly be introduced, combining the ILO and the EU approach on the topic.

#### **d) Arab countries**

The trade union movement in Arab region has been passing through difficult circumstances for many years now and has faced much repression while seeking to promote and defend workers' rights. This anti-union discrimination and oppression, faced especially by independent trade unions, has been an impediment to equitable growth and social justice.

The countries in the Arab region face major development challenges concerning poverty, unemployment and on trade unions and other human rights front. ILO reports indicate that the general employment scenario in Middle East and North Africa region is that out of 100 people that could work, not even half have employment. The situation is particularly grim for youth and women. Unemployment among Arab youth is the highest in the world (23.6 per cent in North Africa and 25.1 per cent in the Middle East, compared to a world average of 12.6 per cent). It is estimated that Arab region needs at least 51 million new jobs by 2020.

The current global economic crisis is creating further conditions to increase the decent work deficit. Failure to promote growth and jobs, along with measures to promote respect for fundamental rights at work is creating social tensions and widespread discontent among workers. The region urgently need economic diversification and Arab countries need to expand domestic markets and this implies, among other things, measures for Decent Work & respect for fundamental labour standards particularly freedom of association.

The recent socio-political upheavals and on-going struggles reflect Arab people's legitimate aspirations to establish democratic systems, institutions and laws that promote social justice, freedom, good governance and democratic development process. The emerging socio-political situation in Arab region has the potential to usher in new democratic social order and new development approach that engages citizens in formulation of inclusive development policies and meet the aspirations for decent work of the millions of Arab youth.

However, the union movement itself needs to be strengthened to meet the challenges posed by the emerging economic and labour market situation. In particular, there is an urgent need to build capacities for organizing, social dialogue and collective bargaining for promotion of Decent Work. In this context, the Workers' Programme, in close cooperation with ACTRAV and ITUC, has been taking some steps to contribute towards this capacity building.

In 2011, the following initiatives were taken:

- **“Towards a Decent Work Pact in Jordan: Workers' Priorities”**, Amman (Jordan), 21 – 23 Nov 2011 (20 participants, including 4 women).

This national training programme for Jordanian unions was undertaken under Italian Funded GJP project. The main focus of this programme was on improving unions' capacities for informed social dialogue to ensure that workers priorities under GJP are integrated into the Decent Work Country Programme which is currently under discussions.

- **“Towards Democratic Trade Unionism & Decent Work in Arab Countries”** – (15 participants, including 4 women)

This core course, planned in close collaboration with ITUC and ACTRAV colleagues responsible for Arab region, aimed at deepening the understanding of the trade union representatives on independent and democratic trade unions and trade union structures, democratic social dialogue institutions and policies for promotion of Decent Work and responsive labour relations systems and at supporting the recently established Regional Trade Union Forum. The course was scheduled to be held in 2011 but was held in Jan 2012 due to conflicting regional meetings.

The Workers' Programme has also submitted a project proposal for funding by Europe Aid for Capacity Development of Trade Unions for Decent Work, Democratic and Sustainable Development (approval is awaited).

### *Arab region priorities for TUs education:*

Organizing and building democratic functional trade unions, knowledge of International Labour Standards (ILS), ILO's FoA machinery, Collective Bargaining Skills, Social Security, Youth Employment and organizing in special economic zones and migrant workers. Also important is gender mainstreaming to take into account the needs of women workers in the labour relations systems and in trade union programmes and actions.

### **f) Interregional courses**

Given below is the brief summary of interregional training activities that were conducted last year:

- **A9-04021 – Trade union training on international labour standards and fundamental rights**, in Portuguese, Turin, May 23 – June 10, 2011, 16 participants (8 women)

This core course was aimed to identify the priority areas for trade union action and the ILS by strengthening and develop capacities in relation to the procedures and mechanisms for adoption, ratification, submission, supervision and oversight. Current labour topics such as globalization, the structure of the international trade union movement, gender and equality of opportunity and treatment, and trade union policies, as well as the agenda for the 2011 ILO Conference were analysed stressing to the importance and effectiveness of the ILO Social Justice Declaration.

Teaching materials and individual action plans (including a project proposal) were prepared by the participants for their implementation at international, national or local level.

The study visit to Portugal allowed reviewing the advances recorded in the practical application of the ILS and of the fundamental rights and principles at work within the Portuguese reality, in particular as regards freedom of association and collective bargaining.

- **A9-04028 – Capacity building for promoting decent work**, in English and Spanish, Turin, 21 November – 02 December 2011, 13 participants (5 women)

This core course was aimed to identify training pathways that will strengthen trade union action to promote Decent Work (drawing upon the proposal contained in the Decent Work Cubed training package and integrate decent work guidelines into specific documents for training union leaders especially by strengthening their social dialogue and collective bargaining skills. The proposal contained in Decent Work Cubed, its focuses and structures was valeted in this course and adapted to the social and labour context of the countries involved. By sharing experiences of teamwork with trade unions that have been taking steps to create multidisciplinary teams for the promotion of Decent Work the participants elaborated action plans aimed to form a multidisciplinary team for the promotion of Decent Work in the various countries.

Two additional activities were conducted in Turin:

- **A9-04394 – FIAT/CHRYSLER network meeting**, in English, French, Portuguese, Polish and Italian, Turin, 21 – 22 June 2011, 44 participants (6 women)

This activity represented a first opportunity to collaborate with GUFs (in this case IMF) in the joint management of network meetings of multinational companies. This experience contributed to opening new opportunities for the development of specific training project for MNEs and for future activities (2 are already foreseen in 2012).

- **A9-04661 – Dissemination Meeting – TANDEM Project**, in English and Italian, 11 November 2011, 52 participants (18 women)

This activity represented an opportunity to collaborate with the Italian trade unions of the Bank and insurance sector in the final phase of a project funded by the European Union on sectorial social dialogue and allowed to share with them the huge experience accumulated by our Programme in social dialogue for sectors at European level.

### **B.12 Information and communication technology**

Information and communication technology - the use of computers and computer communications - is an essential tool in the development of union capabilities. Consequently, the Programme has, over the past few years, conducted residential courses on ICT, organized week-long seminars on the subject and one-year long

blended activities on the subject, provided consultation services, created software, written training material, organized pre- and post-course sessions via computer communications and taught courses completely online.

In 2011, the Programme further improved its existing ICT services, focusing on the emerging needs of unions and the Workers' Programme itself.

**A special focus was given in 2011 to adapt the system in order to make it possible a decentralized use of the Platform to manage distance education and conferencing at regional level.**

The core tool for the development of this strategy was the SoliComm Platform, an integrated computer system developed by the Programme specifically for serving unions in the areas of knowledge sharing and collaboration and on-line training. A stronger cooperation with the ICT services of the Centre was implemented during 2011 looking for a better synergy and resource savings. However this work is still undergoing with the use of new software and this process created some difficulties in conducting new distance education activities during 2011 as well as in the first months of 2012.

The Programme plans for the future are to build on this expertise to better serve unions worldwide as well as the Workers' Programme at large, in the following fields:

*a) Distance and "Blended" Education*

Using SoliComm, distance education via computer communications has become an integral part of the educational offer of the Programme, which organized pre-course and follow-up conferences for all residential activities. This "blended" modality enables participants to prepare for the residential period and to follow up with other participants and on core topics of the residential course.

*b) ICT Training for Unions*

For the past few years the Programme has conducted evening computer classes to provide practical, hands-on experience in the technology. Further efforts were devoted to adapt these training modules to the different needs of trade unions in the different areas of the world.

*c) Knowledge Sharing and Collaboration*

SoliComm is an integrated platform targeted at unions and organizations in the labour movement. During the last few years its services have been improved allowing a richer and more user-friendly interchange between its users.

### **B.13 Financial report**

In 2011, the Programme funded its courses, activities and projects in a variety of ways. ACTRAV-Geneva provided funds from its RBTC funds, the ITC provided funds from the Italian voluntary contribution, from surplus and from Regional RBTC, regional and HQ ILO funds were used, some outside organizations funded activities at the Centre and projects were fully or partially funded by their sponsors.

As showed in table 5, in 2011 the Programme received a strongly reduced amount of new Italian allocation only in part compensated by carryover of savings in 2010 and, also thanks to the cooperation of ACTRAV Geneva, the Programme will carryover to 2012 a significant amount of savings.

**A significant change in the funding of the Programme is the significant increase of resources from projects representing in 2011 53.28% of the total income of the Programme (31.73% in 2010) while other external sources of funding covered 9.31% of the income (8.81% in 2010).**

Consequently captive funds represented only 29.57% of the income (50.63% in 2010) and Regional RBTC covered 7.76% of the total income (8.83 in 2010). Thanks to a policy of savings part of captive funds available were carried over and will contribute to partially compensate the reduction of fresh funds foreseen in 2012.

A detailed report of the use of Italian and ACTRAV-Geneva contributions in 2010 can be found in Annex 11 and 11bis.

**Table 5: Funding resources (2010-2011)**

<b>Funding resources</b>	<b>2010</b>	<b>2011</b>	<b>Diff.</b>	<b>Diff. in %</b>	<b>Notes</b>
<b>Italian contribution</b>	€ 950,000	€ 468,211	- € 481,789	- 50.71%	Including carryover from 2010 to 2011
<b>ACTRAV contribution</b>	€ 647,493	€ 660,802			Including carryover from 2010 to 2011 and slippage by the end of biennium
<b>RBTC/ILO/TC</b>	US\$ 230,000	US\$ 216,211			in the biennium the RBTC/ILO/TC contribution is spent around 60% in the 1st year and 40% in the 2 <sup>nd</sup> year
<b>TOTAL INCOME</b>	<b>€ 2,469,295</b>	<b>€ 2,640,390</b>	<b>+ € 171,095</b>	<b>+1.07%</b>	
<b>Contribution to fixed costs</b>	€ 780,014	€ 705,239	- € 74,775		
<b>% of CFC about Income</b>	31.58%	26.71%		- 4.73%	

**Projects contribution in 2011: TOTAL € 1,406,830**

European Union on precarious work (ETUC)  
European Union (ETF)  
European Union (UNI Europe)

**Total European Union**

€ 699,744

Spain (Social security-2<sup>nd</sup> phase)

€ 490,989

Italy (Global Jobs Pact)

€ 89,804

Walloon Community (Great Lakes Region &amp; Africa)

€ 37,480

Sweden (OHS in Africa)

€ 88,813

**B.14 Workers' Activities team in Turin**

The persons being part of the staff of the Programme and their major responsibilities are:

Mr. Giacomo Barbieri,	Programme Manager; focal point on Gender mainstreaming
Mr. Mban Kabu,	Programme Officer, Regional Desk for Africa; focal point on Workers' Rights and on HIV-AIDS
Mr. Jesus García Jimenez,	Programme Officer, Regional Desk for Latin America and the Caribbean; focal point on Social Security and Distance Education and coordinator of the Social security project in Latin America
Mr. Arun Kumar,	Programme Officer, Regional Desk for Asia and the Pacific; focal point on Migration, Employment policies and Informal Economy
Ms. Evelin Toth,	Programme Officer, Regional Desk for Europe
Ms. Martha Tirelli	Programme Assistant
Ms. Daniela Klein,	Programme Secretary; focal point on Gender mainstreaming
Ms. Clelia Pellerino,	Programme Secretary
Ms. Daniela Ciot	Junior Programme Secretary (project based)
Ms. Chiara Garbero	Junior Programme Secretary (short term from 1 April 2011)
Ms. Analourdes Herrera,	Part-time Junior Programme Secretary, distance education courses (project based until 4 March 2011)

The staff was severely stretched to meet demand from all course activities and to maintain high

standards. They succeeded thanks to their constant commitment.

### **B.15 ITC-Turin, ACTRAV, ILO and external resource persons**

The Programme makes extensive use of external resource persons in its courses and other activities. This not only provides instructors to teach the various topics covered by the Programme, but also provides participants with viewpoints and experience from many different regions and labour organizations around the world.

In 2011 the Programme used 188 external resource persons, among them 79 women (42.0%). They came from 47 countries (26 outside Europe). 22 ILO officials from Geneva and from Regional Offices taught on the Programme's courses and activities. 25 ACTRAV officials from Geneva and from the regions conducted sessions during courses and activities. In addition, 16 resource persons from other Technical Programmes at the Centre contributed to the Programme's activities.

External resource persons also came directly from national and international trade union organizations or were closely involved in trade union activities. All had substantial experience as trade union trainers and were specialists in the specific subject areas of the Programme. Representatives of Italian unions conducted sessions on the structure of the labour movement in Italy and Europe.

A full list of the resource people, including activities linked with projects is provided in Annex 12.

### **B.16 Workers in Centre activities, including bi- and tripartite courses**

In 2011, 566 workers (only 27.6% women) attended courses at the Centre that were not organized by the Programme for Workers' Activities against 785 in 2010, including 8 who were given partial fellowships funded by surplus 2010 after the cancellation of the Centre's SPSF, created in the past to favour constituents' participation in open courses in Turin (see table 6, 7 and 8).

These numbers represent only a very poor 4.73% of the total number of participants to the activities of ITC-ILO. Workers attending courses organized by ACTRAV Turin represent 77.8% of the total number of workers in the activities of the Turin Centre. More detailed information is available in Annex 13.

Focusing on the new kind of activities of the Centre, **the Academies, 11 Academies took place in 2011 with 928 participants. The workers participating to these Academies were only 25 (2.69%)** and employers were only 13 (1.4%). In the Maritime Academy organized by ILS with 9 activities distributed during the year workers were 86 about a total number of 163 participants (52.7%).

This unacceptably low level of participation of workers and employers to the Academies is a black stain on these new products of the Centres and a solution to offer to workers the opportunity to join the Academies must be found as an absolute priority for a positive evaluation of this new method of delivering training in Turin, otherwise the Academies risk to transform themselves in a Trojan horse for diluting tripartism in Centre.

Courses which can be considered as bi- or tripartite in 2011 included 416 workers (only 26.4% women) against 667 in 2010.

It is worthwhile to highlight that in 2011 **16 activities only for workers were conducted by other technical programmes (ILS and DELTA) with 128 participants:**

- 4 activities, in partnership with ITF on the maritime convention with 81 participants (ILS)
- 2 activities in Africa under the responsibility of ACTRAV Geneva on post-conflicts situations with 57 participants (DELTA).

*With the drastic reduction of the number of fellowships offered by the Centre's SPSF the absolute majority of workers participating to courses not organized by ACTRAV Turin are funded by sponsors (inside ILO or through projects) and this new situation is creating serious problems to the process of nominations through the Secretary of the Workers' Group, sometimes bypassed by decision taken elsewhere. Furthermore, where activities are concerning only workers, the Programme for Workers' Activities should be in condition to be involved in their implementation.*

**Table 6: Total Resources for full or partial fellowships for workers 2008 – 2011**

SPSF	2008	2009	2010	2011
Total Resource allocated to SPSF (former Central Fund)	1,510,284€	313,015€	153,850€	
Surplus allocated to partial fellowships				15,000€

**Table 7: Workers in activities with bi- or tripartite character (by Programmes)\***

\* activities bi- or tripartite or if workers + employers were over 40% of the total or workers alone were over 25% of the total

PROGRAMME	AFRICA		AMERICAS		ASIA		EUROPE		ARAB STATES		TOTAL
	M	W	M	W	M	W	M	W	M	W	
ILS/FPR (7 activities)	10	1	18	1	20	1	38	6	0	0	95
EMLD (3 activities)	0	0	0	0	0	0	11	13	0	0	24
SOCPRO (5 activities)	9	2	6	4	22	19	0	1	2	0	65
SOCDDIA (7 activities)	43	8	0	0	2	0	19	10	0	0	82
SDTI (5 activities)	14	4	5	1	2	0	0	0	0	0	26
SDG (1 activity)	0	0	0	0	0	0	0	0	6	2	8
DELTA (2 activities)	48	9	0	0	0	0	0	0	0	0	57
ESD (4 activities)	10	14	0	1	1	0	2	4	0	0	32
PRODEV (3 activities)	6	0	6	7	0	0	6	2	0	0	27
<b>TOTAL (36 activities)</b>	<b>140</b>	<b>38</b>	<b>35</b>	<b>14</b>	<b>47</b>	<b>20</b>	<b>76</b>	<b>36</b>	<b>8</b>	<b>2</b>	<b>416</b>
<i>TOTAL 2010</i>	<i>222</i>	<i>25</i>	<i>16</i>	<i>23</i>	<i>77</i>	<i>32</i>	<i>158</i>	<i>100</i>	<i>11</i>	<i>3</i>	<i>667</i>



**Table 8: Total Number of Workers in Other Activities of the Centre (including SPSF)**

Programme	AFRICA		AMERICA		ASIA		EUROPE		ARAB STATES		TOTAL
	M	W	M	W	M	W	M	W	M	W	
ILS/FPR	29	2	21	3	21	1	52	8	0	0	137
ESD	14	14	4	2	3	0	3	4	0	0	44
EMLD	0	4	2	4	1	1	13	13	0	0	38
SOCPRO	27	6	14	8	25	19	2	7	3	1	112
SOC DIA	45	10	1	1	4	0	19	10	0	0	90
ACTEMP	0	0	0	0	0	0	0	0	0	0	0
SDG	0	0	0	0	0	0	0	0	6	2	8
DELTA	48	9	3	0	0	0	0	0	0	0	60
GENDER	1	5	0	2	1	0	0	0	0	1	10
PRODEV	6	0	6	7	0	0	7	3	0	0	29
SDTI	14	4	8	1	5	0	2	4	0	0	38
<b>TOTAL</b>	<b>184</b>	<b>54</b>	<b>59</b>	<b>28</b>	<b>60</b>	<b>21</b>	<b>98</b>	<b>49</b>	<b>9</b>	<b>4</b>	<b>566</b>
<i>TOTAL 2010</i>	<i>232</i>	<i>43</i>	<i>37</i>	<i>35</i>	<i>84</i>	<i>39</i>	<i>182</i>	<i>112</i>	<i>17</i>	<i>4</i>	<i>785</i>

## C. Preliminary Report 2012

In 2012, the Programme is still facing the consequences of the reduction of captive resources caused by cuts in the voluntary contribution to ILO Turin decided by the Italian Government. This situation will keep the Programme in an unstable condition with an increased dependence on unpredictable resources linked to the achievement of new projects or sponsors.

Thanks to a limited amount of resources carried over from 2011 and to the approval of some projects **72 activities are included in the pipeline of the Programme**: 21 in Turin, 63 in the field and 7 distance learning, with the number of participants foreseen at around 1,600; 39 of these activities (54.1%) will be funded totally or partially by projects.

**The possibility of implementing all these activities depends on finding more resources from partners ready to co-finance**, because the resources available at this stage are not covering the total of foreseen costs **and by a timely availability of the resources achieved through projects**. The highest possible cooperation and integration with ACTRAV and the Workers' Group is increasingly needed to identify the best balance between different kind of activities (core course, Turin based, field based and distance) and strengthen the long-term stability and relevance of the Programme. Also the Management of the Centre has a fundamental role to play in it.

From the point of view of the training offer the Workers' Programme is including in the content of the existing curricula the issues linked with the global economic and social crisis and its consequences and, in the framework of the new interregional project for Africa and Latina America also updating curricula on *Occupational Health and Safety* and developing new curricula on *Sustainable development and Decent Work*.

The efforts of linking the core issues of Labour Standards, Freedom of Association and Right to Collective Bargaining, Decent Work and Gender mainstreaming to the most urgent and living topics for the Workers in the ILO and in the global economy will continue to lead the activity of the Workers' Programme with the goal of effectively contribute to the capacity development of trade unions worldwide.

Organizing and collective bargaining as well as MNEs, working conditions, struggle against inequality, poverty and precariousness are among the main areas where the Workers' Programme will be engaged in delivering training aimed to collective action of trade unions.

Particularly important efforts will also be placed in 2012 in validating outside the Americas the ***new set of training modules to meet the capacity building needs that trade unions are facing in the design and implementation process of the DWCPs***, through an approach based on the Social Justice Declaration of 2008 and on the interdependent nature of the 4 pillars of the Decent Work Agenda. These modules are designed also in a way that should allow diversifying the offer of the Workers' Programme in order to satisfy different levels of training needs linked to different roles played by participants in their organizations. This training programme (the so called Decent Work "cubed") is strictly linked to the identification of possible ways of receiving new resources earmarked to its implementation. Also a new training Programme on Multinational Companies will be launched in 2012-2013.

On the basis of the new situation experienced in the last years the Programme is called to continuing and fine-tuning the efforts to consolidate and expand the quality, effectiveness and relevance for trade union organizations of its training activities through a set of actions including:

- stronger integration and sharing of information with other training activities implemented in the field by ACTRAV field specialists and by Regional and National Trade Union organizations
- increased cooperation with other Technical Programmes of the Centre also to enhance the added value of more inputs from the Workers' side in their activities
- implementation of at least 50% of the activities through projects with a special focus on interregional ones
- better interaction with the National organizations and a more effective evaluation of the impact of training, which could also stimulate more adequate appointments of candidates to our courses (new follow-up procedures to be identified).

The Workers' Programme in 2012 will also implement an activity with an Italian Trade Union Centre as a test for possible increased cooperation also with unions from the developed world and also increased cooperation with GUFs will be an objective of the Programme in this year.

New training material and the updating of the existing ones will continue with a special focus on Gender mainstreaming and on the new training modules on the Decent Work Agenda, on OSH/E and on Sustainable development as well as on the accumulated experience in the area of sectoral social dialogue in Europe.

Following the efforts developed in 2010-2011 in order to strengthen the effectiveness of the SoliComm Platform and the distance education tools, in 2012 further actions are foreseen aimed to the implementation of technical tools allowing more delegation to field structures in the creation and management of on line activities like conferences, sub-conferences (empowerment of the field structures). All this requires fine-tuning the cooperation with the Centre through MIS and DELTA.

In 2012 a coordinated effort together with the management of the Centre and ACTRAV should address the difficulties faced in enhancing the level and quality of Workers' participation to the activities of the Centre organized by other Technical Programmes (also as resource persons); this is needed in general but particularly in relation with the new Academies. An updated list of experts to be used as resources persons for the workers on specific subjects will be finalized by July 2012.

About stronger tripartite input in Turin activities a promising experience has taken place in March 2012: a workshop of experts on wage policy, with workers, employers, ILO HQ and ITC-ILO participating, agreed on reviewing with a more clear tripartite content and design the existing curricula for courses on wage policy (to be implemented possibly in connection with specific courses for workers and employers) which will be tested in November 2012. This methodology may be transferred also to other issues of interest for a tripartite audience.

On the other hand the growing number of activities promoted by the Centre in partnership with the ILO, which are frequently workshops of discussion on very relevant and sometimes controversial issues, requires a renewed and timely effort, coordinated between Turin and Geneva, to make sure that workers and employers are informed and involved in these activities since the beginning.

As far as the Core courses are concerned this year the Workers' Programme planned to conduct up to 12 courses, but at this stage available resources allow only to implement 11 courses. These residential courses in Turin will include study tours hosted by various labour organizations around the world, when these will be consistent to the subject of the course and wouldn't increase significantly the total cost of the course. Since 2010 we suggest to have every year at least one course in English and French for the African region.

The core courses already scheduled in 2012, from those approved by the TUTC in 2011, are the following (see also Annex 14):

#### Africa

- Capacity Building for promoting Decent Work - English
- Employment relations and informal economy – /English/French
- Occupational Safety and Health and HIV/AIDS - French

#### Latin America

- Trade Union Rights and International Labour Standards (domestic workers) - Spanish
- Capacity Building for promoting Decent Work - Spanish

#### Asia-Pacific

- Tools for organizing and collective bargaining in MNEs – English **new**
- Union actions for Decent Work (focusing on promotion of FoA and Social Security) - English

#### Europe

- Communication for Trade Unions – Russian/English

#### Arab States

- Social Security and unions - Arabic

#### Interregional

- Employment relations and informal economy - Portuguese (Portuguese speaking Africa and Brazil)
- Sustainable development and Decent Work for all - English/French/Spanish

The interregional course on “Trade Union Rights and International Labour Standards for domestic

workers” could be postponed to early 2013, also because in 2012 a significant number of field based activities on this important subject, after the adoption of a new Convention, are already foreseen and a project on the same topic will be implemented in the European region.

Other courses and activities are decided upon during the year in consultation with the regional desks at ACTRAV Geneva. Nominations for organizations to participate in the activities are approved by the Secretary of the Workers’ Group. There will be approximately 60 activities in Turin and the regions. See the full provisional list in Annex 15.

The Programme will implement in 2012 the following projects already achieved:

- Multi-sectoral project on social dialogue  
Sponsor: European Commission (in the framework of the ILO joint-management agreement)  
Partner: EFFAT and EMCEF
- Decent Work for Domestic Workers  
Sponsor: European Commission  
Partner: ETUC & EFFAT
- Strengthening of trade union action on social security in Latin America (2<sup>nd</sup> phase)  
Sponsor: Spanish Government (ends May 2012)
- Interregional project on Social Security, OHS and Sustainable development for Africa and Latin America (**new**)  
Sponsor: Spanish Government (expected to begin mid 2012)
- Strengthening of trade union action on Occupational Health and Safety  
Sponsor: Swedish Government
- Strengthening trade unions in the Great Lakes Region & Africa  
Sponsor: Walloon Community.

In this changed framework new projects are extremely important for the Programme and exploring the possibility of new partnership with the European Commission in the area of Development Cooperation or elsewhere as well as with other partners should be a priority for us in cooperation with ACTRAV, with trade union organizations and with the Direction of the Centre. A special attention should be paid to projects with an interregional focus and in the African region and in Arab States.

## **D. Proposals for 2013 and indicative plans for 2014**

The core courses of the Programme are cycled by region and topic (see Annex 4 for a report on past years). With consideration of the courses conducted in the past years and with the aim of maximizing the possibility for synergies with existing projects and making operational the development of a new curriculum on Multinational enterprises and of a programme to assist trade union to integrate workers' priorities in DWCP's the following plans for 2013 are presented.

*These plans are still referred to the previous decisions but may be subject to new decisions by the TUTC in its 2012 meeting, which will validate these proposals for 2013 and approve the indicative plans for 2014, which will be integral part of the Conclusions of the TUTC meeting.*

### **Provisional Plan for Core Courses in 2013** (see also Annex 16)

#### Africa

- Sustainable development and Decent Work for all – English/French
- Capacity Building on organizing and managing Trade Unions - English
- Capacity Building on Collective bargaining for Trade unions - French

#### Latin America

- Employment policies and informal economy - Spanish
- Occupational Safety and Health and HIV/AIDS - Spanish

#### Asia-Pacific

- Capacity Building for promoting Decent Work - English
- Communication for Trade Unions - English

#### Europe

- Capacity Building on Collective bargaining for Trade Unions – Russian/English

#### Arab States

- Capacity Building for organizing and promoting Decent Work (focus on gender) - Arabic

#### Interregional

- ILS and the Social Justice declaration in MNEs – English/Spanish **new**
- Social Security and unions – Portuguese (Portuguese speaking Africa and Brazil)
- Trade Union Rights and International Labour Standards (domestic workers) -English/Spanish/French

Annex 1	Conclusions from the TUTC 2011
Annex 2	Summary of Course Description 2011
Annex 3	Core Courses 2011 divided by region
Annex 4	Core Courses (regional distribution 2000 – 2011)
Annex 5	Activities in Turin 2011 excluding core courses & projects
Annex 6	Activities in the Field 2011 excluding projects
Annex 7	Project activities 2011 by region
Annex 8	Distance Learning activities 2011 by region
Annex 9	Gender data
Annex 10	Evaluation
Annex 11	Activities financed or co-financed by ACTRAV
Annex 11 bis	Activities financed or co-financed by Italian voluntary contribution
Annex 12	List of resource persons
Annex 13	Detailed Tables of Bi- and Tripartite Activities
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Annex 14	Core courses 2012
Annex 15	Planned and implemented activities for 2012
Annex 16	Indicative Plan 2013-2014
Annex 17	Background of the Programme



## **Annex 1**

### **Conclusions from the TUTC 2011**





## **Summary Report on the 30<sup>th</sup> Meeting of the Trade Union Training Committee**

**12 and 13 May 2011**

**International Training Centre of the ILO, Turin**

### **Members present:**

Abdelmadjid Sidi Saïd (Chairperson of the Workers' Group)

Nitte M. Adyanthaya (Member of the Workers' Group)

Arnaldo Souza Benedetti (Member of the Workers' Group)

Cinzia Del Rio (Member of the Workers' Group)

Bah Rabiadou S. Diallo (Member of the Workers' Group)

Maria Fernanda Carvalho Francisco (Substitute Member of the Workers' Group)

Raquel González (Secretary of the Workers' Group)

Esther Busser (Assistant Secretary of the Workers' Group)

Raghwan Raghwan (ACTRAV – ILO Geneva)

Patricia O'Donovan (Director – ILO Turin Centre)

Antonio Graziosi (Director, Training Department – ILO Turin Centre)

Giacomo Barbieri (Secretary of the Trade Union Training Committee)

### **Observers:**

Mr Jesus Garcia Jimenez

Mr M.Kabu

Mr A. Kumar

Ms E. Toth-Muciacciaro

## Conclusions and recommendations

Committee consensus was reached on the following points:

1. Expressing its concern for the still unsettled structural unbalance in the resources available for the Turin Centre and asking the Director of the Centre to elaborate a Strategy document aimed at strengthening the integration of the Centre into the ILO, with an enhanced reference to International Labour Standards and the values, principles and tripartite approach of the Organization and its Decent Work Agenda. The Committee recommended also strengthening the capacity of the Centre to disseminate ILS and ILO values in its broader UN outreach action.
2. Welcoming an intensive consultation with the constituents in the preparation of this Strategy document that should emphasize the role of training for the capacity building of the social partners in the implementation of the Social Justice Declaration supported by an enhanced synergy of the Centre with the Technical Cooperation and other means of action of the ILO in order to mobilize more predictable resources.
3. Confirming its concern at the emerging 'market approach' for supporting ITC which could have adverse consequences for training on subjects of primary interest for workers and ILO mandate in general and asking for an in depth assessment of the training events such as academies in terms of their contribution to capacity building for constituents (workers and employers) and to the core ILO mandate.
4. Asking for the implementation of an effective funding strategy for the Workers' Programme which was more damaged by the declining traditional funding sources of the Centre.
5. Enhancing the development of the Centre policy on bi-tripartite courses with increased representation of social partners and mutually agreed curricula through a stronger cooperation of the Programme for Workers' Activities with other Technical Programmes and a greater focus on the quality and the added value of tripartite contribution. The Committee also urged the Centre to take steps to ensure that workers are better represented through the consultation and approval of the Secretary of the Workers' Group on the nominations of workers to all Centre activities other than the ones organized by the Workers' Programme.
6. Asking the Workers' Programme to establish and keep updated a list of resource persons from ACTRAV Geneva and the field and from the national and international trade union organizations and training institutions for each issue relevant for its training activities as an important improvement for more focus on contents of training and as a resource pool for a stronger workers' input in all activities run by the Turin Centre.
7. Asking the Programme for Workers' Activities in Turin jointly with ACTRAV Geneva and regional workers' education specialists and in consultation with the Secretary of the Workers' group to constantly improve the capacity of identifying and addressing training needs and in mobilizing resources with the involvement of the trade union organizations at all levels, through the Secretary of the Workers' Group.
8. Developing a training offer based on updated and new curricula more focussed on the specific contents of the courses and with the aim of implementing consolidated training processes with modules addressing diversified training needs in each area of our programme.

9. While appreciating the efforts of Actrav-Turin for capacity building of trade unions, the Committee recommended the Programme to strive for better balance between campus based and field training activities, between regional and interregional training initiatives, between emerging issues and fundamental topics such as International Labour Standards, Freedom of Association, Collective Bargaining and Social Security and with a well balanced access for participants speaking languages other than English and Spanish.
10. Exposing as much as possible all regions to core topics, such as employment relationship, wage policies, organizing and collective bargaining, social security, sustainable development, MNEs and continuing to work on the agenda items of the ILC and the priorities of the ILO Workers' group in order to increase the relevance of the training activities to trade union organizations and contribute to dissemination of knowledge and information.
11. Welcoming the new Decent Work training programme developed by ACTRAV Turin to assist trade union to integrate workers' priorities in DWCP's as well as in UNDAF's and based on the Social Justice Declaration and the four pillars of the Decent Work Agenda.
12. Supporting the achievement by donors of resources for new projects of the Workers' Programme, building on the positive experiences in Europe and Latin America, and also through a constant participation of the Turin Programme in Actrav TC programming, as its training arm.
13. Implementing a permanent assessment of the impact of training activities for Trade Unions Organizations in different regions with a view to improve the quality of training and to ensure the highest benefit at regional and national level.
14. Further developing and expanding activities in the Arab Region.
15. Expressing the need for continuing efforts to increase the participation of women in the training programmes and support gender mainstreaming in course delivery.
16. While appreciating the integration of distance education in our training approach the Committee recommended a regular evaluation of distance education activities across regions.
17. Keeping updated a database of existing education structures and institutions run by trade union organizations all over the world and developing new links with labour colleges for the delivery of joint training programmes also supporting south-to-south trade union cooperation.
18. Continuing and expanding the development of training material with a greater focus on regular updating of the contents and addressing new issues of relevance for workers' priorities.
19. The attached list of activities proposed for 2012 and 2013 was examined and approved



## **Annex 2**

### **Summary of Course Description 2011**



## SUMMARY OF COURSE DESCRIPTIONS 2011

Course activity files and training material on the Programme for Workers' Education 2011 are posted in the ACTRAV-Turin web page at the following address:

[http://actrav.itcilo.org/index\\_en.php](http://actrav.itcilo.org/index_en.php)

### AFRICA

#### Activities in Turin

##### Core activities

**A1-04020 – Social justice for a fair globalization and global jobs pact, Turin, English, 7 – 23 March 2011, 13 participants (6 women).**

Upon completion of the workshop, the participants were able to:

- Demonstrate understanding of the process and driving forces of globalization and the global financial and economic crisis and their effects on the world of work..
- Deepen understanding of the Declaration on Social Justice for a Fair Globalization, GJP and core labour standards.
- Assess progress in the implementation of the ILO Declaration on Social Justice for a Fair Globalization, GJP and Decent Work Agenda with a view to identifying the main constraints to the promotion of these instruments in Africa.
- Formulate strategies on how to fast-track the implementation of the ILO Declaration on Social Justice for a Fair Globalization, the GJP and Decent Work Agenda in African countries with a view to achieving sustainable development.
- Develop strategies to mainstream gender issues in all the programmes and actions of trade unions aimed at overcoming the current global crisis.
- Prepare a follow up proposal for transferring knowledge and experience gained to their trade unions to enhance their programmes and activities for promoting decent work.

**A1-04027 - Collective bargaining for trade unions, Turin, English/French, 18 -29 July 2011, 15 participants (7 women)**

Upon completion of the workshop, the participants were able to:

- Demonstrate understanding of the process and driving forces of globalization and the global financial and economic crisis, identify and assess the main challenges being faced by trade unions in promoting decent work in national economies and make suggestion on how trade unions can overcome them.
- Review some existing collective bargaining policies and practices, identify their inherent strengths and weaknesses and suggest changes to bring them up-to-date.
- Describe various factors that determine wages and other terms and conditions of service.
- Demonstrate understanding of policies of management, key areas for collective bargaining and formulate effective charter of demands.



- Develop union negotiators abilities to analyse companies' financial information (i.e. balance sheets) for the purpose of effective collective bargaining.
- Discuss strategies for collective bargaining and acquire negotiating and influencing techniques for successful negotiations.
- Describe the core ILO standards concerning collective bargaining.
- Formulate strategies on how to integrate the ILO global jobs pact and decent work agenda into development policies and programmes at national and local levels.
- Develop strategies to mainstream gender issues in all the programmes and actions of trade unions, including collective bargaining.
- Prepare a follow up proposal for transferring knowledge and experiences gained to their trade unions to enhance their programmes and activities for promoting decent work.

**A1 – 04023 – Freedom of Association and Structural Reform of Trade Unions, French, Turin, 5-21 September 2011, 18 participants (8 women)**

At the end of the course, participants should be able to:

- Understand the process and driving forces of globalisation and the global financial and economic crisis, identify and assess the main problems faced by trade unions in the area of professional relations and provide suggestions on how to overcome them;
- Analyse the state of the trade union movement in Africa and identify its strengths and weaknesses based on the conclusions of the research carried out by ACTRAV;
- Suggest measures and strategies for the structural reform and renewal of the trade union movement in Africa;
- Contribute to the establishment of democratic, independent representative trade unions which are united and strong in Africa, at all levels;
- Use newly acquired skills and methods and innovative strategies adapted for the organisation of workers in EFZ and the informal economy;
- Understand the key ILO standards concerning trade union freedom and the right to bargain collectively;
- Set up integration strategies on gender issues in all trade union programmes and actions, including the recruitment of new members and organising activities;
- Prepare a plan to monitor the transfer of knowledge and experience to trade unions, in order to boost programmes and activities as part of the revitalisation of the trade union movement.

### Activities in the field

**A1-52114 – Trade union training on labour administration and inspection for trade union of East Africa community, English , Nairobi, Kenya, 4 – 8 April 2011, 18 participants (10 women)**

Upon completion of the workshop, the participants were able to:

- Provide an overview of the principles, practices and challenges of labour inspection and labour.
- Raise awareness about ILO Conventions and Recommendations concerning labour inspection and labour administration.
- Discuss the labour laws and labour inspection system of the East Africa Community.
- Describe the main issues concerning working conditions and discuss the situation and trends on employment relationship in countries represented on the course.

- Provide information on how to promote occupational safety and health and strategies and ensure compliance with the labour inspectorate regulation.
- Think about various approaches in promoting the concerns of vulnerable groups of workers in the labour inspection.
- Develop strategies for mainstreaming gender equality in labour administration and labour inspection.
- Understand the importance of cooperation and partnership and describe different modalities for promoting tripartism and collaboration with social partners at different levels.
- Develop national Action Plans on union priorities and actions aimed at achieving occupational safety and health, better industrial relations, improved working conditions, the eradication of child labour and forced labour, etc.

**A1-54017 – Trade union training on the validation of a training manual: Sustainable development and decent work – a training manual for African workers for Anglophone Africa, English, Kisumu, Kenya, 22 – 26 August 2011, 14 participants (4 women)**

Upon completion of the workshop, the participants were able to analyse the characteristics of the mode of production and consumption, the environmental and social consequences on employment as well as the social opportunities needed to make a change towards a more sustainable model in terms of:

- Presenting some of the tools used as indicators of the sustainability of the development model.
- Analysing the challenges and opportunities for the generation of decent work in a new pattern of sustainable consumption and production reflecting a shift towards the low carbon green jobs economy.
- Exploring different paths for trade union action on environmental issues at different levels, from the workplace to the territory, nationally, regionally and internationally, including experience on more sustainable workplaces and tripartite and bipartite social dialogue on environmental issues.
- Presenting experiences of trade union action on environmental issues mainly in countries of the Region.
- Sharing experiences on the mainstreaming of sustainable development approach to the 2008 Declaration, the 2009 Global Jobs Pact, the ILO's, other UN agencies and trade union organisations strategies for creation Green Jobs.
- Reviewing, orienting and validating the manual to reflect a truly African perspective and assuring its suitability for use by African workers.

**A1 – 54557 – Supporting women in the trade union movement on the ground in the Great Lakes region, French, Gisenyi, Rwanda, 7-9 November 2011, 40 participants (26 women)**

At the end of the course, participants should be able to:

- Carry out an analysis of the economic, political and social situation in the Great Lakes Region;
- Understand the role of women in the economic life of the region and the importance of the actions led by women in the trade union movement;
- Discuss the national labour laws in their countries, similarities and differences to labour laws in border countries;
- Examine the ILO's international labour standards concerning gender equality and their concrete implication on the ground;

- Carry out actions on compliance with labour law, International Labour Standards, and the reform of labour laws;
- Analyse the situation of trade union organisations in the Great Lakes region and cover the interest in inter-trade union collaboration;
- Set up integration strategies on gender issues in all trade union actions.

**A1-54226 - Pre-testing of a trade union training manual on occupational safety and health, English, Johannesburg, South Africa, 13 participants (4 women)**

The course dealt with the following main issues:

- Introduction and orientation: introduction of participants and background information about the scope and objectives of the course.
- General presentation on draft manual on trade union training on OSH.
- Review of participants' questionnaire.
- ILO normative framework on OSHE
- OSHE: main risks to deal with.
- HIV/AIDS and OSHE: ILO Recommendation 200.
- OSHE: management and prevention at the national and enterprise level.
- Union action and the methodology of prevention.
- Health and safety of workers by job or occupation: how to use the datasheet.
- Individual Action Plans.
- Final comments and conclusions on the manual.

**A1-54227 – Validation of trade union training manual on occupational safety and health, English, Johannesburg, South Africa, 21 – 23 November 2011, 27 participants (12 women)**

The course dealt with the following main issues:

- Introduction and orientation: introduction of participants and background information about the scope and objectives of the course.
- General presentation on draft manual on trade union training on OSH.
- Analysis of ITUC-Africa's strategic plan on OSH 2009 to 2012.
- OSHE: Main risks to be dealt with.
- Health and HIV/AIDS
- OSHE: Management and prevention at the national and enterprise level.
- Union action and the methodology of prevention.
- Brief presentation of the datasheet and general discussion on gender perspective about risks in hazard datasheet.
- Final comments and conclusions on the manual.
- Consensus and adoption of the manual as a training tool on OSH for trade unions in Africa.
- Course evaluation

## LATIN AMERICA AND THE CARIBBEAN

### Activities in Turin

#### Core Activities

A2-04019 – Collective bargaining for trade unions – Spanish, Turin, 28 March – 15 April 2011, 16 participants (10 women)

The objectives of this course were as follows:

- to gain an overall understanding of the principles underlying the ILO mandate on Decent Work and the ILO standards system: procedures, trade union participation in control mechanisms, particularly those provided for freedom of association and collective bargaining, particularly Conventions 87, 98, 144, 151 and 154.
- to pay special attention to collective bargaining as an autonomous capacity of social partners and a bipartite expression of social dialogue in the field of labour relations, which must be respected and facilitated by governments to enable the parties to reach agreements over labour and working conditions.
- to reflect on the content of the core Conventions and promote the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up of 1998 and the Declaration on Social Justice for a Fair Globalization of 2008
- to understand the key issues and conclusions of the International Symposium on Collective Bargaining of October 2009.
- to conduct an analysis of wage discrimination by gender and its causes and conditions, identifying a method for the objective evaluation of jobs that can be used to correct discrimination through collective bargaining.
- to analyse the theory of conflict and negotiation. to understand different theoretical negotiating models: by position, by principles and by situation.
- to enhance social skills associated with negotiation: communication, observation and discussion techniques.
- to prepare for trade union bargaining

A2-04025 – Trade union training on union organization and development – Spanish, Turin, 26 September – 14 October 2011, 15 participants (7 women)

The objectives of this course were as follows:

- to identify the internal and external difficulties faced by trade unions for trade union development as well as their strengths and opportunities. A comparative analysis across countries and an exchange of experiences facilitates the international trade union integration process.

- to describe procedures and mechanisms for monitoring and control provided for in the ILO International Labour Standard system and the possibilities for trade union action in this regard.
- to analyse the importance of fundamental principles and rights at work contained in the ILO Declaration and its follow up mechanism, with particular emphasis on freedom of association and the right to collective bargaining.
- to analyse current labour issues such as integration processes, the structure of the international trade union movement, the capacity of trade unions to make proposals on different topics, gender equality, equal opportunities, results of the International Labour Conference of June 2010 with regard to the crisis and also the 2011 ILC agenda. All these topics will be covered taking into account the approach of the ILO and its mandate with regard to International Labour Standards and the ILO Declaration on Fundamental Principles and Rights at Work, the Declaration on Social Justice for a Fair Globalisation, the Global Agenda for Employment and the ILO Decent Work Agenda.
- to identify legal restrictions in each country over membership and collective bargaining.
- to describe and formulate strategies for the organization of trade union membership and participation campaigns, particularly for workers in the informal economy, women and young people.
- to analyse positive experiences of the social economy with the participation of trade unions for organizing workers in the informal economy and establishing partnerships with civil society.
- to formulate new strategies and programmes in trade union training to enhance the development of trade union managers who are able to respond to new challenges.
- to develop action plans for implementation at national or local level.
- to understand the international trade union movement and trade union organizations in industrialised countries, focussing on the Spanish labour movement through a study visit to Spain.

#### Field activities

A2-54339 – Strategic participation of trade unions in the control mechanisms of the ILO standard system, Spanish, Buenos Aires, 28 February – 02 March 2011, 23 participants (6 women)

The objectives of this course were as follows:

#### **General objective:**

- to strengthen the expertise of members of the Network on Human Rights and of the Continental Legal Team, particularly in the compilation of reports on control mechanisms and the regulatory system.
- to contribute to the full application of core labour standards both in law and in practice

#### **Specific objectives:**

- to strengthen the capacity of trade unions to participate in a qualified manner in ILO regulatory system control mechanisms through specific exercises taking as a reference the application of fundamental rights in the workplace.
- exchange of experiences and systematic organization of the situation at regional level based on the submission of draft questionnaires for reports drawn up by the trade union centres.
- to strengthen partnerships with the academic world and media experts

A2-54341 – Trade union capacities for the promotion of Decent Work, Spanish, Tlaxcala, Mexico, 1 – 8 August 2011, 22 participants (9 women)

The objectives of this course were as follows:

- to identify training pathways to strengthen trade union action in the promotion of Decent Work based on the contents of the package: Decent Work Cubed.
- to incorporate the pillars of Decent Work in specific documents for application in the process of developing and training trade union leaders, with specific reference to strengthening their capacities in social dialogue and collective bargaining.
- to validate and adapt the content of the Decent Work Cubed package, its pillars and the functional maps for the promotion of each pillar to their own social and working context.
- to define courses of action for setting up a Multidisciplinary Team for Decent Work (MTDW) in Mexico and other countries in the region.
- to exchange experiences of teamwork with trade unionists from Argentina and Brazil.

A2-54342 – Regional meeting on the United Nations system, international financial institutions and trade unionism in the Americas, Panama, 23 and 24 August 2011, Spain, 21 participants (7 women)

The objectives of this course were as follows:

- to identify possible areas of cooperation between United Nations system agencies and the CSA and its member organizations within the framework of UN system reform.
- to identify possible areas of cooperation between the IFIs and the CSA and its members.
- to identify new opportunities in tripartite social dialogue and in collective bargaining for democratic development with social justice in the countries
- to analyse existing and current projects in the Americas region within the framework of multilateral cooperation to identify possible mechanisms and procedures for guaranteeing trade union participation.
- to determine possible areas for joint action with the future Development Institute of the Americas that is about to be funded by the CSA and with the Labour Platform of the Americas, which encourage their affiliated trade unions across the continent.

- to contribute to strengthening the ILO Decent Work Agenda and self-reform and modernization efforts being made by trade union organizations in the continent in order to act in a unified, independent and democratic manner.

Distance-learning

A274338 – Strategic participation of trade unions in the control mechanisms of the ILO standard system, Spanish, 24 participants (6 women)

The objectives of this course were as follows:

**General objective:**

- to strengthen the expertise of members of the Network on Human Rights and of the Continental Legal Team, particularly in the compilation of reports on control mechanisms and the regulatory system.
- to contribute to the full application of core labour standards both in law and in practice.

**Specific objectives:**

- to strengthen the capacity of trade unions to participate in a qualified manner in ILO regulatory system control mechanisms through specific exercises taking as a reference the application of fundamental rights in the workplace.
- exchange of experiences and systematic organization of the situation at regional level based on the submission of draft questionnaires for reports drawn up by the trade union centres.
- to strengthen partnerships with the academic world and media experts.

**P202810 - Strengthening of social security training of trade union agents in Latin America, with particular reference to the viability of social protection systems (Social security project for trade union organizations – SSOS).- STAGE II (June 2010 – June 2012)**

*The second stage of the project (2010-2012 - 24 months) aims to achieve three objectives: to answer many of the needs expressed by trade unions, strengthen activities of the first stage of the project by consolidating and adding to the progress initiated, and expanding the countries benefiting from the scheme to include the Southern Cone, Chile and Brazil and, in Central America, Costa Rica as regional benchmark countries.*

The lines of work defined in the project text to achieve the three objectives outlined are:

- training and advice on social security and OSH for the consolidation of trade union technical teams in trade union organizations to allow them to achieve ongoing improvements in their ability to make proposals in social dialogue and provide information and training services to workers.

The corresponding training programme includes national, subregional and regional face-to-face activities and also specific distance learning:

- strengthening of subregional and regional coordination in social security and health and safety at work. An international perspective on social security and OSH is a strategic issue for the purposes of effectively including a social dimension in economic integration processes.
- the need to promote gender equality through social security and OSH, and include gender mainstreaming in Project development. This section also aims to: i) develop a database on the status of coverage of women in the countries; ii) promote gender mainstreaming in public social policies in the countries, and iii) develop pilot experiences to extend social protection to women, whether in health or pension programmes.
- strengthen tripartite and social dialogue (cross-cutting). Strengthening of tripartism and social dialogue in social security as well as achieving the aim of working to include an appropriate social dimension in processes of integration requires meetings to share knowledge of the experience of building the European Union and its current operation, with Spain as a benchmark for cultural links between businesses in Latin America and the European Union.

Activities carried out in 2011 were as follows:

Activities carried out in 2011 were as follows:

TITLE	DATES	NO OF PARTICIPANTS
<b>REGIONAL ACTIVITIES</b>		
Culture of prevention and workers' health (Buenos Aires, Argentina)	28/02/2011 04/03/2011	17 7♀
<i>Regional Workshop for Campaign to promote ratification of Convention 102</i>	<i>25/07/2011 27/07/2011</i>	<i>16 7♀</i>
<i>Regional Seminar on Health and Safety at Work (Lima, Peru)</i>	<i>5/12/2011 7/12/2011</i>	<i>13 9♀</i>



<i>International Diploma on Labour Law</i>	21/07/2011 29/07/2011	16 6♀
<i>Financing and Governance of Social Security</i>	18/07/2011 29/07/2011	2
<b>SCHOLARSHIP FUNDING IN OTHER ACTIVITIES</b>		
<i>Social Security Policy Building and Management in LA</i>	27/06/2011 25/11/2011	5 1♀
<i>Social Security Summer School</i>	26/09/2011 7/10/2011	1♀
<i>Gender Academy</i>	21/11/2011 2/12/2011	4 ♀
<b>SUBREGIONAL ACTIVITIES</b>		
Subregional social security committee meeting (Montevideo, Uruguay)	15/10/2010 16/10/2010	14 3♀
Bipartite subregional seminar on health and safety at work (Panama)	09/03/2011 12/03/2011	25 10♀
Southern Cone Social Security subregional meeting (Asunción, Paraguay)	6/04/2011 8/04/2011	20 10♀
Central America subregional meeting: 2011 social security report (Panama)	16/05/2011 19/05/2011	21 6 ♀

Andean subregional seminar: 2011 social security report (Quito, Ecuador)	23/05/2011 26/05/2011	12 3 ♀
<i>Bipartite subregional seminar on health and safety at work – Southern Cone and Andean (Montevideo, Uruguay)</i>	<i>11/07/2011 15/07/2011</i>	<i>40 17 ♀</i>
<b>NATIONAL ACTIVITIES</b>		
Trade union forum on health and safety at work (Santo Domingo, Dominican Republic)	11/02/2011 11/02/2011	58 27 ♀
Trade union forum on health and safety at work (Montevideo, Uruguay)	02/03/2011 03/03/2011	50 14 ♀
Social security for trade union managers of Brazil national workshop (São Paulo, Brazil)	28/03/2011 30/03/2011	24 10 ♀
National workshop on social security (Santiago, Chile)	19/04/2011 22/04/2011	15 8 ♀
National workshop on employment, wages and social security (Bogotá, Colombia)	4/05/2011 7/05/2011	28 11 ♀
National workshop on health and safety at work (Montevideo, Uruguay)	23/05/2011 27/05/2011	30 11 ♀
Trade union training seminar towards the 100th ILO Conference and social security in Uruguay (Montevideo, Uruguay)	25/05/2011 26/05/2011	110 39 ♀

Extending social protection in Peru with a gender perspective: national workshop (Lima, Peru)	30/05/2011 02/06/2011	33 13♀
<i>National workshop on employment, wages and social security (San José, Costa Rica)</i>	19/07/2011 22/07/2011	26 8♀
<i>National seminar on standards of health and safety at work</i>	21/07/2011 21/07/2011	26 7♀
<i>National workshop on health and safety at work (Santo Domingo, Dominican Republic)</i>	5/08/2011 6/08/2011	12 3♀
<i>Employment, wages and social security. National workshop Honduras (San Pedro Sula, Honduras)</i>	2/08/2011 5/08/2011	24 8♀
<i>Social security seminar- CGT Argentina (Buenos Aires, Argentina)</i>	20-Sep	33 5♀
<i>National seminar on Decent Work, the care economy and the rights to social security of female workers (paid and unpaid) (Lima, Peru)</i>	5/10/2011 6/10/2011	38♀
<i>Trade unions and social security in the face of the international economic crisis (Montevideo)</i>	6/10/2011 7/10/2011	44 15♀
<i>DWCPs, SMEs and social security in Paraguay: national workshop (Paraguay)</i>	6/10/2011 7/10/2011	19 8♀
<i>National workshop on health and safety at work (Montevideo, Uruguay)</i>	6/12/2011 9/12/2011	30 13♀
<i>Research into domestic labour and social security (Lima, Peru)</i>	19/12/2011- 20/12/2011	27 21♀

<i>National workshop on social security (Bogotá, Colombia)</i>	<i>13/12/2011 16/12/2011</i>	<i>12 7♀</i>
<b>DISTANCE-LEARNING</b>		
Distance-learning courses on the culture of prevention and workers' health - LEVEL 2	21/03/2011 13/05/2011	36 16♀
Second distance-learning courses on the culture of prevention and workers' health	25/04/2011 24/06/2011	33 14♀

## ASIA AND PACIFIC

### Activities in Turin

#### Core courses

#### **A3-04024 – Trade union training on international labour standards and freedom of association, English, Turin, 21 March- 1<sup>st</sup> April 2011, 14 participants (6 women)**

The course aimed at enabling the participants to:

- Understand changing world of work and develop understanding among the trade unions on how ILO policies & standards can help promote decent employment and responsive labour relations systems;
- Acquire knowledge on international labour standards (ILS), and role of trade unions in promotion and monitoring of ILS;
- Strengthen trade unions' capacities for promoting Freedom of Association & Collective Bargaining, including through use of ILO Supervisory mechanism;
- Promote networking among trade unions to facilitate experience sharing for organizing & collective bargaining to promote workers' rights & Decent Work.

#### **A3-04018 - Trade union training on occupational safety, health and HIV/AIDS, Turin, 27 June – 15 July 2011, 14 participants (7 women)**

The course aimed at enabling the participants to:

- Capacity building on ILO policies and relevant international labour standards concerning safety & health, including HIV-AIDS for promoting Decent & Safe Work for All.

- Learn and share experiences on trade union's OSH policies & practices, and develop knowledge of participatory approaches to OSH management so as to improve their effective participation in tripartite and bipartite discussions, and collective bargaining processes on the issues OSH.
- Promote trade union actions so as to place occupational safety, health (OSH) and HIV-AIDS on the social dialogue and collective bargaining agenda.

### Additional activities in Turin

#### **A-3-04175 – Trade union training for ACFTU on negotiations and collective bargaining strategies, English-Chinese, Turin, 11 – 22 April 2011, 20 participants (8 women)**

This training course contributed to:

- Strengthening ACFTU capacities for promoting Decent Work for All & represent workers interests more effectively in a globalized market economy;
- Contribute to the knowledge of bargaining strategies and negotiation skills for effective collective bargaining;
- Develop understanding on how ILO policies & standards can help promote democratic labour relations systems so as to promote Decent Work for all workers.

#### **A3-04174 – Trade union training for ACFTU on organizing and promotion of decent work, English-Chinese, Turin, 10 – 19 October 2011, 18 participants (5 women)**

This training course aimed at:

- Strengthening ACFTU's capacities for organizing workers and promoting fundamental rights of workers in China;
- Promoting understanding on ILO Standards and Decent Work approach to employment, labour and development issues to strengthen union capacities to take informed actions to promote decent work in China;
- Facilitating exchange of experiences between ACFTU and international trade union organizations in regard to organizing in multinational companies and strategies for promotion of Decent Work.

### Activities in the field

#### **A3-53010 - Decent work response to the global economic crisis: Indonesian Jobs Pact, English, Jakarta, 15 – 18 February 2011, 23 participants (3 women)**

The course aimed at enabling the participants to:

- Developing understanding on the causes of the global economic crisis and the macroeconomic alternatives in the framework of the policy recommendations in the Global Jobs Pact;
- Strengthening the capacity of trade unions for advocacy, social dialogue and negotiations for promotion of Decent Work led National Jobs Pact;

- Develop a plan of action for putting trade union priorities and ensuring role of unions in the development of national jobs pact.

**A3-52647 – Trade union training on climate change policies, green jobs and decent work, English, Bangkok, 21 – 25 February 2011, 26 participants (11 women)**

The course aimed at enabling the participants to:

- Developing understanding of climate change challenges and related mitigation & adaptation issues and their consequences for employment and development;
- Strengthening trade union capacities to contribute towards policy making and initiatives for green and decent jobs at national/regional/international tripartite and bipartite discussions, collective bargaining and decision-making processes;
- An effective advocacy network among the national trade unions which facilitate information and experience sharing among leaders and officers who are directly involved in policy-making processes to promote green and decent jobs.

**A3-54267 – Trade union training on responses to economic crisis, global jobs pact and union role, English, Singapore, 01 – 05 August 2011, 23 participants (8 women)**

The course was aimed at enabling the participants to:

- Developing understanding on the causes & responses to the ‘crisis’ – Globally & in Asia & building knowledge on the alternatives in the light of recommendations of the Global Jobs Pact and International Labour Movement;
- Developing understanding of trade unions on the Global Jobs Pact & ILO’s Decent Work agenda and discuss strategies for promoting TU priorities (thru public actions, advocacy, dialogue & collective bargaining);
- Identify trade union priorities and capacity gaps that need addressing for improving effectiveness of trade union actions and participation in the implementation of economic and social recovery programmes.

**A3-52648 – Trade union training on labour law reforms, ILO standards and trade union agenda, English, Bangkok, 8 – 12 August 2011, 17 participants (8 women)**

The course aimed at enabling the participants to:

- Understand the impact of globalization and economic reforms on labour laws, workers’ rights and labour relations systems;
- Develop understanding on how ILO standards can help promote national policy for protection of workers in diverse employment relationships and promote Decent Work for all workers;
- Strengthen national trade union capacities for advocacy and to take informed actions to influence labour law reforms, labour relations and promote Decent Work for all workers.

**A3-54266 – Trade union training on Decent Work Country Programmes (DWCPs) and role of trade unions, English, Phnom Penh, Cambodia, 5 – 9 September 2011, 26 participants (11 women)**

The course aimed at enabling participants to:

- Promote understanding on ILO's Decent Work concept & approach, on Decent Work Country Programmes and role of trade unions in its formulation & implementation
- Discuss strategies for promoting TU priorities on economic, social & labour policies in tripartite & bipartite for a, including in the formulation of DWCPs
- Identify capacity gaps within trade unions that need addressing for improving effectiveness of TU actions and participation in DWCPs.
- Promoting regional labour solidarity network for trade union actions to promote Decent Work for All.

**A3-52108 – Trade union training on employment relations and decent work (with a focus on FoA and right to collective bargaining), English, Seoul, 26 - 30 September 2011, 23 participants (10 women)**

The course aimed at enabling participants to:

- Promote the understanding on the impact of globalization and economic crisis on workers' rights and labour relations systems;
- Develop understanding on how ILO's Decent Work approach & Standards can help address unequal bargaining position between workers and employers and promote Decent Work for all workers;
- Strengthen national trade union capacities to take informed actions – for promotion of FoA, collective bargaining and to influence labour relations.

**A3-54522 – Trade union training for Federation of Trade Unions of Burma (FTUB) on freedom of association and collective bargaining, English, Bangkok, 12 – 16 December 2011, 27 participants (12 women)**

The course aimed at enabling participants to:

- Promoting the understanding of the impact of globalization and economic crisis on the world of work, workers' rights and labour relations systems;
- Develop understanding on how ILO's Decent Work approach & Standards can help address unequal bargaining position between workers and employers and promote Decent Work for all workers;
- Strengthening trade union capacities to take informed actions – for promotion of FoA, collective bargaining and Decent Work for Burmese workers.

## EUROPE

### Activities in Turin

#### Core activities

#### **A4-04016 – Social security and unions – English, Russian, Turin, 10 – 21 October 2011, 13 participants (7 men, 6 women)**

The course on ‘Social security for trade unions in CIS’ looked into the situation of social security in selected countries of the Commonwealth of Independent States (Armenia, Azerbaijan, Georgia, Kazakhstan, Kyrgyzstan, Moldova, Russian Federation and Ukraine) and increased the knowledge and expertise of the participants on legal basis, ILO initiatives and good practice examples from different European countries. It was organised for social security experts in national trade union confederations who compared and contrasted their national social security systems, the impact of the crisis on social security systems, the role of social partners in decision-making concerning the on-going reforms of social security systems and evaluated and upgraded trade union policies on this subject. The specific focus of this course was on pension and health insurance systems, as well as maternity and unemployment benefit systems. The course examined the findings of the General Survey concerning social security instruments in light of the 2008 Declaration on Social Justice for a Fair Globalization, presented at the 100<sup>th</sup> session of the International Labour Conference in 2011.

Upon completion of the course, participants were able to:

- Comprehend different aspects of social security,
- Evaluate existing trade union policies on social security;
- Identify the main topics, best practice examples and challenges of trade union policy in social security;
- Integrate gender dimension into trade union policy on social security;
- Use relevant ILO instruments and adopt rights-based approach in designing trade union policy on social security,
- Increase trade union cooperation among participating countries on issues related to social security,
- Design new trade union policy on social security and/or adapt existing policy in the light of newly acquired knowledge and skills.

#### Additional activities in Turin

#### **A4-04302 - Social justice for a fair globalization, English, French Turin, 11 – 14 October 2011, 15 participants (10 women)**

This course, addressed to social security specialists in the European Union, was aimed at assisting trade unions to strengthen their capacity to develop and implement policies on social security.

- Upon completion of the course, participants were able to:
- Comprehend different aspects of social security,
- Evaluate existing trade union policies on social security;
- Identify the main topics, best practice examples and challenges of trade union policy in social security;



- Integrate gender dimension into trade union policy on social security;
- Use relevant ILO instruments (Convention 102) and adopt rights-based approach in designing trade union policy on social security,
- Examine social protection for migrant workers;
- Increase trade union cooperation among participating countries on issues related to social security,
- Design new trade union policy on social security and/or adapt existing policy in the light of newly acquired knowledge and skills.

## Projects

P4-54283 – **Decent Work for Precarious Workers** – December 2010 – December 2011

### **Project Summary**

The pilot project Decent Work for Precarious Workers implemented by the ITC-ILO ACTRAV in cooperation with the European Trade Union confederation (ETUC), strived to contribute to the long-standing cooperation between the EC and the ILO in the field of employment and labour standards. It built upon the complementarity of ILO standards with the social *acquis* of the European Union and in particular on the *ILO Decent Work Agenda* and the EU policies targeted at rights-based approach to precarious workers, in the framework of the *EU 2020 strategy*. This transnational project, involving all 27 EU Member States, responded to the objectives of exchange and dissemination of relevant information on national practices or cooperation initiatives designed to address the issue of converting precarious work into work with rights as well as analysis of concrete measures taken in Member States to improve the rights of precarious workers, namely domestic, migrant and young workers. The project had three main components: report, training and communication activities via ICT tools. The three components were interconnected, ensuring complementarity of data gathered through a research, short training activities on rights-based approach to precarious work combined with gathering, selection and dissemination of best practices and case studies through the interactive European Precarious Work web-portal and the final conference. The activities of the project primarily focused on three issues: 1) the effects of the economic and financial crisis on precarious work of migrant and domestic workers and measures taken in EU Member States to improve their rights; 2) the effects of the economic and financial crisis on precarious work of young workers and measures taken in EU Member States to improve their rights; and 3) best practice examples aimed at enabling the transformation of precarious employment relationships into contracts carrying more social rights, including the collective representation of precarious workers, notably migrants, domestic workers and youth.

In line with the ILO policy, gender dimension was integrated in the content of all the project activities. The sectoral dimension was ensured through close cooperation with European Trade Union Federations (EFBWW, EMF, EFFAT), in sectors of construction, tourism and metal industry, with whom the ITC-ILO successfully cooperated in previous projects in the area of industrial relations and social dialogue. The project has trained 90 trade union representatives (44 women and 46 men, **48,88% female participation**) and conducted a research involving 28 trade union organisations from different EU countries. The project built synergy with the ACTRAV Symposium on Precarious Work, held in October 2011, in Geneva.

The following training activities were implemented under this project:

A4-04288 – Decent work for precarious workers in EU 27, English, Turin, 29 June – 01 July 2011, 16 participants (9 women)

A4-54332 – Decent work for young precarious workers in EU 27, English, Madrid, 12 – 13 July 2011, 25 participants, (12 women)

A4-54333 – Decent work for migrant workers in precarious situation in EU 27, English, Gdansk, 13 – 14 September 2011, 18 participants (9 women)

A4-54334 – Conversion of precarious work into work with rights: Closing conference, English, Brussels, 22 – 23 November 2011, 31 participants (14 women)

P4-53030 - **Decent work for transport workers** – August 2010 – December 2011

### **Project summary**

The project ‘Decent Work for Transport Workers’, implemented by ACTRAV-Turin, in partnership with the European Transport Workers’ Federation (ETF) addressed the issue of the limited participation of social partners from New Member States and Candidate Countries in European sectoral social dialogue committees due to the weaknesses on the national level that are echoed in the European social dialogue. The selected sectors were civil aviation, inland waterways, maritime transport, railways, road transport and ports. The challenges addressed in the project can be described as follows: weak national labour legislation; an overall low level of social dialogue and industrial relations; proliferation and fragmentation of trade unions in transport which adversely affects trade union dialoguing strength; decline in membership and representativity issue; need for rejuvenation of trade union movement; barriers in external (language) and international communication (dissemination of ESD-related information to TU members) and internal capacities (insufficient knowledge about ESD forms and processes); absence of employers’ interest in being involved in EU-level sectoral projects and activities all of which reconfirms the need for a new culture of SD in NMS, building mutual trust and commitment of social partners to jointly design and implement SD agenda on the issues of common interest in the sector at national and EU level. The project lasted from August 2010 to December 2011 in which period it trained 215 participants (151 men and 64 women; **29,76% female participation**) from 17 countries (all New Member States, Candidate Countries, Serbia and Montenegro) and 60 trade union organisations. The key objectives of this project were increased institutional capacity of ETF affiliates from New Member States and Candidate Countries for participation in sectoral social dialogue at national and European level in line with ETF Congress Resolution 4 on European Sectoral social Dialogue (2009); improved exchanges of good practices and experiences among trade unions in the area of organising, collective bargaining and social dialogue and increased networking and cooperation among trade unions in NMS and CC. The main outcomes of this project were an increased quality and quantity of participation of trained ETF affiliates in European sectoral social dialogue committees in transport sectors and in different ETF activities and actions at the EU level and an improved implementation of results of European social dialogue on the national level.

In 2011, the project implemented the following training activities

A4-54166 – Capacity building for social dialogue in transport industry in Romania, Bulgaria, Cyprus, English/Romanian/Bulgarian, Bucharest, 26 – 26 January 2011, 20 participants (7 women)

A4-53039 - Capacity building for social dialogue in transport industry in Hungary, Czech Republic and Slovakia, English/Hungarian/Czech, Budapest, 16 – 17 February 2011, 21 participants (6 women)

A4-54167 - Capacity building for social dialogue in transport industry in Lithuania, Estonia, Latvia, Poland, English/Lithuanian/Latvian/Polish, Vilnius, 09 – 10 March 2011, 29 participants (6 women)

A4-54168 – Decent work for transport workers in Turkey, English/Turkish, Istanbul, 18 – 20 April 2011, 32 participants (7 women)

A4-54554 – Sectoral dialogue committee civil aviation working group, English, Brussels, 22 – 23 June 2011, 10 participants (4 women)

A4-54552 – Sectoral dialogue committee rail transport working group, English, Brussels, 05 -06 July 2011, 5 participants (3 women)

A4-54169 – Decent work for transport workers: closing conference, English/Bulgarian/Romanian/Hungarian/Croatian/Lithuanian, Brussels, 15 – 16 November 2011, 53 participants (16 women)

#### **P4-54263 - Strengthening social dialogue in commerce – 20 December 2010 – 20 December 2011**

##### **Project summary**

In 2011, the Programme for Workers' Activities of the International Training Centre of the ILO, in partnership with the UNI-Europa, implemented a project entitled 'Strengthening Social Dialogue in Commerce' aimed at building capacity of UNI-affiliated trade unions from 17 countries (all New Member States and candidate countries, Bosnia and Herzegovina and Serbia) for their more efficient participation in social dialogue at national and European levels. The project consisted of six training activities that resulted in improving their knowledge on ILO standards and the EC social *acquis*, better understanding of the EU sectoral social dialogue and greater implementation of the outcomes of the European social dialogue on the national level. In the time span of 12 months, the project trained 143 participants (65 men and 78 women; **54,54% female participation**) from 20 commercial workers' trade unions. The project ran in parallel to the ACT/EMP project on strengthening employers' organisations in commerce sector, affiliated at the European level to EuroCommerce. After the completion of the training component of both projects, the projects converged into the closing bipartite workshop entitled 'Exchanging knowledge, sharing experience, putting ideas into actions' having two major components: evaluation and guidance for future initiatives on the subject of social dialogue. The goal of the workshop was to consolidate the knowledge acquired on EU sectoral social dialogue in previous training activities; to discuss to what extent EU policy development and EU sectoral social dialogue take into account the positions, constraints and achievements of trade unions and employers' organisations in the particular policy fields discussed in detail during the sub-regional seminars; to evaluate the link between sectoral social dialogue in the targeted countries with the EU level and to confront trade union and employer leaders from the target countries and the EU level in order to further identify common ground for future bipartite action.

The ITC-ILO ACTRAV project consisted of the following six training activities:

A4-04289 – Strengthening Social Dialogue in Commerce Sector, English, Turin, 21 – 25 March 2011, 21 participants (7 women)

A4-54298 – Organising and Social Dialogue in Commerce Sector, English/Croatian/Bulgarian/Hungarian, Opatija, 30 May-1 June, 26 participants (14 women)

A4-54297 – Social Dialogue and Organizing Members in Commerce Sector, English/Polish/Latvian/Lithuanian, Gdansk, 15 – 17 June 2011, 19 participants (11 women)

A4-54299 - Social dialogue and organizing members in commerce sector, English/Macedonian/Slovak/Croatian/Turkish, Ohrid, Macedonia, 21 – 23 September 2011, 30 participants (18 women)

A4-54300 - Social dialogue and organizing members in commerce sector, English/Bulgarian/Romanian, Sofia, 8-10 November 2011, 22 participants (15 women)

A4-54301 – Closing bi-partite workshop: Exchanging knowledge, sharing experience, putting ideas into actions, English/Hungarian/Romanian/Croatian/Polish, Brussels, 06 – 07 December 2011, 25 participants (13 women)

## ARAB STATES

### Activities in Turin

**A5-04026 - Towards Democratic Trade Unionism & Decent Work in Arab Countries, Turin 23 – 27 January 2012 (postponed from 2011 due to Trade Union Regional Meeting), English/Arabic, 15 participants (4 women)**

Upon completion of the course, the participants were able to:

- Demonstrate understanding of the impact of global economic crisis and current political developments in Arab region on trade unions, employment and labour relations systems and institutions;
- Review the key features of trade unions organizations and functioning with a view to improve their capacities for organizing, representation, voice and collective bargaining for promotion of workers' rights and decent work for all;
- Understand the role of and capacities needed for social dialogue and collective bargaining;
- Review national labour relations systems (and labour law) that regulate employment relationships, keeping in view relevant ILO policies and standards and practices in other different countries;
- Acquire knowledge of ILO's Decent Work concept and relevance of ILO standards on freedom of association and collective bargaining for promoting democratic labour relations;
- Demonstrate understanding of the management policies in regard to employment, unions and labour relations and develop key areas for collective bargaining;
- Formulate proposals and agenda for reforms of trade unions and its structures, labour relations systems, including supportive labour laws to protect workers' rights to organise, bargain collectively and for social protection;
- Develop the capacity to inform other unions/unionists about the changes needed and strategies for influencing labour relations reforms;
- Suggest policies for taking into account needs of women workers in the labour relations systems and trade union programmes and actions;
- Produce a work plan for the implementation at the national or local level, aimed at contributing to the technical and/or institutional development within their trade unions in any one or more of the following areas: organizing, collective bargaining, reforms of labour relations practices and improving conditions of work for the workers.

### Activities in the field

**A5-52991- Towards a Decent Work Pact in Jordan: Workers' Priorities, Arabic/English, Amman, 21 – 23 November 2011, 20 participants (4 women)**

The course aimed at:

- Enabling the participants to understand ILO's Decent Work approach and Global Jobs Pact - as a crisis response and review on-going policies and initiatives in Jordan for stimulating economic recovery, job-creation and the protection of workers and their families;
- Identifying union priorities & strengthening the capacity of trade unions for advocacy, social dialogue and negotiations for promotion of decent work led job rich recovery programmes as integral part of the new Decent Work Country Programme for Jordan;
- Developing a plan of action for putting trade union priorities and ensuring role of unions in the development & implementation of national DWCP for Jordan.

## INTERREGIONAL

### Activities in Turin

#### Core activities

#### **A9-04021 – Trade union training on international labour standards and fundamental rights, Portuguese, Turin, May 23 – June 10, 2011, 16 participants (8 women)**

- Comparative analysis regarding ILS between Africa and Brazil;
- Identify the priority areas for trade union action and the ILS that address them;
- Strengthen and develop capacities in relation to the procedures and mechanisms for adoption, ratification, submission, supervision and oversight;
- Contribute to the importance and effectiveness of the ILO Declaration;
- Analyze current labour topics such as globalization, the structure of the international trade union movement, gender and equality of opportunity and treatment, and trade union policies, as well as the agenda for the 2011 ILO Conference;
- Analyze the importance of including the ILO fundamental rights within the regional and subregional agreements;
- Prepare teaching materials and individual action plans (including a project proposal) for their implementation at international, national or local level.
- Apply and develop the potentials of the new technologies, including in distance education, for implementation of national, regional and international trade union networks among trade unionists responsible for the ILS area;
- Review of the advances recorded in the practical application of the ILS and of the fundamental rights and principles at work within the Portuguese reality, in particular as regards freedom of association and collective bargaining.

#### **A9-04028 – Capacity building for promoting decent work, English, Spanish, Turin, 21 November – 02 December 2011, 13 participants (5 women)**

The objectives of this course were:

- Identify training pathways that will strengthen trade union action to promote Decent Work, drawing upon the proposal contained in the Decent Work Cubed training package.
- Integrate decent work guidelines into specific documents for use in the process of developing and training union leaders, especially by strengthening their social dialogue and collective bargaining skills.
- Validate the proposal contained in Decent Work Cubed, its focuses and structures, and adapt it to their own social and labour contexts.

- Decide upon courses of action to form a multidisciplinary team for the promotion of Decent Work in the various countries.
- Share experience of teamwork with trade unionists from countries that have been taking steps to create multidisciplinary teams for the promotion of Decent Work.

### Additional activities in Turin

**A9-04394 – FIAT/CHRYSLER network meeting, English, French, Portuguese, Italian, Turin, 21 – 22 June 2011, 44 participants (6 women)**

**A9-04661 – Dissemination Meeting – TANDEM Project, (FABI), English, Italian, 11 November 2011, 52 participants (18 women)**





## **Annex 3**

### **Core courses 2011 divided by region**





## ANNEX 3 - CORE COURSES 2011 DIVIDED BY REGION

Status	Coord Code	Title	Venue	Dates	DoT	No. Part	Part Days	Lang	Sponsor
Final	A104020	Social justice for a fair globalization and global jobs pact	C	07/03/2011 23/03/2011	13	13	169	EN	FES ILO TRUST FUND ITALY (GLO/10/10/ITA) ILO RBTC/TC/ACTRAV (10-11)
Final	A104027	Collective bargaining for trade unions	C	18/07/2011 29/07/2011	10	15	150		ILO RBTC/TC/ACTRAV (10-11) ILO RBTC/TC/AFRICA (10-11) ILO ACTRAV
Final	A104023	La liberté d'association et la reforme structurelle des syndicats - linked to P154556	C	05/09/2011 21/09/2011	15	18	270	FR	ILO RBTC/TC/ACTRAV (10-11) ILO ACTRAV FES WALLON REGION (BRUXELLES) ILO RBTC/TC/AFRICA (10-11)
<b>SUBTOTAL ' Africa '</b>					<b>38</b>	<b>46</b>	<b>589</b>		
Final	A204019	Negociación colectiva para sindicatos	C	28/03/2011 15/04/2011	15	16	240	ES	ILO RBTC/TC/ACTRAV (10-11)
Final	A204025	Formación sindical sobre organización y desarrollo sindical	C	26/09/2011 14/10/2011	15	15	225	ES	ILO RBTC/TC/AMERICAS (10-11) ILO RBTC/TC/ACTRAV (10-11)
<b>SUBTOTAL ' Americas '</b>					<b>30</b>	<b>31</b>	<b>465</b>		
Final	A304024	Trade union training on international labour standards and freedom of association	C	21/03/2011 01/04/2011	10	14	140	EN	ILO RBTC/TC/ACTRAV (10-11)
Final	A304018	Trade union training on occupational safety, health and HIV/AIDS	C	27/06/2011 15/07/2011	15	14	210	EN	ILO RBTC/TC/ACTRAV (10-11) ILO RBTC/TC/ASIA (10-11) ILO AIDS (RBSA)
<b>SUBTOTAL ' Asia '</b>					<b>25</b>	<b>28</b>	<b>350</b>		
Final	A404016	Social security and unions	C	10/10/2011 21/10/2011	10	12	120	ENRU	ILO RBTC/TC/ACTRAV (10-11)
<b>SUBTOTAL ' Europe '</b>					<b>10</b>	<b>12</b>	<b>120</b>		
Final	A904021	Normas internacionais do trabalho e direitos fundamentais	C	23/05/2011 10/06/2011	15	16	240	PT	ILO RBTC/TC/ACTRAV (10-11) SELF-PAYING BRAZIL
Final	A904028	Capacity building for promoting decent work	C	21/11/2011 02/12/2011	10	13	130	ENES	ILO OFFICE GENEVA
<b>SUBTOTAL ' Interregional '</b>					<b>25</b>	<b>29</b>	<b>370</b>		
<b>GRAND TOTAL</b>					<b>128</b>	<b>146</b>	<b>1894</b>		

□



## **Annex 4**

### **Core courses (regional distribution 2000 – 2011)**





**CORE COURSES - REGIONAL DISTRIBUTION, 2000 - 2011 - Programme for Workers' Activities, International Training Centre of the ILO**

	English for Africa	French for Africa and Haiti	Portuguese for Africa/Brazil	Spanish for Latin America	Spanish for Brazil	English for Asia and the Pacific	Central and Eastern Europe	Arabic for Arabic speaking countries	Interregional Programmes	Sectoral Programmes
<b>International Labour Standards</b>										
ILS and on the Declaration and FOA	2003 - 2007	2000-2001-2005-2008-2011	2003	2001-2004-2009	2000-2001-2011	2002-2005-2007-2011	2000	2003-2006-2009	2008-2009	
Child Labour									2000	
<b>Employment Policies</b>										
Employment Policies	2008	2002-2004-2006	2005	2001-2004-2006		2003-2007-2010	2010	2005		
<b>Social protection</b>										
Social security	2000-2004-2007	2002-2006-2009	2001	2002-2005-2008-2010		2000-2003-2009	2011	2002	2010	
OSH/E and HIV/AIDS	2002-2010	2003	2002-2006	2000-2003-2006		2001-2006-2011		2004-2009		
<b>Social dialogue and collective bargaining</b>										
Economic and financial analysis of enterprises for c. bargaining			2000	2003		2005-2010				
Collective bargaining	2002 - 2011	2004 - 2011	2004	2011				2000-2010	2010	
Labour relations	2001	2003-2009				2000-2008		2001	2010	
<b>Organizing and TU management</b>										
Organizing and capacity building	2006	2004-2007	2009	2007 - 2011		2006		2007	2011	
Communication		2010								
<b>International economy &amp; globalization</b>										
International economics and political economy	2001-2005-2010	2000-2005		2000-2007-2009		2004			2010	
Social justice and global economy	2011									
<b>Application of IT to trade unions</b>										
Information technology with special focus on distance education	2003-2006	2005		2005		2002	2000			
Information technologies	2000-2005	2001-2007	2007	2002		2001-2004-2009				
<b>Training methodology/distance education</b>										
Training methodology	2007-2008	2008	2008	2008-2010		2008	2009	2008		
<b>Sctoral programmes</b>										
Training of trade union officials (tailor made training activities)										
PSI & UNI										2000
ITS										2001-2002
GUFS										2003-2004-2005-2006



## **Annex 5**

### **Activities in Turin 2011 excluding core courses & projects**



## ANNEX 5 - ACTIVITIES IN TURIN EXCLUDING CORE COURSES AND PROJECTS

Status	Coord Code	Title	Venue	Dates	DoT	No. Part	Part Days	Lang	Sponsor
Final	A304175	Trade union training for ACFTU on negotiations and collective bargaining strategies	C	11/04/2011 22/04/2011	10	20	200	ENCH	ITALY MAE (VC) 2011 ILO RBTC TC ASIA 2010-2011
Final	A304174	Trade union training for ACFTU on organizing and promotion of decent work	C	10/10/2011 19/10/2011	8	18	144	CH	ITALY MAE (VC) 2011
<b>SUBTOTAL ' Asia '</b>					<b>18</b>	<b>38</b>	<b>344</b>		
Final	A404302	Social justice for fair globalization	C	10/10/2011 13/10/2011	4	15	60	ENFR RU	ETUI
<b>SUBTOTAL ' Europe '</b>					<b>4</b>	<b>15</b>	<b>60</b>		
Final	A904394	FIAT/CHRYSLER network meeting	C	21/06/2011 22/06/2011	2	44	88	ENFR PTIT	INTERNATIONAL METALWORKERS FEDERATION (IMF)
Final	A904661	Dissemination meeting - TANDEM Project	C	11/11/2011 11/11/2011	1	52	52	ENIT	FEDERAZIONE AUTONOMA BANCARI ITALIANI (FABI)
<b>SUBTOTAL ' Interregional '</b>					<b>3</b>	<b>96</b>	<b>140</b>		
<b>GRAND TOTAL</b>					<b>25</b>	<b>149</b>	<b>544</b>		



## **Annex 6**

### **Activities in the field 2011 excluding projects**





## ANNEX 6 - Activities in the field in 2011 excluding projects

Status	Coord Code	Title	Venue	Dates	DoT	No. Part	Part Days	Lang	Sponsor
Final	A152114	Trade union training on labour administration and inspection for trade unions of East Africa community ( Nairobi, Kenya )	F	04/04/2011 08/04/2011	5	18	90	EN	ILO RBTC/TC/ACTRAV (10-11) ILO RBTC/TC/AFRICA (10-11)
Final	A154017	Trade union training on the validation of a training manual: Sustainable development and decent work - a training manual for African workers for anglophone Africa ( Kisumu, Kenya )	F	22/08/2011 26/08/2011	5	14	70	EN	ILO GREEN JOBS ILO ACTRAV GENEVA
<b>SUBTOTAL ' Africa '</b>					<b>10</b>	<b>32</b>	<b>160</b>		
Final	A254339	Participación estrategica de las organizaciones sindicales en los mecanismos de control de los sistemas normativos de la OIT (Buenos Aires, Argentina)	F	28/02/2011 02/03/2011	3	23	69	ES	ITALY MAE (VC) 2011 ILO RBTC/TC/ACTRAV (10-11)
Final	A254341	Capacidades sindicales para la promoción del trabajo decente (Mexico )	F	01/08/2011 12/08/2011	10	22	220	ES	ILO RBTC/TC/AMERICAS (10-11) ILO RBTC/TC/ACTRAV (10-11)
Final	A254342	Encuentro regional del sistema de Naciones Unidas, las instituciones financieras internacionales y el sindicalismo de las Americas ( Panama )	F	23/08/2011 24/08/2011	2	21	42	ES	ILO RBTC/TC/ACTRAV (10-11)
<b>SUBTOTAL ' Americas '</b>					<b>15</b>	<b>66</b>	<b>331</b>		
Final	A352647	Trade union training on climate change policies, green jobs and decent work (Bangkok, Thailand)	F	21/02/2011 25/02/2011	5	26	130	EN	ILO RBTC/TC/ASIA (10-11) ILO RBTC/TC/ACTRAV (10-11) ILO BANGKOK
Final	A352648	Trade union training on labour law reforms, ILO standards and trade union agenda ( Bangkok, Thailand )	F	08/08/2011 12/08/2011	5	17	85	EN	JILAF (JAPAN) ILO RBTC/TC/ACTRAV (10-11)
Final	A354266	Trade union training on Decent Work Country Programmes (DWCPs) and role of trade unions (Phnom Penh, Cambodia)	F	05/09/2011 09/09/2011	5	26	130	EN	FES (IN KIND) ILO RBTC/TC/ACTRAV (10-11)
Final	A352108	Trade union training on employment relations and decent work (with a focus on FoA and right to collective bargaining) ( Seoul )	F	26/09/2011 30/09/2011	5	23	115	EN	ILO RBTC/TC/ACTRAV (10-11) KOILAF (IN KIND) ILO RBTC/TC/ASIA (10-11) ILO ACTRAV GENEVA
Final	A354522	Trade union training for Federation of Trade Unions of Burma (FTUB) on freedom of association and collective bargaining ( Bangkok, Thailand )	F	12/12/2011 16/12/2011	5	27	135	EN	ILO GENEVA ILO RBTC/TC/ACTRAV (10-11)
<b>SUBTOTAL ' Asia '</b>					<b>25</b>	<b>119</b>	<b>595</b>		
<b>GRAND TOTAL</b>					<b>50</b>	<b>217</b>	<b>1086</b>		

## **Annex 7**

### **Project activities 2011 by region**



## ANNEX 7 - Project activities by region in 2011

Status	Coord Code	Title	Venue	Dates	DoT	No. Part	Part Days	Lang	Sponsor
Final	A104020	Social justice for a fair globalization and global jobs pact - linked to P903107	C	07/03/2011 23/03/2011	13	13	169	EN	FES ILO TRUST FUND ITALY (GLO/10/10/ITA) ILO RBTC/TC/ACTRAV (10-11)
Final	A104023	La liberté d'association et la réforme structurelle des syndicats - linked to P154556	C	05/09/2011 21/09/2011	15	18	270	FR	ILO RBTC/TC/ACTRAV (10-11) ILO ACTRAV FES WALLON REGION (BRUXELLES)  ILO RBTC/TC/AFRICA (10-11)
Final	A154226	Pre-testing of a trade union training manual on occupational safety and health - linked to P154549 ( Johannesburg, South Africa )	F	14/11/2011 18/11/2011	5	13	65	EN	ILO ACTRAV GENEVA SIDA
Final	A154227	Validation of trade union training manual on occupational safety and health - linked to P154549 ( Johannesburg, South Africa )	F	21/11/2011 23/11/2011	3	27	81	ENFR PT	ILO ACTRAV GENEVA SIDA
Final	A154557	Appuyer les femmes syndicalistes de terrain dans la région des Grands Lacs - linked to P154556 ( Gisenyi, Rwanda )	F	07/11/2011 09/11/2011	3	40	120	FR	WALLON REGION ILO RBTC/TC/AFRICA (10-11) ITALY MAE (VC) 2011
<b>SUBTOTAL ' Africa '</b>					<b>39</b>	<b>111</b>	<b>705</b>		
Final	A254319	Foro sindical sobre salud y seguridad en el trabajo - linked to P202810 ( Santo Domingo, Republica Dominicana )	F	12/02/2011 12/02/2011	1	58	58	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPAÑA
Final	A254308	Cultura de prevención y la salud de los trabajadores/as - linked to P202810 ( Buenos Aires, Argentina )	F	22/02/2011 26/02/2011	5	17	85	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPAÑA ILO RBTC/TC/AMERICAS (10-11)
Final	A254321	Foro sindical sobre salud y seguridad en el trabajo - linked to P202810 ( Montevideo, Uruguay )	F	02/03/2011 03/03/2011	2	50	100	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPAÑA
Final	A254307	Seminario subregional bipartito sobre salud y seguridad en el trabajo - linked to P202810 ( Panama )	F	09/03/2011 12/03/2011	4	25	100	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPAÑA
Final	A252998	Taller formativo de seguridad social para sindicalistas brasileños - linked to P202810 ( Sao Paulo, Brasil )	F	28/03/2011 30/03/2011	3	24	72	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPAÑA
Final	A254309	Encuentro subregional de seguridad social Cono Sur - linked to P202810 ( Asunción, Paraguay )	F	06/04/2011 08/04/2011	3	20	60	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPAÑA

Status	Coord Code	Title	Venue	Dates	DoT	No. Part	Part Days	Lang	Sponsor
Final	A252996	Taller formativo de seguridad social para sindicalistas de Chile - linked to P202810 ( Santiago, Chile )	F	18/04/2011 21/04/2011	4	15	60	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPANA
Final	A272985	Segundo curso a distancia sobre la cultura de prevención y la salud de los trabajadores/as - linked to P202810	D	25/04/2011 06/07/2011	11	33	363	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPANA
Final	A254324	Taller nacional sobre empleo, salarios y seguridad social - linked to P202810 (Bogota, Colombia)	F	04/05/2011 07/05/2011	4	28	112	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPAÑA
Final	A254310	Encuentro subregional centro america sobre seguridad social - linked to P202810 ( Panama )	F	16/05/2011 19/05/2011	5	21	105	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPAÑA
Final	A254311	Encuentro subregional andino sobre seguridad social - linked to P202810 (Quito, Ecuador)	F	23/05/2011 26/05/2011	4	12	48	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPAÑA
Final	A254327	Taller nacional sobre salud y seguridad en el trabajo - linked to P202810 (Montevideo, Uruguay)	F	24/05/2011 27/05/2011	4	30	120	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPAÑA
Final	A254538	Jornadas de formación sindical hacia la 100° Conferencia de OIT y la seguridad social en Uruguay - linked to P202810 (Montevideo )	F	25/05/2011 26/05/2011	2	110	220	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPANA
Final	A252992	Extensión de la protección social en Perú con enfoque de género: taller nacional - linked to P202810 (Lima, Peru)	F	30/05/2011 02/06/2011	4	33	132	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPANA
Final	A254313	Seminario sobre salud y seguridad en el trabajo subregional bipartito - Cono Sur y Andinos - linked to P202810 (Montevideo, Uruguay)	F	11/07/2011 15/07/2011	5	40	200	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPAÑA ILO ACTRAV GENEVA ILO ACTRAV GENEVA (RBSA)
Final	A254323	Taller formativo de seguridad social para sindicalistas costarricenses - linked to P202810 (Tegucigalpa, Costa Rica)	F	19/07/2011 22/07/2011	4	26	104	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPAÑA
Final	A252659	Diplomado en derecho del trabajo, derechos sindicales y seguridad social - linked to P202810 ( Monterrey , Mexico )	F	21/07/2011 29/07/2011	8	16	128	ES	ILO LIMA MINISTERIO DE TRABAJO E INMIGRACION DE ESPANA
Final	A254606	Jornada nacional normas salud y seguridad en el trabajo - linked to P202810 (Santo Domingo, Dominican Republic)	F	21/07/2011 21/07/2011	1	26	26	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPANA
Final	A254322	Taller regional campaña promoción ratificación Convenio 102 - linked to P202810 ( Santo Domingo, Republica Dominicana )	F	25/07/2011 27/07/2011	3	16	48	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPAÑA
Final	A252986	Empleo, salarios y seguridad social - taller nacional Honduras - linked to P202810 ( San Pedro Sula, Honduras )	F	01/08/2011 04/08/2011	4	24	96	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPANA

Status	Coord Code	Title	Venue	Dates	DoT	No. Part	Part Days	Lang	Sponsor
Final	A254331	Taller de seguimiento foro nacional sobre seguridad social - linked to P202810 ( Santo Domingo, Republica Dominicana )	F	05/08/2011 06/08/2011	2	29	58	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPAÑA
NOAA	A254328	Jornada seguridad social - CGT Argentina - linked to P202810 ( Buenos Aires, Argentina )	F	20/09/2011 20/09/2011	1	33	33	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPAÑA
Final	A252984	Seminario nacional: Trabajo decente, economía del cuidado y derecho a la seguridad social de las trabajadoras - linked to P202810 ( Lima, Peru )	F	05/10/2011 06/10/2011	2	37	74	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPAÑA
Final	A254314	Los sindicatos y la seguridad social ante la crisis económica internacional - linked to P202810 (Montevideo, Uruguay)	F	06/10/2011 07/10/2011	2	44	88	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPAÑA
Final	A252993	PTDP, PME y seguridad social en Paraguay: taller nacional - linked to P202810 ( Paraguay )	F	06/10/2011 07/10/2011	2	19	38	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPAÑA
Final	A254315	Seminario regional en salud y seguridad en el trabajo - linked to P202810 ( Lima, Peru )	F	05/12/2011 07/12/2011	3	13	39	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPAÑA
Final	A254330	Taller nacional sobre salud y seguridad en el trabajo - linked to P202810 (Montevideo, Uruguay)	F	06/12/2011 09/12/2011	4	30	120	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPAÑA
Final	A254673	Taller nacional sobre seguridad social - linked to P202810 ( Bogota, Colombia )	F	13/12/2011 15/12/2011	3	12	36	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPAÑA
Final	A254672	Trabajo de investigacion sobre trabajo domestico y seguridad social - linked to P202810 ( Lima, Peru )	F	19/12/2011 20/12/2011	2	27	54	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPAÑA
<b>SUBTOTAL ' Americas '</b>					<b>102</b>	<b>868</b>	<b>2777</b>		
Final	A353010	Decent work response to the global economic crisis: Indonesian Jobs Pact - linked to P903107 ( Jakarta, Indonesia )	F	15/02/2011 18/02/2011	4	23	92	EN	ILO TRUST FUND ITALY (GLO/10/10/ITA)
Final	A354267	Trade union training on responses to economic crisis, global jobs pact and union role - linked to P903107 (Singapore )	F	01/08/2011 05/08/2011	5	23	115	EN	SNTUC (IN KIND) ILO TRUST FUND ITALY (GLO/10/10/ITA)
<b>SUBTOTAL ' Asia '</b>					<b>9</b>	<b>46</b>	<b>207</b>		
Final	A454166	Capacity building for social dialogue in transport industry in Romania, Bulgaria, Cyprus - linked to P453030 ( Bucharest, Romania )	F	25/01/2011 26/01/2011	2	20	40	EN	EUROPEAN COMMISSION
Final	A453039	Capacity-building for social dialogue in transport industry in Hungary, Czech Republic and Slovakia - linked to P453030 ( Budapest, Hungary )	F	16/02/2011 17/02/2011	2	17	34	EN	EUROPEAN COMMISSION
Final	A454167	Capacity building for social dialogue in transport industry in Lithuania, Estonia, Latvia, Poland - linked to P453030 ( Vilnius, Lithuania )	F	09/03/2011 10/03/2011	2	29	58	EN	EUROPEAN COMMISSION

Status	Coord Code	Title	Venue	Dates	DoT	No. Part	Part Days	Lang	Sponsor
Final	A404289	Strengthening social dialogue in commerce sector - linked to P454263	C	21/03/2011 25/03/2011	5	21	105	EN	EUROPEAN COMMISSION
Final	A454168	Decent work for transport workers in Turkey - linked to P453030 ( Istanbul, Turkey )	F	18/04/2011 20/04/2011	3	32	96	EN	EUROPEAN COMMISSION
Final	A454298	Social dialogue and organising members in commerce sector - linked to P454263 ( Opatija, Croatia )	F	30/05/2011 01/06/2011	3	25	75	EN	EUROPEAN COMMISSION
Final	A454297	Social dialogue and organising members in commerce sector - linked to P454263 ( Gdansk, Poland )	F	15/06/2011 17/06/2011	3	19	57	EN	EUROPEAN COMMISSION
Final	A454554	Sectoral dialogue committee civil aviation working group - linked to P453030 (Brussels, Belgium)	F	22/06/2011 23/06/2011	2	10	20	EN	EUROPEAN COMMISSION
Final	A404288	Decent work for precarious workers in EU 27 - linked to P454283	C	29/06/2011 01/07/2011	3	16	48	EN	EUROPEAN COMMISSION
Final	A454552	Sectoral dialogue committee rail transport working group - linked to P453030 ( Brussels, Belgium )	F	05/07/2011 06/07/2011	2	5	10	EN	EUROPEAN COMMISSION
Final	A454332	Decent work for young precarious workers in EU 27 - linked to P454283 (Madrid, Spain)	F	12/07/2011 13/07/2011	2	25	50	EN	EUROPEAN COMMISSION
Final	A454333	Decent work for migrant workers in precarious situation in EU 27 - linked to P454283 ( Gdansk, Poland )	F	13/09/2011 14/09/2011	2	18	36	EN	EUROPEAN COMMISSION
Final	A454299	Social dialogue and organising members in commerce sector - linked to P454263 ( Ohrid, Macedonia )	F	21/09/2011 23/09/2011	3	30	90	EN	EUROPEAN COMMISSION
Final	A454300	Social dialogue and organising members in commerce sector - linked to P454263 ( Sofia, Bulgaria )	F	08/11/2011 10/11/2011	3	22	66	EN	EUROPEAN COMMISSION
Final	A454169	Decent work for transport workers: closing conference - linked to P453030 (Brussels, Belgium)	F	15/11/2011 16/11/2011	2	51	102	EN	EUROPEAN COMMISSION
Final	A454334	Conversion of precarious work into work with rights - linked to P454283 (Budapest, Hungary)	F	22/11/2011 23/11/2011	2	31	62	EN	EUROPEAN COMMISSION
Final	A454301	Closing bipartite workshop: Exchanging knowledge, sharing experience, putting ideas into actions - linked to P454263 (Brussels, Belgium)	F	06/12/2011 07/12/2011	2	25	50	EN	EUROPEAN COMMISSION
<b>SUBTOTAL ' Europe '</b>					<b>43</b>	<b>396</b>	<b>999</b>		
Final	A552991	Towards a Decent Work Pact in Jordan: Workers' priorities - linked to P903107 (Amman, Jordan)	F	21/11/2011 23/11/2011	4	20	80	ENAR	ILO TRUST FUND ITALY (GLO/10/10/ITA)
<b>SUBTOTAL ' Arab States '</b>					<b>4</b>	<b>20</b>	<b>80</b>		
<b>GRAND TOTAL</b>					<b>95</b>	<b>1441</b>	<b>4768</b>		





## **Annex 8**

### **Distance learning activities 2011 by region**



ANNEX 8 - DISTANCE EDUCATION ACTIVITIES 2011

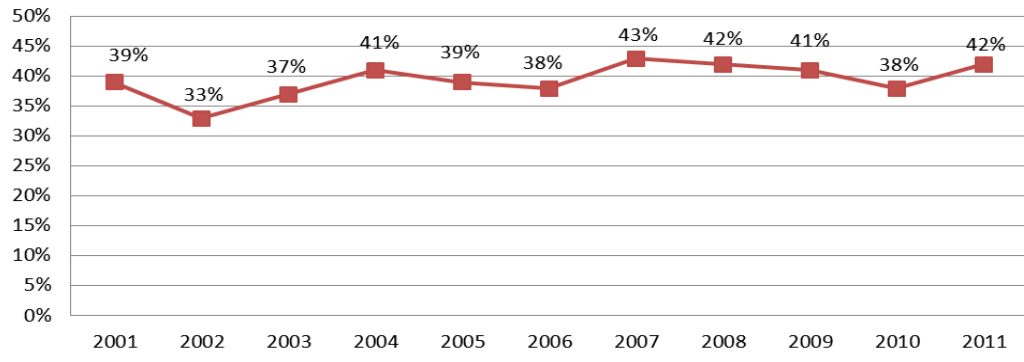
Status	Coord Code	Title	Venue	Dates	DoT	No. Part	Part Days	Lang	Manager, Co-Manager Assistant Co-Assistant	Sponsor
Final	A274338	Participación estratégica de las organizaciones sindicales en los mecanismos de control del sistema normativo de la OIT	D	07/02/2011 18/02/2011	2	24	48	ES	Jesus GARCIA JIMENEZ  Daniela KLEIN Ana HERRERA	ILO RBTC/TC/ACTRAV (10-11)
NOAA	A274320	Curso a distancia sobre la cultura de prevención y la salud de los trabajadores/as - NIVEL 2 - linked to P202810	D	21/03/2011 13/05/2011	16	36	576	ES	Jesus GARCIA JIMENEZ  Ana HERRERA	ILO LIMA (IN KIND)
Final	A272985	Segundo curso a distancia sobre la cultura de prevención y la salud de los trabajadores/as - linked to P202810	D	25/04/2011 06/07/2011	11	33	363	ES	Jesus GARCIA JIMENEZ  Ana HERRERA	MINISTERIO DE TRABAJO E INMIGRACION DE ESPANA
<b>SUBTOTAL ' Americas '</b>					<b>29</b>	<b>93</b>	<b>987</b>			
<b>GRAND TOTAL</b>					<b>29</b>	<b>93</b>	<b>987</b>			

**Annex 9**

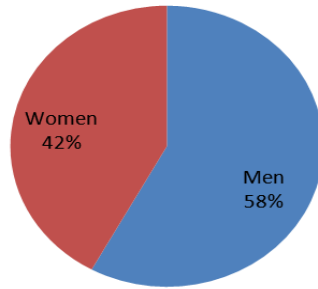
**Gender data**



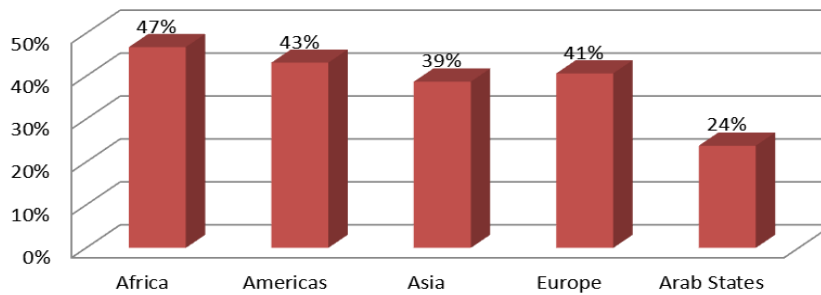
### Women participation overall 2001 - 2011



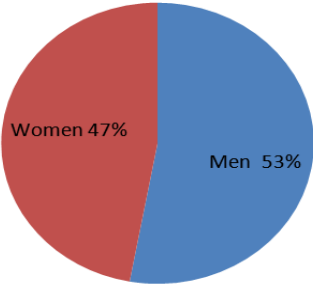
### Women Participation overall 2011



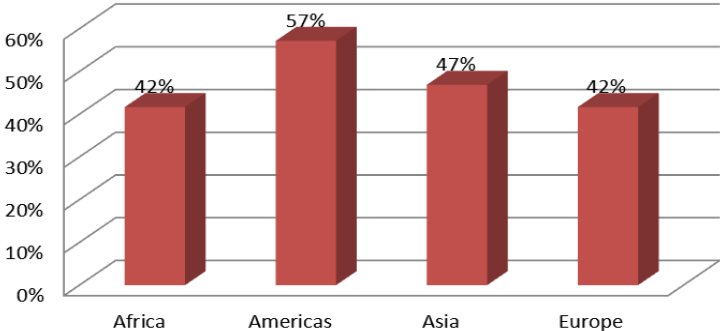
### Women participation overall 2011 by Region



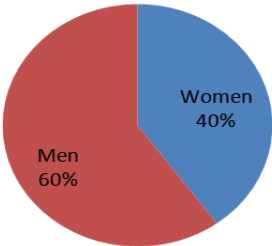
### Core overall 2011



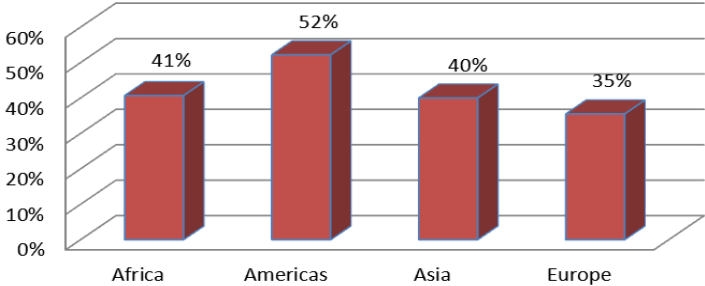
### Core by Region 2011



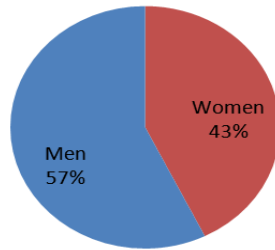
### Women participation in Turin courses 2011



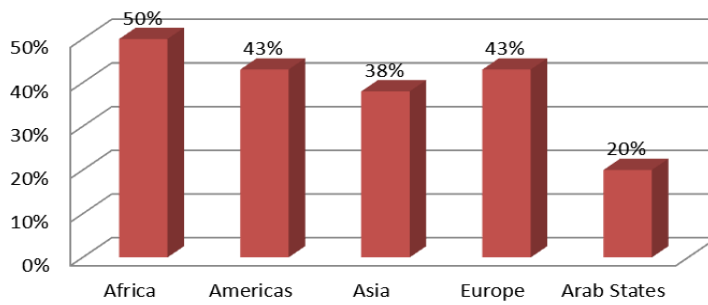
### Women participation in Turin courses 2011 by Region



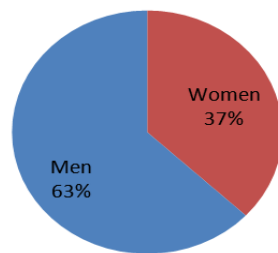
### Women participation in Field activities 2011



### Women participation in Field activities 2011 by Region



### Women participation in distance learning activities 2011





## **Annex 10**

## **Evaluation**



## Evaluation Results 2011 \* - Workers' Activities

### End-of-activity evaluation

Question	2011		Difference in mean scores	
	means	% 4 & 5	ACTRAV2011- ACTRAV2010	ACTRAV2011- ITCILO2011
Preliminary information	3.73	61%	-0.07	0.21
Clarity of objectives	4.51	93%	0.02	0.03
Achievement of objectives	4.27	89%	0.02	0.07
Contents serve objectives	4.36	91%	0.07	0.08
Contents appropriate to your level	4.30	87%	0.05	0.08
Gender in the training	4.06	76%	0.13	0.18
Learning methods	4.31	88%	0.02	0.05
Resource persons	4.55	94%	0.09	0.12
Group working relations	4.38	89%	0.04	0.09
Materials	4.37	90%	0.00	0.02
Activity's organization	4.57	94%	0.08	0.10
Secretariat	4.57	93%	0.01	0.09
Activity overall quality	4.51	94%	0.07	0.08
Relevance to current function	4.45	92%	0.06	0.01
Relevance to organization's needs	4.46	91%	0.04	-0.02
<b>Average of all 15 questions</b>	<b>4.36</b>	<b>88%</b>	<b>0.04</b>	<b>0.08</b>
<b>Nb of received questionnaires</b>	<b>1214</b>			
<b>Nb of evaluated activities **</b>	<b>62</b>			

\*\* Evaluated through the standard end-of-activity questionnaire.

\* As at 16 January 2012.

### Follow-up evaluation

Calendar courses – from July 2010 to June 2011		ITCILO
ACTRAV		
Improvement of participant's competencies:		
78% of the respondents report a large or a very large improvement		66%
Improvement of participant's job performance***:		
2010: 72% of the respondents are very satisfied with the improvement		65%
2011: 79% of the respondents report a large or very large improvement		55%
Improvement of organizational performance***:		
2010: 44% of the respondents are very satisfied with the improvement		41%
2011: 47% of the respondents report a large or very large improvement		25%
Use of materials distributed during the training:		
62% of the respondents use them often or very often		54%
Use of networks established during the training:		
46% of the respondents use them often or very often		24%

<b>Nb of received questionnaires</b>	<b>63</b>
<b>Nb of evaluated activities</b>	<b>9</b>

\*\*\* Question rephrased after the pilot phase.

## **Annex 11**

### **Activities financed or co-financed by ACTRAV**



## ANNEX 11 - ACTIVITIES FINANCED OR CO-FINANCED BY ACTRAV

Coord Code	Title	Venue	Dates	DoT	No. Part	Part Days	Lang	Sponsor
A104020	Social justice for a fair globalization and global jobs pact - linked to P903107	C	07/03/2011 23/03/2011	13	13	169	EN	FES ILO TRUST FUND ITALY (GLO/10/10/ITA) ILO RBTC/TC/ACTRAV (10-11)
A152114	Trade union training on labour administration and inspection for trade unions of East Africa community (Nairobi, Kenya )	F	04/04/2011 08/04/2011	5	18	90	EN	ILO RBTC/TC/ACTRAV (10-11) ILO RBTC/TC/AFRICA (10-11)
A104027	Collective bargaining for trade unions	C	18/07/2011 29/07/2011	10	15	150	ENFR	ILO RBTC/TC/ACTRAV (10-11) ILO RBTC/TC/AFRICA (10-11) ILO ACTRAV
A154017	Trade union training on the validation of a training manual: Sustainable development and decent work - a training manual for African workers for anglophone Africa ( Kisumu, Kenya )	F	22/08/2011 26/08/2011	5	14	70	EN	ILO GREEN JOBS ILO ACTRAV GENEVA
A104023	La liberté d'association et la reforme structurelle des syndicats - linked to P154556	C	05/09/2011 21/09/2011	15	18	270	FR	ILO RBTC/TC/ACTRAV (10-11) ILO ACTRAV FES WALLON REGION (BRUXELLES) ILO RBTC/TC/AFRICA (10-11)
A154226	Pre-testing of a trade union training manual on occupational safety and health - linked to P154549 ( Johannesburg, South Africa )	F	14/11/2011 18/11/2011	5	13	65	EN	ILO ACTRAV GENEVA
A154227	Validation of trade union training manual on occupational safety and health - linked to P154549 ( Johannesburg, South Africa )	F	21/11/2011 23/11/2011	3	27	81	ENFR PT	ILO ACTRAV GENEVA
				<b>56</b>	<b>118</b>	<b>895</b>		
A274338	Participación estratégica de las organizaciones sindicales en los mecanismos de control del sistema normativo de la OIT	D	07/02/2011 18/02/2011	2	24	48	ES	ILO RBTC/TC/ACTRAV (10-11)

MAP : Table of Operational Activities by Region

Coord Code	Title	Venue	Dates	DoT	No. Part	Part Days	Lang	Sponsor	
A254308	Cultura de prevención y la salud de los trabajadores/as - linked to P202810 (Buenos Aires, Argentina )	F	22/02/2011 26/02/2011	5	17	85	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPAÑA ILO RBTC/TC/AMERICAS (10-11)	
A254339	Participación estratégica de las organizaciones sindicales en los mecanismos de control del sistema normativo de la OIT ( Buenos Aires, Argentina )	F	28/02/2011 02/03/2011	3	23	69	ES	ITALY MAE (VC) 2011 ILO RBTC/TC/ACTRAV (10-11)	
A204019	Negociación colectiva para sindicatos	C	28/03/2011 15/04/2011	15	16	240	ES	ILO RBTC/TC/ACTRAV (10-11)	
A254313	Seminario sobre salud y seguridad en el trabajo subregional bipartito - Cono Sur y Andinos - linked to P202810 (Montevideo, Uruguay )	F	11/07/2011 15/07/2011	5	40	200	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPAÑA ILO ACTRAV GENEVA ILO ACTRAV GENEVA (RBSA)	
A254341	Capacidades sindicales para la promoción del trabajo decente (Mexico)	F	01/08/2011 12/08/2011	10	22	220	ES	ILO RBTC/TC/AMERICAS (10-11) ILO RBTC/TC/ACTRAV (10-11)	
A254342	Encuentro regional del sistema de Naciones Unidas, las instituciones financieras internacionales y el sindicalismo de las Americas ( Panama )	F	23/08/2011 24/08/2011	2	21	42	ES	ILO RBTC/TC/ACTRAV (10-11)	
A204025	Formación sindical sobre organización y desarrollo sindical	C	26/09/2011 14/10/2011	15	15	225	ES	ILO RBTC/TC/AMERICAS (10-11) ILO RBTC/TC/ACTRAV (10-11)	
				<b>57</b>	<b>178</b>	<b>1129</b>			
A352647	Trade union training on climate change policies, green jobs and decent work ( Bangkok, Thailand )	F	21/02/2011 25/02/2011	5	26	130	EN	ILO RBTC/TC/ASIA (10-11) ILO RBTC/TC/ACTRAV (10-11) ILO BANGKOK	
A304024	Trade union training on international labour standards and freedom of association	C	21/03/2011 01/04/2011	10	14	140	EN	ILO RBTC/TC/ACTRAV (10-11)	
A304018	Trade union training on occupational safety, health and HIV/AIDS	C	27/06/2011 15/07/2011	15	14	210	EN	ILO RBTC/TC/ACTRAV (10-11) ILO RBTC/TC/ASIA (10-11) ILO AIDS (RBSA)	
A352648	Trade union training on labour law reforms, ILO standards and trade union agenda ( Bangkok, Thailand )	F	08/08/2011 12/08/2011	5	17	85	EN	JILAF (JAPAN) ILO RBTC/TC/ACTRAV (10-11)	

MAP : Table of Operational Activities by Region

Coord Code	Title	Venue	Dates	DoT	No. Part	Part Days	Lang	Sponsor
A354266	Trade union training on Decent Work Country Programmes (DWCPs) and role of trade unions ( Phnom Penh, Cambodia )	F	05/09/2011 09/09/2011	5	26	130	EN	FES (IN KIND) ILO RBTC/TC/ACTRAV (10-11)
A352108	Trade union training on employment relations and decent work (with a focus on FoA and right to collective bargaining) ( Seoul )	F	26/09/2011 30/09/2011	5	23	115	EN	ILO RBTC/TC/ACTRAV (10-11) KOILAF (IN KIND) ILO RBTC/TC/ASIA (10-11) ILO ACTRAV GENEVA
A354522	Trade union training for Federation of Trade Unions of Burma (FTUB) on freedom of association and collective	F	12/12/2011 16/12/2011	5	27	135	EN	ILO GENEVA ILO RBTC/TC/ACTRAV (10-11)
				<b>50</b>	<b>147</b>	<b>945</b>		
A404016	Social security and unions	C	10/10/2011 21/10/2011	10	12	120	ENRU	ILO RBTC/TC/ACTRAV (10-11)
				<b>10</b>	<b>12</b>	<b>120</b>		
A904021	Normas internacionais do trabalho e direitos fundamentais	C	23/05/2011 10/06/2011	15	16	240	PT	ILO RBTC/TC/ACTRAV (10-11) SELF-PAYING BRAZIL
				<b>15</b>	<b>16</b>	<b>240</b>		
				<b>188</b>	<b>471</b>	<b>3329</b>		





## **Annex 11 bis**

### **Activities financed or co-financed by Italian Voluntary Contribution**



MAP : Table of Operational Activities by Region

ANNEX 11 bis - Activities financed or co-financed by Italian voluntary contribution

Coord Code	Title	Venue	Dates	DoT	No. Part	Part Days	Lang	Sponsor
A154557	Appuyer les femmes syndicalistes de terrain dans la région des Grands Lacs - linked to P154556 ( Gisenyi, Rwanda )	F	07/11/2011 09/11/2011	3	40	120	FR	WALLON REGION ILO RBTC/TC/AFRICA (10-11) ITALY MAE (VC) 2011
				<b>3</b>	<b>40</b>	<b>120</b>		
A254339	Participación estratégica de las organizaciones sindicales en los mecanismos de control del sistema normativo de la OIT ( Buenos Aires, Argentina )	F	28/02/2011 02/03/2011	3	23	69	ES	ITALY MAE (VC) 2011 ILO RBTC/TC/ACTRAV (10-11)
				<b>3</b>	<b>23</b>	<b>69</b>		
A304175	Trade union training for ACFTU on negotiations and collective bargaining strategies	C	11/04/2011 22/04/2011	10	20	200	ENCH	ITALY MAE (VC) 2011 ILO RBTC TC ASIA 2010-2011
A304174	Trade union training for ACFTU on organizing and promotion of decent work	C	10/10/2011 19/10/2011	8	18	144	CH	ITALY MAE (VC) 2011
				<b>18</b>	<b>38</b>	<b>344</b>		
<b>TOTAL</b>				<b>24</b>	<b>101</b>	<b>533</b>		



## **Annex 12**

### **List of Resource Persons**



## RESOURCE PERSONS 2011 - Turin -

### CONSULTANTS

	NAME	NATIONALITY	ORGANISATION
	Alvaro Orsatti	Argentina	Consultant
	Gustavo Gándara	Argentina	Consultant
	Anabella Rosemberg ♀	Argentina	ITUC
	Guillermo Zuccotti	Argentina	Consultant
	Maria del Carmen Gonzalez ♀	Argentina	Consultant
	Alagha Abdallah	Autonomous Palestinian Territories	Consultant
	Eddy Laurijssen	Belgium	Consultant
	Henri Lourdelle	Belgium	ETUC
	Ericson Crivelli	Brazil	Consultant
	Laerte Teixeira Da Costa	Brazil	CSA – TUCA
	Iván González	Brazil	CSA – TUCA
	Carolina Marques Ferracini	Brazil	Consultant
	Lina Malagón ♀	Colombia	Consultant
	Arvind Shrouti	India	Consultant
	Fulvio Perini	Italy	Consultant
	Raquéel González ♀	Italy	ITUC, Geneva
	Carla Coletti ♀	Italy	IMF
	Helder Consolo	Mozambique	OTM
	Camilo Rubiano	Paraguay	Consultant
	Carlos Ledesma	Peru	Consultant
	Maria Bastidas ♀	Peru	Consultant
	Julio Gamero	Peru	Consultant
	Luz Cárdenas ♀	Peru	Consultant
	Anabela Dinis ♀	Portugal	CGTP
	Rebeca Torada ♀	Spain	Consultant
	Luis Fuertes	Spain	Projecto FSAL
	Maria Jesús Vilches ♀	Spain	CC.OO
	Carmen Sottas ♀	Switzerland	Consultant
	Esther Busser ♀	Switzerland	ITUC
	John Evans	U.K.	TUAC

### ITALIAN TRADE UNIONS

	NAME	CONFEDERATION
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	Leopoldo Tartaglia	CGIL
	Giovanni Martini	UIL
	Cinzia Del Rio ♀	UIL
	Giovanna Ventura ♀	CISL
	Paolo Pozzo	CISL



**ILO OFFICIALS**

	<b>NAME</b>	<b>PROGRAMME</b>
	Luc Demaret	ACTRAV
	Enrico Cairola	ACTRAV
	Amrita Sietaram ♀	ACTRAV
	Mohamed Mwamadzingo	ACTRAV
	Anna Biondi ♀	ACTRAV
	Pierre Laliberté	ACTRAV
	Rawane Mbaye	ACTRAV
	Dan Cunniah	ACTRAV
	Momar N'Diaye	DECLARATION
	Syed Mohammad Afsar	ILO-AIDS
	Tsuyoshi Kawakami	SAFE WORK
	Lee Shangheon	TRAVAIL
	Ariel Castro	ACTRAV-New Delhi
	Carmen Benitez ♀	ACTRAV-Lima
	Insa Dia	ACTRAV-Pretoria
	Sergejus Glovackas	ACTRAV-Moscow

**ITC-ILO OFFICIALS, TURIN**

	<b>NAME</b>	<b>PROGRAMME</b>
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	Maura Miraglio ♀	ILS
	Maria Vasquez ♀	SDTI
	Samuel Asfaha	SDTI
	Martin Gasser	EMLD
	Coumba Diop ♀	PRODEV
	Johanne Lortie ♀	GNDP
	Benedetta Magri ♀	GNDP
	Simonetta Cavazza ♀	GNDP
	Fernando Fonseca	SOCIAL DIALOGUE
	Sylvain Baffi	SOCIAL DIALOGUE
	Charles Crevier	SOCPRO
	Luisa Guimaraes ♀	SOCPRO
	Ginette Forgues ♀	SOCPRO

## RESOURCE PERSONS 2011 Field Activities (without projects)

### CONSULTANTS

	NAME	NATIONALITY	ORGANISATION
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	Julio Gamero	Peru	Consultant
	Julio Franco	Peru	
	K. T. Mathew	Singapore	SNTUC
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	Ann Lund ♀	Sweden	UNRC
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	Hector Zapirain	Uruguay	PIT-CNT
	Walter Migliónico	Uruguay	PIT-CNT
	Edgar Balbin Torres	Peru	Consultant

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	Pong Sul Ahn	ACTRAV-Bangkok
	Shigero Wada	ACTRAV-Bangkok
	Tim de Meyer	ILO Bangkok
	Prudence Mooney ♀	ILO Bangkok
	Raghwan Raghwan	ACTRAV
	Horacio Guido	Normes

## RESOURCE PERSONS 2011 - Projects' Activities

### CONSULTANTS

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	Mauro Posada	Argentina	UOCRA
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	Carlos Lacchini	Argentina	Consultant
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	Carlos Anibal Rodríguez	Argentina	Consultant
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	André Bruyneel ♀	Belgium	CGSLB
	Ronald Janssen	Belgium	ETUC
	Eddy Laurijssen	Belgium	Expert
	Koen Reynaerts	Belgium	ETF
	Myriam Chaffart ♀	Belgium	ETF
	Christophe Tytgat	Belgium	Expert
	Peggy Schuermans ♀	Belgium	LBC-NVK ANTWERPEN
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	Claudia De Lima ♀	Brazil	CUT
	Fatima Pianta ♀	Brazil	Consultant
	Daniela Alexieva ♀	Bulgaria	ITUC
	Nancy Guillen ♀	Costa Rica	Consultant
	Katarina Mindum ♀	Croatia	Railway Workers' Union of Croatia
	Dragica Miseljic ♀	Croatia	Sindikat Trgovine Hrvatske
	Mladen Novosel	Croatia	Savez Samostalnih Sindikata Hrvatske
	Nenad Seifert	Croatia	HUP Croatian Employers' Association
	Jadranka Apostolovski ♀	Croatia	Udruga Mobbing
	Darko Seperic	Croatia	UATUC
	Jadranka Tomasic ♀	Croatia	UATUC
	Ruth Medrano Díaz ♀	Dominican Republic	CNTD
	Bienvenido Cuevas	Dominican Republic	CNUS
	Gaëlle Stierlam ♀	France	ACTRAV-TURIN
	Juliane Bir ♀	France	ETUC
	Thiébaud Weber	France	ETUC
	François Ballestero	France	ETF
	Fabrice Warneck	France	UNI EUROPA

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	Frank Siebern - Thomas	Germany	DG EMPLOYMENT
	Ellen Durst ♀	Germany	DG EMPLOYMENT
	Sabine Trier ♀	Germany	ETF
	Norbert Schöbel	Germany	DG EMPLOYMENT
	Christian Welz	Germany	EUROFOUND
	Anett Prietzel ♀	Germany	KAUFLAND
	Panagiotis Kyriakoulis	Greece	OIYE
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	Niall O'Higgins	Ireland	
	Giulia Massobrio ♀	Italy	
	Fulvio Perini	Italy	Consultant
	Paolo Siligato	Italy	CGIL
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	Franco Martini	Italy	FILCAMS CGIL
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	Maria Ampudia ♀	Peru	Consultant
	Maria Bastidas ♀	Peru	Consultant
	Estela Ospina ♀	Peru	Consultant
	Gloria Solorzano Espinoza ♀	Peru	CUT
	Jorge Cabrita	Portugal	EUROFUND
	Eduardo Chagas	Portugal	ETF
	François Xavier Kalinda	Rwanda	UNR
	Aitana Gari Perez ♀	Spain	ISTAS
	Rebeca Torada ♀	Spain	Consultant
	Purificacion Moran ♀	Spain	Consultant
	Rodrigo Cencillo	Spain	ISTAS
	Visitacion Vaquero ♀	Spain	UGT
	Rafael Javier Torrente Escribano	Spain	ISTAS
	Xabier Irastorza	Spain	European Agency for Safety and Health at Work
	Vicenç Pedret Cuscó	Spain	DG MOVE
	Jean-Claude Le Douaron	Sweden	ETUI
	Stéphanie Barrial ♀	Switzerland	UNI Europa
	Werner Buelen	The Netherlands	EFBWW
	Brigitta Paas ♀	The Netherlands	ETF
	Didem Firat	Turkey	Expert
	Guy Standing	U.K.	University of Bath
	Patrick Taran	United States	Expert
	Victoria Munsey ♀	United States	Expert

	Ariel Ferrari	Uruguay	PIT-CNT
	Celia Vence ♀	Uruguay	PIT-CNT
	Miguel Eredia	Uruguay	ERT- PIT CNT
	Walter Miglionico	Uruguay	PIT-CNT
	Hector Zapiain	Uruguay	PIT-CNT
	Maria Isamar Escalona ♀	Venezuela	CSA-TUCA

## ILO OFFICIALS

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	Luc Demaret	ACTRAV
	Andreas Bodemer	ACTRAV
	Beatriz Vacotto ♀	ACTRAV
	Dimitrina Dimitrova ♀	ACTRAV
	Hilda Sanchez Martinez ♀	ACTRAV
	Graeme Buckley	EMP/SEED
	John Myers	SECTOR
	Marios Meletiou	SECTOR
	John Sendanyoye	SECTOR
	Carmen Benitez ♀	ACTRAV-Lima
	Eduardo Rodríguez Calderon	ACTRAV-Lima
	Oscar Valverde	ACTRAV-San Jose
	Carlos Rodriguez	ACTRAV-Santiago
	Julio Gomez	CTP Proyecto SS Andino, ILO Lima,
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	Maria Elena Valenzuela ♀	GENDER, ILO Santiago
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	Shigero Wada	ACTRAV-Bangkok
	Moustapha Said	ACTRAV-Beirut
	Mansur Omeira	ILO Beirut
	Marc Levin	ILO Budapest
	Mamounata Cisse ♀	ACTRAV-Dakar
	Natalia Popova ♀	ILO DWT/CO-Budapest
	Svetla Shekerdjieva ♀	ACTRAV-Budapest
	Fabio Bertranou	SECSOC, Buenos Aires
	Pablo Casali	SECSOC, Lima
	Sergio Velasco	SECSOC, San Jose

## ITC-ILO OFFICIALS, TURIN CENTRE

	NAME	PROGRAMME
	Paolo Salvai	ACT/EMP
	Benedetta Magri ♀	GENDER
	Thierry Marchandise	ILS



## **Annex 13**

### **Detaild table of bi-tripartite activites**





Title	Venue	Dates	DoT	No. Part	AFRICA		AMERICAS		ASIA		EUROPE		ARAB STATES		TOTAL WORKERS	NOTES	EMPLOYERS' PARTICIPATION	
					Work		Work		Work		Work		Work					
					M	W	M	W	M	W	M	W	M	W				
<b>ILS</b>																		
A154256 - Organizing and bargaining for sustainable development	F	24/1/11 26/1/11	3	11	4	0	0	0	0	0	0	0	0	0	0	4	tripartite	5
A904159 - Maritime labour academy - Track 4: Workshop for seafarers and seafarers' representatives on the ILO MLC, 2006	C	7/3/11 13/3/11	7	20	0	0	4	0	5	0	10	1	0	0	20	only for workers in cooperation with ITF	0	
A904093 - Maritime labour academy - Track 4: workshop for seafarers and seafarers' representatives on the ILO MLC, 2006	C	28/3/11 3/4/11	7	21	1	0	2	1	3	1	13	0	0	0	21	only for workers in cooperation with ITF	0	
A904158 - Maritime labour academy - Track 4: Workshop for seafarers and seafarers' representatives on the ILO MLC, 2006	C	4/7/11 10/7/11	7	19	0	0	3	0	4	0	9	3	0	0	19	only for workers in cooperation with ITF	0	
A904351 - Maritime labour academy - Track 4: Workshop for seafarers and seafarers' representatives on the ILO MLC, 2006	C	3/10/11 9/10/11	7	21	0	0	5	0	8	0	6	2	0	0	21	only for workers in cooperation with ITF	0	
A904096 - The labour dimension of trafficking in children	C	21/11/11 25/11/11	5	25	5	1	0	0	0	0	0	0	0	0	6	marginal tripartite	1	
A254667 - Organización sindical y negociación colectiva para el desarrollo sostenible	F	7/12/11 9/12/11	3	15	0	0	4	0	0	0	0	0	0	0	4	tripartite	3	
<b>SUBTOTAL 'ILS-FPR'</b>			<b>39</b>	<b>132</b>	<b>10</b>	<b>1</b>	<b>18</b>	<b>1</b>	<b>20</b>	<b>1</b>	<b>38</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>95</b>		<b>9</b>	

Title	Venue	Dates	DoT	No. Part	AFRICA		AMERICAS		ASIA		EUROPE		ARAB STATES		TOTAL WORKERS	NOTES	EMPLOYERS' PARTICIPATION
					Work		Work		Work		Work		Work				
					M	W	M	W	M	W	M	W	M	W			
<b>ESD</b>																	
A154148 - LMI I - Introduction to LM concepts, indicators and information systems	F	21/2/11 25/2/11	5	28	7	11	0	0	0	0	0	0	0	0	18	mainly with workers only	0
A404473 - Building effective wage policies in CIS countries	C	3/10/11 7/10/11	5	19	0	0	0	0	0	0	2	3	0	0	5	tripartite	7
A154067 - Building effective wage policies	F	21/11/11 25/11/11	5	15	3	1	0	0	0	0	0	0	0	0	4	tripartite	4
A904145 - Employment policy	C	28/11/11 2/12/11	5	32	0	2	0	1	1	0	0	1	0	0	5	marginal tripartite	4
<b>SUBTOTAL 'ESD'</b>			<b>20</b>	<b>94</b>	<b>10</b>	<b>14</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>32</b>		<b>15</b>

Title	Venue	Dates	DoT	No. Part	AFRICA		AMERICAS		ASIA		EUROPE		ARAB STATES		TOTAL WORKERS	NOTES	EMPLOYERS' PARTICIPATION
					Work		Work		Work		Work		Work				
					M	W	M	W	M	W	M	W	M	W			
<b>EMLD</b>																	
A454464 - Social partnership for anticipating change in the labour market - tripartite seminar for Lithuania (linked to E454290)	F	31/5/11 1/6/11	2	30	0	0	0	0	0	0	3	5	0	0	8	tripartite	8
A454465 - Social partnership for anticipating change in the labour market - tripartite seminar for Estonia (linked to E454290)	F	20/9/11 21/9/11	2	20	0	0	0	0	0	0	4	2	0	0	6	tripartite	2
A454466 - Social partnership for anticipating change in the labour market - tripartite seminar for Latvia (linked to E454290)	F	4/10/11 5/10/11	2	31	0	0	0	0	0	0	4	6	0	0	10	tripartite	6
<b>SUBTOTAL 'EMLD'</b>			<b>6</b>	<b>81</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>24</b>		<b>16</b>

Title	Venue	Dates	DoT	No. Part	AFRICA		AMERICAS		ASIA		EUROPE		ARAB STATES		TOTAL WORKERS	NOTES	EMPLOYERS' PARTICIPATION
					Work		Work		Work		Work		Work				
					M	W	M	W	M	W	M	W	M	W			
<b>SOCPRO</b>																	
A154345 - Development of a national OSH programme in Zambia	F	9/3/11 11/3/11	3	23	5	1	0	0	0	0	0	0	0	0	6	marginal tripartite	1
A274072 - Formulación de políticas y gestión de la seguridad social en América Latina	D	27/6/11 25/11/11	22	12	0	0	3	1	0	0	0	0	0	0	4	marginal tripartite	
A254454 - Desarrollo de un programa nacional OSH en Honduras	F	28/6/11 30/6/11	3	23	0	0	3	3	0	0	0	0	0	0	6	marginal tripartite	
A104580 - Réforme des pensions au Maroc	C	8/8/11 12/8/11	5	21	4	1	0	0	0	0	0	0	0	0	5	marginal tripartite	1
A354597 - Enhancing the protection of Asian domestic workers	F	24/10/11 26/10/11	3	132	0	0	0	0	22	19	0	1	2	0	44	mainly with workers only	
<b>SUBTOTAL 'SOCPRO'</b>			<b>36</b>	<b>211</b>	<b>9</b>	<b>2</b>	<b>6</b>	<b>4</b>	<b>22</b>	<b>19</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>65</b>		<b>2</b>

Title	Venue	Dates	DoT	No. Part	AFRICA		AMERICAS		ASIA		EUROPE		ARAB STATES		TOTAL WORKERS	NOTES	EMPLOYERS' PARTICIPATION
					Work		Work		Work		Work		Work				
					M	W	M	W	M	W	M	W	M	W			
<b>SOCIAL DIALOGUE</b>																	
A102913 - Dialogue social et techniques de négociation	C	31/1/11 4/2/11	5	21	17	0	0	0	0	0	0	0	0	0	17	mainly with workers only	
A404218 - European labour forum: the role of labour administration in overcoming economic crisis (EC FUNDING)	C	23/2/11 25/2/11	3	83	0	0	0	0	0	0	13	4	0	0	17	tripartite	19
A154408 - Diálogo social e igualdade de género	F	13/6/11 17/6/11	5	30	13	6	0	0	0	0	0	0	0	0	19	mainly with workers only	0
A154410 - Appui au CDTS/UEMOA	F	12/7/11 15/7/11	4	56	11	2	0	0	0	0	0	0	0	0	13	tripartite	12
A904388 - Toolkit on tourism and poverty reduction validation workshop	C	29/8/11 31/8/11	3	13	2	0	0	0	2	0	0	0	0	0	4	tripartite	4
A404281 - Negotiation and consensus-building skills workshop	C	3/10/11 7/10/11	5	17	0	0	0	0	0	0	3	3	0	0	6	tripartite	4
A904643 - Promoting national machinery for social dialogue in Western Balkans and Moldova	C	15/12/11 16/12/11	2	25	0	0	0	0	0	0	3	3	0	0	6	tripartite	7
<b>SUBTOTAL 'SOCDIAL'</b>			<b>27</b>	<b>245</b>	<b>43</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>19</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>82</b>		<b>46</b>

Title	Venue	Dates	DoT	No. Part	AFRICA		AMERICAS		ASIA		EUROPE		ARAB STATES		TOTAL WORKERS	NOTES	EMPLOYERS' PARTICIPATION
					Work		Work		Work		Work		Work				
					M	W	M	W	M	W	M	W	M	W			
<b>SDG</b>																	
A554582 - Sub-regional workshop: Design, implementation and monitoring of DWCP's in a RBM context - training for constituents	F	18/7/11 21/7/11	4	26	0	0	0	0	0	0	0	0	6	2	8	tripartite	6
<b>SUBTOTAL 'SDG'</b>			<b>4</b>	<b>26</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>2</b>	<b>8</b>		<b>6</b>

Title	Venue	Dates	DoT	No. Part	AFRICA		AMERICAS		ASIA		EUROPE		ARAB STATES		TOTAL WORKERS	NOTES	EMPLOYERS' PARTICIPATION
					Work		Work		Work		Work		Work				
					M	W	M	W	M	W	M	W	M	W			
<b>DELTA</b>																	
A154482 - Prévention et résolution des conflits violents et armés pour organisations syndicales	F	4/7/11 8/7/11	5	37	25	6	0	0	0	0	0	0	0	0	31	only for workers with ACTRAV Geneva	1
A154650 - Prévention et résolution des conflits violents et armés pour des organisations syndicales	F	17/10/11 21/10/11	5	25	22	3	0	0	0	0	0	0	0	0	25	only for workers with ACTRAV Geneva	
<b>SUBTOTAL 'DELTA'</b>			<b>10</b>	<b>62</b>	<b>48</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>57</b>		<b>1</b>

Title	Venue	Dates	DoT	No. Part	AFRICA		AMERICAS		ASIA		EUROPE		ARAB STATES		TOTAL WORKERS	NOTES	EMPLOYERS' PARTICIPATION
					Work		Work		Work		Work		Work				
					M	W	M	W	M	W	M	W	M	W			

## PRODEV

A404555 - Economic development for FYR Macedonia	C	19/9/11 23/9/11	5	23	0	0	0	0	0	0	0	6	2	0	0	8	tripartite	8
A254675 - Curso para mandantes OIT en Centroamérica y República Dominicana, los programas de trabajo decente y la gestión basada en resultados	F	28/11/11 2/12/11	5	35	0	0	6	7	0	0	0	0	0	0	0	13	tripartite	10
A154678 - Atelier sous-régional de partage de connaissance et d'expériences conception et mise en oeuvre des PPTD	F	5/12/11 7/12/11	3	23	6	0	0	0	0	0	0	0	0	0	0	6	tripartite	7
<b>SUBTOTAL 'PRODEV'</b>			<b>13</b>	<b>81</b>	<b>6</b>	<b>0</b>	<b>6</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>27</b>		<b>25</b>

Title	Venue	Dates	DoT	No. Part	AFRICA		AMERICAS		ASIA		EUROPE		ARAB STATES		TOTAL WORKERS	NOTES	EMPLOYERS' PARTICIPATION
					Work		Work		Work		Work		Work				
					M	W	M	W	M	W	M	W	M	W			

## SDTI

A154164 - Atelier de formation: Évaluer et gérer les effets du commerce international sur l'emploi	F	24/1/11 28/1/11	5	33	10	0	0	0	0	0	0	0	0	0	0	10	mainly with workers only	1
A352979 - Assessing the effects of trade on employment: an introduction to social accounting matrix and multiplier analysis	F	13/2/11 17/2/11	5	16	0	0	0	0	2	0	0	0	0	0	0	2	marginal tripartite	3
A254165 - Taller de intercambio de conocimientos: evaluar y abordar los efectos del comercio en el empleo	F	11/4/11 15/4/11	5	30	0	0	5	1	0	0	0	0	0	0	0	6	tripartite	6
A154459 - Mesurer les effets du commerce sur l'emploi: une introduction à la Matrice de Comptabilité Sociale (MCS) et à l'analyse de l'effet multiplicateur	F	27/6/11 1/7/11	5	11	1	2	0	0	0	0	0	0	0	0	0	3	marginal tripartite	1
A154163 - Emplois verts en Afrique: cours de formation régional tripartite	F	30/5/11 3/6/11	5	21	3	2	0	0	0	0	0	0	0	0	0	5	tripartite	7
<b>SUBTOTAL 'SDTI'</b>			<b>25</b>	<b>111</b>	<b>14</b>	<b>4</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>26</b>		<b>18</b>



## **Annex 13 bis**

### **Detaild table of academies**









DISTRIBUTION OF PARTICIPANTS BY RESPONSIBLE UNIT AND BY REGION DETAILED

Title	Venue	Dates	DoT	No. Part	AFRICA						AMERICAS						ASIA						EUROPE						ARAB STATES						ICS		TOTAL				
					TOT		Work		Empl		TOT		Work		Empl		TOT		Work		Empl		TOT		Work		Empl		TOT		WORKERS		EMPLOYERS								
					M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W					
<b>SOCIAL DIALOGUE</b>																																									
A904042 - Labour Administration and Labour Inspection Academy	C	24/10/11 4/11/11	10	76	14	10	0	1	1	0	17	2	1	0	0	0	12	9	0	0	0	0	1	3	0	0	0	0	0	2	2	0	0	0	0	3	1			2	1
<b>SUBTOTAL SOCIAL DIALOGUE</b>			<b>10</b>	<b>76</b>	<b>14</b>	<b>10</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>17</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>1</b>		

Title	Venue	Dates	DoT	No. Part	AFRICA						AMERICAS						ASIA						EUROPE						ARAB STATES						ICS		TOTAL				
					TOT		Work		Empl		TOT		Work		Empl		TOT		Work		Empl		TOT		Work		Empl		TOT		WORKERS		EMPLOYERS								
					M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W					
<b>GENDER</b>																																									
A904030 - ITC-ILO 2011 Gender Academy	C	21/11/11 2/12/11	10	121	8	44	0	3	0	2	1	25	0	2	0	0	3	13	1	0	0	0	0	6	0	0	0	0	0	0	1	0	1	0	0	3	17			7	2
<b>SUBTOTAL 'GENDER'</b>			<b>10</b>	<b>121</b>	<b>8</b>	<b>44</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>25</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>13</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>17</b>	<b>7</b>	<b>2</b>		



## **Annex 14**

### **Core courses 2012**



## ANNEX 14 - CORE COURSES 2012

Coord Code	Title	Venue	Dates	DoT	No. Part	Part Days	Lang	Sponsor
<b>AFRICA</b>								
A105066	Trade union training in employment relations and the informal economy	C	20/02/2012 02/03/2012	10	13	130	ENFR	ITALY MAE (VC) 2012
A105067	Promoting decent work	C	08/10/2012 26/10/2012	15	15	225	EN	ILO RBTC/TC/ACTRAV (12-13)
A105076	Formation syndicale sur la sécurité et la santé au travail et le VIH/sida	C	26/11/2012 14/12/2012	15	15	225	FR	ILO RBTC/TC/ACTRAV (12-13) ITALY MAE (VC) 2012
<b>SUB-TOTAL AFRICA</b>				<b>40</b>	<b>43</b>	<b>580</b>		
<b>AMERICAS</b>								
A205069	Derechos sindicales y normas internacionales del trabajo, con especial atención a las normas sobre trabajo doméstico	C	14/05/2012 01/06/2012	15	15	225	ES	ILO RBTC/TC/ACTRAV (12-13)
A205075	Capacidades sindicales para la promoción del trabajo decente	C	08/10/2012 26/10/2012	15	15	225	ES	ITALY MAE (VC) 2012 ILO RBTC/TC/ACTRAV (12-13)
<b>SUB-TOTAL AMERICAS</b>				<b>30</b>	<b>30</b>	<b>450</b>		
<b>ASIA AND PACIFIC</b>								
A305068	Organizing and collective bargaining in multinational enterprises (MNEs)	C	13/02/2012 24/02/2012	10	17	170	EN	ITALY MAE (VC)
A305071	Trade union action for decent work (freedom of association and social security)	C	25/06/2012 13/07/2012	15	15	225	EN	ILO RBTC/TC/ACTRAV (12-13)
<b>SUB-TOTAL ASIA</b>				<b>25</b>	<b>32</b>	<b>395</b>		
<b>EUROPE</b>								
A405073	Communication skills and policies for trade unions	C	03/12/2012 14/12/2012	10	15	150	ENRU	ITALY MAE (VC) 2012
<b>SUB-TOTAL EUROPE</b>				<b>10</b>	<b>15</b>	<b>150</b>		
<b>ARAB STATES</b>								
A505070	Social security and trade unions	C	17/09/2012 29/09/2012	15	15	225	ENAR	ITALY MAE (VC) 2012
<b>SUB-TOTAL ARAB STATES</b>				<b>15</b>	<b>15</b>	<b>225</b>		
<b>INTERREGIONAL</b>								
A905135	Relações laborais e a economia informal (PALOPS e Brasil)	C	20/02/2012 09/03/2012	15	14	210	PT	ITALY MAE (VC) 2012
A905072	Sustainable development and decent work for all	C	03/09/2012 14/09/2012	10	15	150	ENFR ES	ILO RBTC/TC/ACTRAV (12-13)
A905074	Trade union rights and international labour standards, especially for domestic workers	C		10	15	150	ENES	proposed postponement to 2013
<b>SUB-TOTAL INTERREGIONAL</b>				<b>35</b>	<b>44</b>	<b>510</b>		
<b>TOTAL</b>				<b>155</b>	<b>179</b>	<b>2310</b>		



## **Annex 15**

### **Planned and implemented activities for 2012**



## ANNEX 15 - PLANNED AND IMPLEMENTED ACTIVITIES FOR 2012

Coord Code	Title	Venue	Dates	DoT	No. Part	Part Days	Lang	Sponsor
<b>AFRICA</b>								
A105066	Trade union training in employment relations and the informal economy	C	20/02/2012 02/03/2012	10	13	130	ENFR	ITALY MAE (VC) 2012
A154558	Le dialogue social sur le terrain, de la théorie à la pratique - linked to P154556 ( Bukavu, RDC )	F	07/03/2012 10/03/2012	3	42	126	FR	COMMUNAUTE WALLONNE ITALY MAE (VC) ILO ACTRAV
A154559	L'Intersyndicale: un outil pour les femmes et le dialogue social dans la région des Grands Lacs - linked to P154556 (	F	07/05/2012 11/05/2012	5	52	260	FR	COMMUNAUTE WALLONNE ITALY MAE (VC)
A155169	Trade union actions for achieving decent work for migrants ( Kisumu, Kenya )	F	21/05/2012 25/05/2012	5	15	75	EN	ILO RBTC/TC/AFRICA ILO RBTC/TC/ACTRAV
A154560	Formation syndicale sur l'organisation des travailleurs de l'économie informelle - linked to P154556 ( Lomé, Togo )	F	11/06/2012 14/06/2012	4	15	60	FR	COMMUNAUTE WALLONNE ITALY MAE (VC)
A154260	Trade union training on research methodology and social issues in Africa ( Lome, Togo )	F	16/07/2012 20/07/2012	5	15	75	FR	ITALY MAE (VC) 2011 ILO RBTC/TC/AFRICA (10-11)
A155170	TU training on promoting and defending the rights of domestics workers ( Lomé, Togo )	F	13/08/2012 17/08/2012	5	20	100	ENFR	ILO RBTC/TC ITALY MAE (VC) 2012
A155171	Youth leadership training on decent work in Africa ( Dakar, Senegal )	F	24/09/2012 28/09/2012	5	20	100	ENFR	ILO RBTC/TC/ACTRAV ITALY MAE (VC) 2012
A105067	Promoting decent work	C	08/10/2012 26/10/2012	15	15	225	EN	RBTC/TC/ACTRAV
A105076	Formation syndicale sur la sécurité et la santé au travail et le VIH/sida	C	26/11/2012 14/12/2012	15	15	225	FR	RBTC/TC/ACTRAV ITALY MAE (VC) 2012
A152788	Bipartite workshop on how and why to get involved in Decent Work (anglophone	F	30/12/2012 31/12/2012	5	20	100	EN	ITALY MAE (VC) 2011

MAP : Table of Operational Activities by Region

Coord Code	Title	Venue	Dates	DoT	No. Part	Part Days	Lang	Sponsor
	Africa) ( Nairobi, Kenya )							ILO ACT/EMP + ILO ACTRAV GENEVA
A154412	Formation syndicale sur l'organisation et l'économie informelle en Afrique francophone ( Burundi )	F	30/12/2012 31/12/2012	5	20	100	FR	ITALY MAE 2012 WALLOON REGION
<b>12</b>				<b>82</b>	<b>262</b>	<b>1920</b>		
<b>AMERICAS</b>								
A272983	Formación sindical sobre la iniciativa del piso de protección social - linked to P202810	D	20/02/2012 20/04/2012	9	25	225	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPANA
A255402	Retos y Desafios de las trabajadoras del hogar para su incusion en la Seguridad Social - linked to P202810 ( Santo Domingo )	F	08/03/2012 09/03/2012	2	30	60	ES	MINISTERIO DE EMPLEO Y SEGURIDAD SOCIAL DE ESPANA
A255173	Seminario taller de presentacion y validacion de la guia nacional de accion sindical en salud y seguridad en el trabajo para sindicalistas Argentinos - linked to P202810 ( Buenos Aires, Argentina )	F	12/03/2012 14/03/2012	3	20	60	ES	MINISTERIO DE EMPLEO Y SEGURIDAD SOCIAL DE ESPANA
A255167	Presentación investigación trabajo doméstico y seguridad social en el Perú - linked to P202810 ( Lima, Peru )	F	26/03/2012 27/03/2012	2	15	30	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPANA FPyS (AECID)
A275200	Salud y seguridad en el trabajo con enfoque de género - linked to P202810	D	26/03/2012 31/05/2012	10	20	200	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPANA FPyS (AECID)
A275180	Modulo introductorio de seguridad social - linked to P202810	D	28/03/2012 31/05/2012	9	80	720	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPANA
A255183	Jornadas regionales - linked to P202810 ( Foz de Iguacu, Brasil )	F	16/04/2012 17/04/2012	2	20	40	ES	MINISTERIO DE EMPLEO Y SEGURIDAD SOCIAL DE ESPANA
A255322	Taller regional salud y seguridad en el trabajo con enfoque de genero - linked to P202810 ( Montevideo, Uruguay )	F	07/05/2012 11/05/2012	4	15	60	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPANA FPyS (AECID)
A255323	Jornada presentación guía regional SST - linked to P202810 ( Montevideo, Uruguay )	F	10/05/2012 11/05/2012	2	20	40	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPANA FPyS (AECID)
A205069	Derechos sindicales y normas	C	14/05/2012	15	15	225	ES	

MAP : Table of Operational Activities by Region

Coord Code	Title	Venue	Dates	DoT	No. Part	Part Days	Lang	Sponsor
	internacionales del trabajo, con especial atención a las normas sobre trabajo doméstico		01/06/2012					RBTC/TC/ACTRAV
A255324	Taller subregional Cono Sur seguridad social - linked to P202810 ( Asuncion, Paraguay )	F	16/05/2012 18/05/2012	3	20	60	ES	MINISTERIO DE EMPLEO Y SEGURIDAD SOCIAL DE ESPANA
A255186	Taller subregional Andino y Centro América seguridad social (conferencia) - linked to P202810 ( Panama )	F	22/05/2012 24/05/2012	3	20	60	ES	MINISTERIO DE EMPLEO Y SEGURIDAD SOCIAL DE ESPANA
A255190	Encuentro regional - presentación de resultados - linked to P202810 ( Madrid, Spain )	F	29/05/2012 30/05/2012	2	10	20	ES	MINISTERIO DE EMPLEO Y SEGURIDAD SOCIAL DE ESPANA
A255321	Seminario regional sobre trabajo decente con transversalidad de genero (FSI y red DDHH) ( Montevideo, Uruguay)	F	25/06/2012 06/07/2012	10	20	200	ES	ILO LIMA FPyS (AECID)
A255325	Taller regional de formación de formadores Trabajo Decente al cubo (Bogotá, Colombia )	F	25/06/2012 06/07/2012	10	20	200	ES	ILO LIMA FPyS (AECID)
A275194	Trabajo decente y desarrollo sustentable - linked to P955197	D	02/07/2012 31/08/2012	9	20	180	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPANA
A275179	Género y seguridad social - linked to P955197	D	10/07/2012 05/09/2012	10	20	200	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPANA
A255320	Taller regional sobre genero, reforma tributaria, trabajo decente y seguridad social - linked to P955197 ( Montevideo, Uruguay )	F	11/09/2012 14/09/2012	4	15	60	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPANA FPyS (AECID)
A275188	Seguridad social: módulo de especialización I - linked to P955197	D	12/09/2012 22/11/2012	11	40	440	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPANA
A275189	Seguridad social: módulo de especialización II - linked to P955197	D	12/09/2012 22/11/2012	11	40	440	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPANA
A255168	Taller nacional salud y seguridad en el trabajo y género - presentación diagnóstico - linked to P955197 ( Sao Paulo, Brazil )	F	19/09/2012 21/09/2012	3	15	45	ES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPANA
A205075	Capacidades sindicales para la promoción del trabajo decente	C	08/10/2012 26/10/2012	15	15	225	ES	RBTC/TC/ACTRAV ITALY MAE 2012
<b>22</b>				<b>149</b>	<b>515</b>	<b>3790</b>		

MAP : Table of Operational Activities by Region

Coord Code	Title	Venue	Dates	DoT	No. Part	Part Days	Lang	Sponsor
<b>ASIA AND PACIFIC</b>								
A305068	Organizing and collective bargaining in multinational enterprises (MNEs)	C	13/02/2012 24/02/2012	10	17	170	EN	ITALY MAE (VC)
A305187	Training Course for ACFTU on Challenges and Role of Trade Unions in Globalizing Economy	C	16/04/2012 25/04/2012	8	20	160	ENCH	ITALY MAE (VC) 2012
A352662	Union action for promotion of Decent Work (focusing on DW, DWCP and role of trade unions) ( Jakarta, Indonesia )	F	14/05/2012 19/05/2012	5	20	100	EN	ITALY MAE (VC)
A355209	Trade union training on FoA, Decent Work and use of ILO's supervisory machinery for FoA ( Bangkok, Thailand )	F	21/05/2012 25/05/2012	5	20	100	EN	ITALY MAE (VC) FES (IN KIND)
A305071	Trade union action for decent work (freedom of association and social security)	C	25/06/2012 13/07/2012	15	15	225	EN	RBTC/TC/ACTRAV
A355196	Trade union training on wage policies and collective bargaining ( Singapore )	F	13/08/2012 17/08/2012	5	20	100	EN	SNTUC (IN KIND) ITALY MAE (VC) 2012
A355250	Promoting Freedom of Association and Decent Work for workers in precarious employment ( Bangkok, Thailand )	F	20/08/2012 24/08/2012	5	20	100	EN	JILAF
A305199	Trade Union training for Decent Work	C	10/09/2012 19/09/2012	8	20	160	ENCH	ITALY MAE (VC) 2012
A355201	Trade union training on social security policies, focus on pension schemes (Seoul, Republic of Korea )	F	24/09/2012 28/09/2012	5	20	100	EN	OTHERS ILO RBTC/TC/ACTRAV KOILAF (IN KIND)
A355203	Training on organizing and decent work for domestic workers ( Manila, Philippines )	F	08/10/2012 12/10/2012	5	20	100	EN	ILO RBTC/TC/ASIA ITALY MAE (VC) 2012
A355204	Follow-up and evaluation workshop with TUCP and FFW (Manila, Philippines)	F	14/10/2012 16/10/2012	3	20	60	EN	TUCP & FFW (IN KIND) RBTC/TC/ACTRAV
A355205	Training on employment relations and labour law reforms (focus on C87, C98 and R198) ( Hanoi )	F	12/11/2012 16/11/2012	5	20	100	EN	FES (IN KIND) ITALY MAE (VC) 2012
A352856	Organising and promoting Decent work of workers in informal economy: Union strategies and actions ( Kathmandu, Nepal )	F	30/12/2012 31/12/2012	5	20	100	EN	ITALY MAE (VC) 2010 JILAF
<b>13</b>				<b>84</b>	<b>252</b>	<b>1575</b>		
<b>EUROPE</b>								

MAP : Table of Operational Activities by Region

Coord Code	Title	Venue	Dates	DoT	No. Part	Part Days	Lang	Sponsor
A405274	EFFAT- ETUI Workshop on negotiating at times of crisis in the EFFAT sectors	C	25/01/2012 27/01/2012	3	29	87	ENFR	
A405177	Sectoral social dialogue in new Member States and candidate countries for EFFAT and EMCEF affiliates - linked to P454653	C	20/02/2012 24/02/2012	5	32	160	EN	EUROPEAN COMMISSION through ILO PARDEV (RER/11/54/EEC)
A455185	Capacity-Building for Social Dialogue: Workshop for trade union organizations in Croatia, Macedonia, Malta and Slovenia in EFFAT and EMCEF sectors - linked to P454653 ( Opatija, Croatia )	F	03/04/2012 04/04/2012	2	30	60	EN	EUROPEAN COMMISSION
A455254	Decent Work for domestic workers for Austria, Germany, Belgium, Netherlands, Bulgaria - linked to P455207 ( Berlin, Germany )	F	24/04/2012 25/04/2012	2	25	50	ENFR	EUROPEAN COMMISSION
A455255	Decent Work for domestic workers for Finland, Ireland, UK, Latvia and Poland - linked to P455207 ( Dublin, Ireland )	F	09/05/2012 10/05/2012	2	25	50	EN	EUROPEAN COMMISSION
A405193	Migration course	C	14/05/2012 18/05/2012	5	24	120	EN	ETUI
A455181	Capacity-Building for Social Dialogue: Workshop for EFFAT and EMCEF affiliates in Estonia, Latvia and Lithuania - linked to P454653 ( Vilnius, Lithuania )	F	06/06/2012 07/06/2012	2	30	60	EN	EUROPEAN COMMISSION
A455256	Decent Work for domestic workers for France, Italy, Spain, Portugal and Romania - linked to P455207 ( Madrid, Spain )	F	19/06/2012 20/06/2012	2	25	50	EN	EUROPEAN COMMISSION
A455182	Capacity-Building for Social Dialogue: Workshop for EFFAT and EMCEF affiliates in Slovakia, Czech Republic, Poland and Hungary - linked to P454653 ( Budapest )	F	02/07/2012 03/07/2012	2	25	50	EN	EUROPEAN COMMISSION
A455184	Capacity-Building for Social Dialogue:	F	11/07/2012	2	25	50	EN	

MAP : Table of Operational Activities by Region

Coord Code	Title	Venue	Dates	DoT	No. Part	Part Days	Lang	Sponsor
	Workshop for EFFAT and EMCEF affiliates in Turkey, Bulgaria and Romania - linked to P454653 ( Bucharest, Romania )		12/07/2012					EUROPEAN COMMISSION
A455192	Bipartite conference on strengthening social dialogue for textile sector - linked to P454653 ( Brussels )	F	18/09/2012 19/09/2012	2	25	50	EN	EUROPEAN COMMISSION
A405257	Collection of case studies/ best practice in transformation of precarious work in work - linked to P455207	C	27/11/2012 28/11/2012	2	25	50	ENFR	EUROPEAN COMMISSION
A455191	ESSDC for EMCEF - linked to P454653 ( Brussels )	F	01/12/2012 02/12/2012	2	10	20	EN	EUROPEAN COMMISSION
A455195	ESSDC for EFFAT - linked to P454653 ( Brussels )	F	01/12/2012 02/12/2012	3	30	90	EN	EUROPEAN COMMISSION
A405073	Communication skills and policies for trade unions	C	03/12/2012 14/12/2012	10	15	150	ENRU	ITALY MAE
A405202	Young leadership training	C	03/12/2012 07/12/2012	5	28	140	EN	ETUI
				<b>51</b>	<b>403</b>	<b>1237</b>		
<b>ARAB STATES</b>								
A504026	Towards democratic trade unionism and decent work in Arab countries	C	23/01/2012 27/01/2012	5	15	75	AR	ITALY MAE
A505070	Social security and trade unions	C	17/09/2012 29/09/2012	15	15	225	ENAR	ITALY MAE
				<b>20</b>	<b>30</b>	<b>300</b>		
<b>INTERREGIONAL</b>								
A905135	Relações laborais e a economia informal (PALOPS e Brasil)	C	20/02/2012 09/03/2012	15	14	210	PT	ITALY MAE (VC) 2012
A905074	Trade union rights and international labour standards, especially for domestic workers	C	18/06/2012 29/06/2012	10	15	150	ENES	ITALY MAE (VC) 2012 ILO RBTC/TC/ACTRAV (12-13)
A905072	Sustainable development and decent work for all	C	03/09/2012 14/09/2012	10	15	150	ENFR ES	ILO RBTC/TC/ACTRAV (12-13)
A905346	Scuola CISL	C	03/09/2012 05/09/2012	3	30	90	ENIT	CISL
A955326	Prioridades de protección social desde la perspectiva interregional - linked to P955197 ( tbd )	F	19/11/2012 30/11/2012	10	15	150	ENES	MINISTERIO DE TRABAJO E INMIGRACION DE ESPANA
A903023	Trade union training on strengthening trade	C	30/12/2012	5	25	125	ENFR	



MAP : Table of Operational Activities by Region

Coord Code	Title	Venue	Dates	DoT	No. Part	Part Days	Lang	Sponsor
	union network on human and trade union rights		31/12/2012				ES	ITALY MAE (VC)
A905297	Validation of a new tripartite course on wage policy	C	30/12/2012 31/12/2012	5	20	100	ENFR ES	
				<b>58</b>	<b>134</b>	<b>975</b>		
<b>TOTAL</b>				<b>449</b>	<b>1616</b>	<b>9553</b>		



## **Annex 16**

### **Indicative plan 2013**



Programme for Workers' Activities

**2013 PROGRAMMES: INDICATIVE PLAN**

**ACTIVITIES IN TURIN**

CODE	TITLE	DATES	WEEKS	PARTICIP.	LANG.	STUDY VISITS	SPONSOR
AFRICA							
	Capacity Building for organizing and managing trade unions		3	15	EN		RBTC/ACTRAV/TC
	Sustainable development and Decent Work for all		3	15	EN/FR		RBTC/AFRICA/TC ITALY+Others
	Capacity Building for Trade Unions on Collective Bargaining		3	15	FR		RBTC/ACTRAV/TC ITALY+Others
AMERICAS							
	Employment policies and informal economy		3	15	SP		RBTC/ACTRAV/TC
	Occupational Safety and Health and HIV/AIDS		3	15	SP		RBTC/AMERICAS/TC ITALY+Others
ASIA							
	Capacity Building for promoting Decent Work		3	15	EN		RBTC/ACTRAV/TC
	Communication for T.U.		3	15	EN		RBTC/ASIA/TC ITALY+Others

CODE	TITLE	DATES	WEEKS	PARTICIP.	LANG.	STUDY VISITS	SPONSOR
EUROPE							
	Capacity Building for Trade Unions on Collective Bargaining		3	15	RU/ EN		RBTC/ACTRAV/TC ITALY+Others
ARAB STATES							
	Capacity Building for organizing and promoting Decent Work		2		AR		RBTC/ACTRAV/TC ITALY+Others
INTERREGIONAL							
	Trade Union Rights and International Labour Standards for domestic workers		2	15	EN/SP/ FR		RBTC/ACTRAV/TC ITALY+Others
	ILS and the Social Justice declaration in MNEs		2	15	EN/SP		RBTC/ACTRAV/TC ITALY+Others
	Social Security and unions (Portuguese speaking Africa and Brazil)		3	15	PT		RBTC/ACTRAV/TC ITALY+Others



## **Annex 17**

### **Background of the Programme**



## **BACKGROUND OF THE PROGRAMME**

Through the delivery of advanced training courses, the production of training material for residential and online education, specific projects and advisory services, the Programme for Workers' Activities of the International Training Centre of the ILO is designed to respond to the changing training needs of workers' organizations. The Programme for Workers' Activities is an integral part of the ILO's major programme on workers' activities under which all training programmes concerning workers' organizations, both at headquarters and in the field, are coordinated.

ACTRAV Turin is the training arm of the Bureau for Workers' Activities and it aims at developing labour education for supporting the process of capacity building of the organizational structure of unions.

The structure and the content of the Programme aim at responding to the main challenges posed by globalization for the international trade union movement. Stronger and more cohesive international workers' actions are required to respond to the political and economic transformations related to this process characterized by the expansion in the volume and variety of cross-border transactions in goods and services as well as the development of technologies in the area of information and transportation that made possible the process of globalizing production cycles around international chains of production.

Trade union training at the international level can contribute to the preparation of a trade union agenda related to international workers' solidarity. Building effective trade union internationalism is a crucial challenge for labour, and is of central importance to the future of the labour movement. The Programme has published in several languages two training packages that deal with the issue of globalization and in particular with the structural changes related to it.

Today the global financial and economic crisis pretends by the labour movement a strong response capable to spread democratic values and workers' rights as a global priority of the trade union movement. Organized labour can play an important role in reshaping the global economy by bringing additional dimensions related to the Decent Work Agenda and to the 2008 Declaration on Social Justice for a Fair Globalization. Within this framework, labour education with continuously updated packages can be helpful to the development of international trade union action for the purpose of globalizing solidarity and workers' rights.

The respect of International Labour Standards on which the ILO agenda of "Decent Work for All" was created can contribute to the consolidation of links between economic and social development. Within this perspective "Decent Work" becomes a global goal in which International Labour Standards, Freedom of Association and the Right to Collective Bargaining, the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and the ILO Declaration on Fundamental Principles and Rights at Work and its follow-up as well as the 2008 Declaration on Social Justice for a Fair Globalization are important tools for trade unions and their work in ensuring a social dimension to a new phase of globalization.

As part of a global effort to build trade union training capacity and awareness on the global economy, the Programme for Workers' Activities of the ILO Turin Centre (ACTRAV Turin) facilitates the linkage between international/regional and national training to foster organising, international policy work and campaigns and international workers' mobilization. Through the delivery of international trade union training, the Programme can contribute to the further development of a common identity for the international trade union movement. Stronger and wider linkages between national, regional and international training, both at the sectoral and national level, would then facilitate the realization of global objectives by the trade union movement.

The ACTRAV Turin labour education programme aims at creating capacity building for trade unions to strengthen training policies and their capacity to deliver training programs in several areas. These areas are mainly related to the four pillars of the “Decent Work” agenda, and they include: building strong trade union organizing patterns; developing global social dialogue by supporting capacity-building for national centres and global union federations (GUFs); promoting the full implementation of workers’ rights, in particular freedom of association and collective bargaining; and addressing the issue of network development and of the “digital divide”.

The programme on labour education of ACTRAV Turin is a strategic component of the operational program of the Bureau for Workers’ Activities, where education and training play a positive role in the development of the national and international trade union movement.

ACTRAV Turin is assisting the ongoing efforts to strengthen regional trade union bodies by organizing a specific educational programme aimed at bringing together labour educators. Through the development of its programme, ACTRAV Turin tries to promote labour education as a means to further develop and enrich trade union histories and practices with the objective of providing elements of consensus, solidarity, and cohesion.

Strengthening workers’ organizations and their capacity constitutes a fundamental basis of the work executed by the Bureau for Workers’ Activities. In this regard, the Programme of Workers’ Activities of the ITC-ILO Turin (ACTRAV-Turin) has been further reviewed and strengthened to respond to the future challenges of the international trade union movement.

The Programme has the following long-term objectives to:

- strengthen the process of trade unions’ organizing and capacity-building;
- strengthen trade unions’ capacity to plan and deliver labour education through various approaches;
- support the development and strengthening of specialized trade unions’ technical departments, particularly in the [seven]main strategic areas of the Programme (workers’ rights, employment, social protection, social dialogue and collective bargaining, organizing, global economy, gender, training methodology and information technologies);
- provide specific focus on freedom of association and collective bargaining;
- better link labour education practices with studies and research; promote gender mainstreaming in all trade unions’ activities;
- support the development of educational and training capacities of international trade union organizations;
- provide training on effective methodologies to increase involvement in reference to ILO Standards, the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy; and the OECD Guideline for MNEs;
- promote the development of IT networks among trade unions and other labour oriented institutions for the exchange of policies/practices related to labour education;
- strengthen tripartism and social dialogue with the development of bi-tripartite courses and with an increased number of workers involved in the training activities of the ILO Turin Centre;
- contribute to the integration of the Centre with the ILO.

Turin Centre’s Workers’ Activities Programme’s immediate objectives are to:

- deliver high-quality training with appropriate methodology, technology and skills;

- improve the quality of learning materials suitable for face to face training and distance learning;
- develop a permanent specialised educational network related to the training activities of the Programme;
- provide the necessary training support to ACTRAV staff both in Turin/Geneva and in the field;
- involve the Workers' Education Regional Advisers in the ACTRAV Turin programme for the delivery of labour' education activities at national, sub-regional and regional levels;
- assist workers' organizations to develop gender policies with a special focus on training;
- assist the Workers' Group on policy issues through facilitating specific activities on topical issues;
- assist trade unions in the integration of information technologies, with a special focus on network development (development of SoliComm) and labour education;
- develop distance education programmes;
- deliver, together with other Regional and Technical Programmes of the Centre, bipartite and tripartite training courses;
- improve the quality of the Programme's web-site by providing access to a specialized library on workers education.