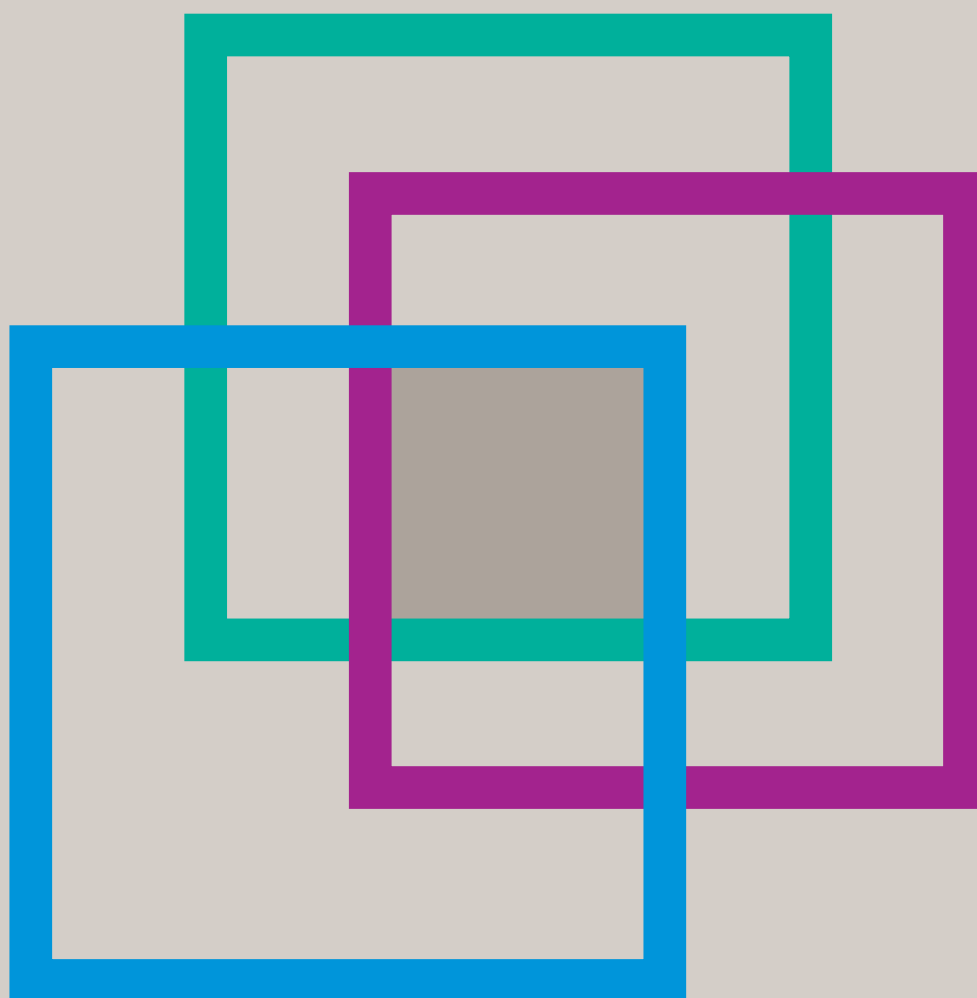


Director's Report
on the Activities of the Centre
in 2005-2006
and Perspectives for 2007



International
Training
Centre



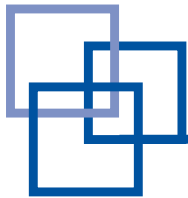
Director's Report on the Activities of the Centre in 2005-2006 and Perspectives for 2007



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OVERVIEW AND HIGHLIGHTS

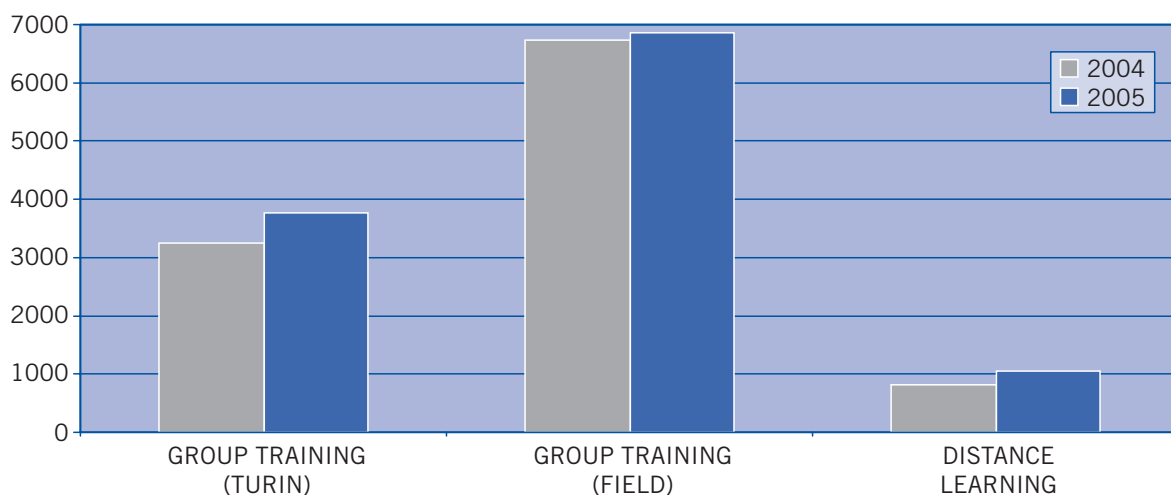
OVERALL MANDATE OF THE CENTRE

1. Human resources are central to the process of social and economic development and to the pursuit of decent work. The International Training Centre of the ILO contributes to the enhancement of human resources by providing training and training-related services and products.
2. The ultimate goals pursued by the Centre are set by its Board, by the ILO Governing Body and by the International Labour Conference. They reflect the priorities and concerns expressed by the international community through the agendas of world summits and conferences.
3. The Centre contributes to disseminating the ILO's principles and policies, and to strengthening the capacity of national institutions to implement relevant programmes in line with the ILO's strategic objectives and the Decent Work agenda. It participates in the ILO's efforts to help attain the Millennium Development Goals, and to apply the recommendations of the World Commission on the Social Dimension of Globalization.
4. The Centre's range of services is highly diversified. Every year, the Centre organizes a regular programme of standard courses. In addition, the Centre may be entrusted with producing a tailor-made training activity, with implementing a single project component or with the overall design and execution of a multi-year project that has several components. Tailor-made training activities are usually integrated into nationally executed programmes or projects and therefore contribute to the overall development efforts of the recipient country.
5. The Centre carries out its activities in close cooperation with the relevant ILO programmes, departments and offices. It also works in conjunction with relevant United Nations organizations and with a number of international or national partner institutions.

INTRODUCTION

6. The Centre's overall volume of operations was considerable in 2005, in line with the trend maintained over several years.
7. This good performance resulted from a large number of projects, in addition to the Centre's regular programme. The tendency towards growing cooperation with the European Union in a greater variety of subjects was confirmed in 2005. The EU-sponsored projects enabled the Centre to provide high-quality services and acquire great visibility on issues of the utmost importance to the ILO, such as capacity-building of social partners' organizations in eastern European countries and bringing gender into the mainstream of the European Commission's technical cooperation in all regions. Another important EU-sponsored project on enhancing social cohesion in Latin America started in late 2005.
8. In 2005, the proportion of activities held in Turin was slightly higher than in 2004, although country-based activities continued to increase and distance learning progressed at a steady pace. A more intensive and stable use of campus facilities is expected in 2006 and beyond.
9. The following chapters provide an overview of the Centre's programme in the year 2005.
10. The final chapter gives a progress report on the current year's activities and looks ahead to the main developments expected in 2006 and in 2007.
11. Annex I shows the distribution of participants by country.
12. Annex II provides detailed statistics on worker and employer participation in each Technical and Regional Programme, broken down by gender.

**CHART A:
NUMBER OF PARTICIPANTS IN 2004 AND 2005**



INDICATORS AND TRENDS

13. Quantitative indicators regarding the Centre's training activities and participants are shown in Chart A and Table 1.

14. The number of training activities and participants increased significantly in 2005. About 56 per cent of activities were held off campus, at the level of a region or country. About 8 per cent were distance learning activities. Since March 2006, the Centre has gradually been making greater use of the campus. The optimal use of facilities in Turin is essential if the Centre is to achieve technical and financial sustainability. The Centre must also be able to meet requests for joint activities by ILO field offices and partner institutions at the country level, and by constituents for distance or blended learning. The challenge for the Centre is to achieve a good balance in meeting all those requirements.

15. In terms of participant days, the regular programme of standard courses made up roughly one third of the Centre's portfolio. The remaining activities were project-based, or tailored to specific requests by client institutions and sponsors.

16. Distance learning technology developed at a steady pace. New electronic platforms were created for specific subjects, and were used to replace face-to-face training or to augment its impact by preparing participants better before courses and supporting them after courses.

17. Table 2 and Chart B give a breakdown of participants by the five main regions.

18. General indicators for 2005 show a significant growth in the volume of operations for Africa. This was due to the Centre's decision to maintain a strong focus on the Africa region throughout the year, especially as regards enterprise development, labour standards, migration policy, social protection and gender.

19. Participation by the Americas continued to expand. Latin American countries maintained the highest rate of participation in distance learning programmes.

20. Operations in the Asia region also increased substantially, due to a large number of project-based activities in addition to regular courses, and to the long-standing joint programme of the Turin Centre with the Government of China.

21. Among the Arab States, there was a considerable increase in participation by northern Africa (see note under Table 2), whereas participation by the Middle East declined slightly.

22. In 2005, the number of participants from the European Union declined, whereas the volume of operations for the countries of central and eastern Europe and of central Asia showed a sizeable increase.

23. Table 2 also shows the number of international civil servants, which doubled in 2005. This was due to two factors. First, Turin Centre experts continued to hold workshops with and for ILO staff to discuss issues of common concern, to agree on methodological guidelines and to validate training packages. Second, the statistics on international civil servants for 2005 also include officials of the European Commission participating in a project on gender mainstreaming in EU development cooperation.

**TABLE 2:
DISTRIBUTION OF PARTICIPANTS BY REGION
(2004-2005)**

Region	2004	2005
Africa ¹	1 814	2 307
Americas	2 466	2 581
Asia and Pacific	1 764	1 918
Arab States ¹	519	456
European Union	2 698	2 078
Europe (other) ²	1 134	1 505
International civil servants	401	835
TOTAL	10 796	11 680

¹ In line with ILO classification criteria, participants from Algeria, Morocco, Tunisia, Mauritania, Libya, Egypt and Sudan are clustered with Africa, although in the Centre's operational structure those countries come under the Regional Programme for Arab States. In 2005, there were 498 participants from those seven countries (195 were women). In 2004, there were 341 participants from the same countries (151 were women).

² This regional category covers all the European countries other than the 25 members of the European Union. It includes central Asia as well as central and eastern Europe.

**TABLE 1:
DISTRIBUTION OF ACTIVITIES BY TYPE OF TRAINING IN 2004 AND 2005**

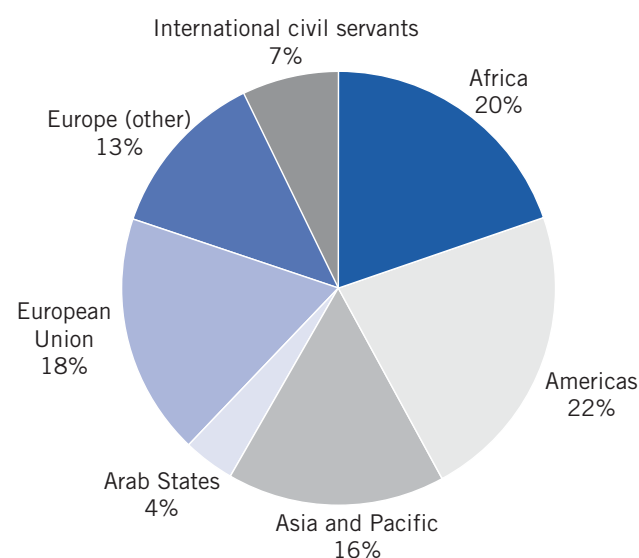
Type of training	2004				2005			
	Activities	Participants ¹	Days of training	Participant days ²	Activities	Participants ¹	Days of training	Participant days ²
• Centre	156	3 248	1 702	35 332	164	3 770	1 740	40 840
• Off-campus	220	6 735	1 583	38 436	257	6 866	1 209	30 930
• Distance ³	35	813	366	8 843	37	1 044	441	12 876
TOTAL	411	10 796	3 651	82 611	458	11 680	3 390	84 646

¹ Participants come from more than 180 countries. Detailed statistics on the distribution of participants by country of origin are given in Annex I.

² The "participant days" indicator is calculated for each training activity as the product of the number of participants and the actual number of days of training. The figure in the table is the sum of the number of "participant days" of each activity.

³ For comparability between face-to-face and distance learning activities, the days of training for the latter are calculated as the total number of "prescribed" study hours divided by six (being the number of study hours in a day of training in a face-to-face activity).

**CHART B:
PARTICIPANTS BY REGION
IN 2005**



24. Table 3 shows that the proportion of women participants in the Centre's programmes in 2005 was close to 43 per cent. The significant increase over 2004 (about 40 per cent) was due to the Centre's emphasis on gender mainstreaming in all types of training, as well as to a number of women-specific activities and projects. More details on gender-related activities are provided in Chapter II, on programme implementation.

**TABLE 3:
PARTICIPATION BY WOMEN IN TRAINING**

Year	2004	2005
Total participants	10 796	11 680
Number of women	4 269	4 998
Percentage	39.54%	42.79%

**TABLE 4:
INCOME FROM TRAINING ACTIVITIES IN 2004 AND 2005 (estimate)**

Source of funds	2004	2005
	US \$ (000s)	US \$ (000s)
ILO RBTC	2 408	3 053
ILO (other)	3 208	2 902
Other UN agencies	883	1 180
European Union	4 571	3 002
World Bank	1 402	1 334
Other multilateral agencies	330	838
Italy (voluntary contribution)	8 178	7 896
Italy (other)	3 774	5 244
Bilateral donors / Direct trust funds	6 497	6 777
TOTAL	31 251	32 226

FUNDING

25. Information on the Centre's financing is contained in the financial documents submitted to the Board. The information presented here refers specifically to income from programmes and projects. It does not include contributions to the regular budget.

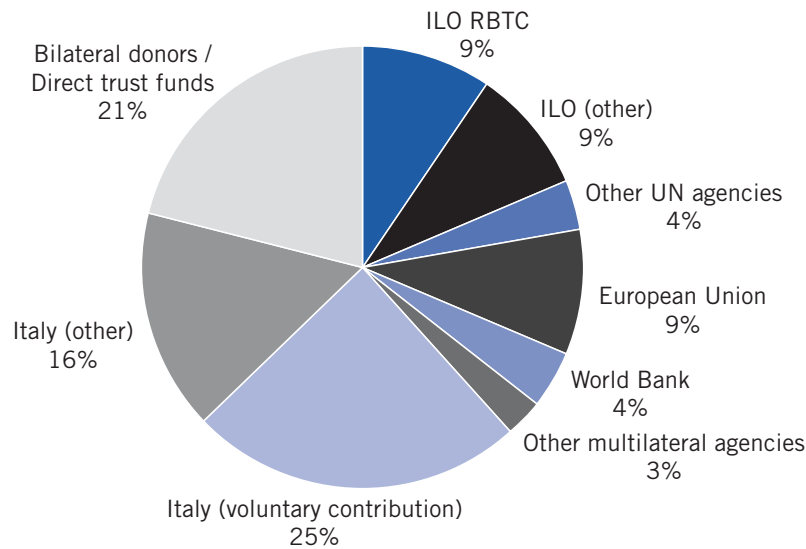
26. The total income from activities in 2005 was quite considerable, and higher than that of 2004, thanks to a large number of projects in all areas of expertise and for all regions.

27. Table 4 and Chart C show the sources of funds for the Centre's activities. About one third of the total training income came from Italy's annual voluntary contribution and the ILO's regular budget for technical cooperation (RBTC) allocated to Turin Centre activities. The Government of Italy and the ILO remained the principal sponsors in absolute terms. However, the Centre continued to develop its capacity to generate income from other sources.

28. A number of customized programmes were implemented with direct financial participation by the recipient institutions. These included contributions from countries in each region: from Asia (e.g. China, Iran, Japan), Latin America (e.g. Brazil, Mexico, Trinidad and Tobago), eastern Europe (e.g. Bulgaria, Russian Federation, Azerbaijan, Moldova, Romania, Kosovo), Arab States (e.g. Saudi Arabia, Libya) and from African countries (e.g. Angola, Botswana, Mali, Tanzania).

29. The Centre's capacity to respond to calls for tender brought seven new projects, which were awarded to the Centre after competitive bidding.

**CHART C:
SOURCES OF FUNDS IN 2005 (estimate)**



CAMPUS FACILITIES

30. Four years ago, the Centre's management concluded negotiations with the Government of Italy and the City of Turin with a commitment to investing in the long-term improvement of the campus. A restructuring programme was agreed upon that would increase the accommodation capacity of the campus and improve its training facilities.

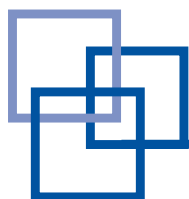
31. Taking advantage of works for the February – March 2006 Olympic Winter Games, the first part of the agreement was implemented in accordance with a project developed by the TOROC (Committee for the Organization of the 20th Olympic Winter Games, Turin), in consultation with the Centre

and the City of Turin. As part of the agreement, in early 2006 the Centre provided hospitality to foreign press staff throughout the Games.

32. As a result of these arrangements, the accommodation capacity of the campus was increased from 190 to some 290 rooms. These have been available for the Centre's activities since March 2006.

33. It is expected that a separate project will focus on the training facilities.

34. The Director's Report on Internal Administration provides more detailed information on the subject.



2005 PROGRAMME IMPLEMENTATION

INTRODUCTION

35. **The Centre's Programmes.** In 2005, the Centre's operations were carried out by the following units:

- Standards and Fundamental Principles and Rights at Work
- Employment and Skills Development
- Enterprise Development
- Social Protection
- Social Dialogue
- Workers' Activities
- Employers' Activities
- Management of Development
- European Social Fund (ESF) Projects Unit
- Distance Education and Learning Technology Applications (DELTA)
- Gender Coordination.

36. The Centre's training operations were organized in two main clusters. One cluster consisted of the sectoral programmes, i.e. those mainly related to the four ILO sectors in the Decent Work agenda. The other cluster grouped the cross-cutting Management of Development Programme with the regional teams and the Tendering Support Unit. All the Programmes worked to enhance synergy between the two clusters.

37. Special units such as DELTA and Gender Coordination provided technical input to other Programmes as well as training and advisory services to external clients.

38. The Centre's five Regional Programmes – for Africa, the Americas, Arab States, Asia and the Pacific, and Europe – acted as interfaces between the Centre's portfolio of activities and products and the constituents. Through regular contact with the ILO's regional offices and partner organizations, the Regional Programmes oriented the Centre's work in terms of priorities, planned and coordinated interregional and country-based activities, mobilized additional financial resources, followed up and evaluated training activities, and networked with former participants. The Regional Programmes were also responsible for meeting the demand for specific linguistic and cultural skills.

39. To ensure the quality of content that its participants expect, the Centre drew on the expertise available within the ILO as a whole, including the Centre's regional and technical teams, the ILO's headquarters and ILO field offices. For the same purpose, it also cooperated with specialist United Nations institutions, universities, trade unions, employer organizations, think tanks, government agencies and non-governmental organizations.

AREAS OF TRAINING

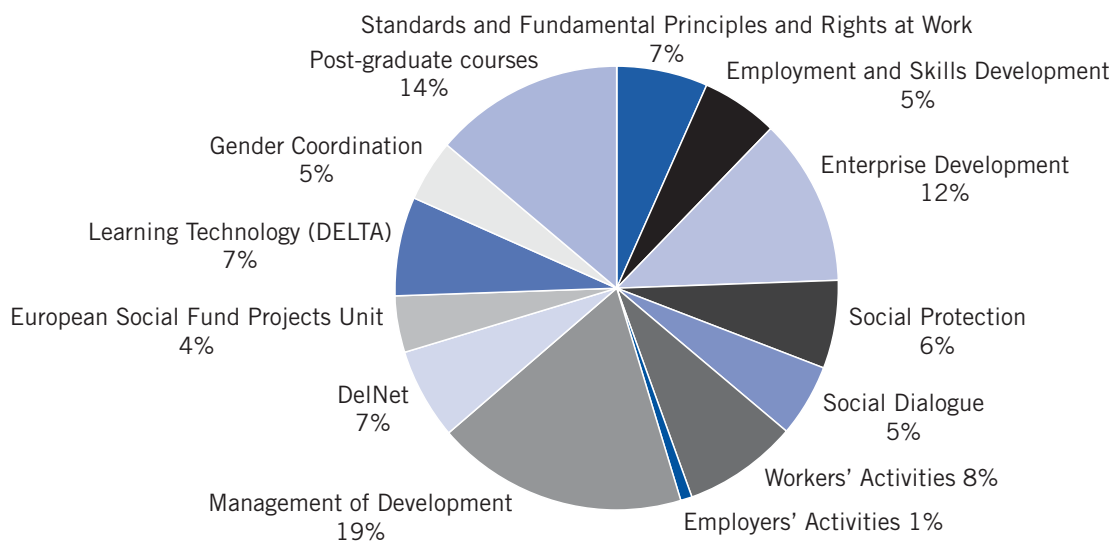
40. Table 5 shows the distribution of participants, days of training and participant days in 2004 and 2005. Chart D shows the same data for 2005 as a percentage of participant days by Technical Programme.

TABLE 5:
AREAS OF TRAINING
Number of participants, days of training and participant days by area of training

Area of training	2004			2005		
	No. of participants	Days of training	Participant days	No. of participants	Days of training	Participant days
Standards and Fundamental Principles and Rights at Work	1 256	165	5 284	1 577	188	5 684
Employment and Skills Development	1 148	252	6 066	777	220	4 611
Enterprise Development	1 181	404	8 665	1 136	357	10 380
Social Protection	728	239	5 897	767	220	5 389
Social Dialogue	894	173	4 824	702	193	4 530
Workers' Activities	962	454	7 111	835	466	6 973
Employers' Activities	335	78	1 320	278	50	821
Management of Development	1 060	407	8 703	1 922	642	15 513
DelNet *	403	204	5 048	494	184	5 549
European Social Fund Projects Unit	1 971	668	14 121	1 531	120	3 640
Learning Technology (DELTA)	426	194	3 898	613	163	5 956
Gender Coordination	206	47	690	897	198	3 942
Post-graduate courses	181	362	10 804	151	389	11 658
Other activities	45	4	180	-	-	-
TOTAL	10 796	3 651	82 611	11 680	3 390	84 646

* In 2005, the Management of Development Programme included the DelNet (Local Development Network) activities. From January 2006, DelNet reports to the Employment and Skills Development Programme.

**CHART D:
PARTICIPANT DAYS BY TECHNICAL PROGRAMME IN 2005**



41. The number of participant days provides a fair indication of the volume of operations for each Programme.

42. Depending on the nature and objectives of the activities involved, programmes may attract large numbers of participants for a very short time, such as a two-day high-level seminar, whereas the length of most standard courses ranges from one to four weeks, or more in the case of post-graduate courses. This has an impact on the participant days indicator, which is calculated for each training activity as the product of the number of participants and the actual number of days of training (excluding travel days and weekends).

43. An analysis of Chart D indicates that the seven Programmes immediately related to the ILO sectors, together with the three cross-sectoral Programmes, namely Management of Development, Learning Technology and Gender, ran about 82 per cent of the Centre's activities in 2005.

44. About 4 per cent of the activities were ESF-supported projects, which implement social policies and strategies of the European Union in line with those of the ILO.

45. Finally, about 14 per cent consisted of five post-graduate courses, held in conjunction with the University of Turin and other specialist institutions. For the sake of clarity, in Table 5 and Chart D all the post-graduate courses have been clustered together as a single item. They account for so many participant days because they last so long (three to five months), although the number of participants in such courses (151) was only just above one per cent of the total number of participants.

46. The subjects of the post-graduate courses were:

- International Trade Law (15th year)
- Management of Development (Master's course – 4th year)
- Cultural Projects for Development (3rd year)
- Intellectual Property (Master of Law – 5th year)
- Water for Development (Hydroaid – 4th year).

47. The last two courses were hosted by the Centre, which provided logistic and administrative support, on the basis of collaboration agreements with the WIPO World Academy and with the Hydroaid Association, respectively. The latter is an

NGO which specializes in water resource management at the international level. It is supported by Italian national and local authorities.

48. The ILO Decent Work agenda remains the foundation and the leading principle of the Centre's regular programme.

49. All the Centre's Technical Programmes ensure that the Conventions and Recommendations of the ILO relevant to the subject of a training activity or project are included in the activity's design, and are presented to, and discussed with, the participants. All Centre participants learn about the legal framework of labour standards and ILO policies. This is done in addition to the activities on the Declaration run by the Technical Programme on Standards and Fundamental Principles and Rights at Work, and to the special training and information sessions (51) on standards and fundamental workers' rights organized by the same Programme in other Centre activities and projects.

50. Gender-related or women-specific activities were run by different Programmes, with support and technical input from the Gender Coordination Unit.

TRIPARTISM

51. The Centre's main target group is its ILO constituents. It continuously seeks opportunities to involve social partners in its training programme. Tables 6 and 7 show the social partners' involvement in Centre activities. The figures cover activities specifically designed for workers and employers, bipartite or tripartite courses and other standard courses.

52. In 2005, the number of participants in the activities of the Centre which were specific to workers' and employers' representatives decreased slightly.

53. With regard to participation by worker and employer representatives in bi-tripartite activities and in general courses, the figures remained rather stable. The Central Fund set up in 1999 to sponsor fellowships for worker and employer representatives in the standard courses of the Centre was maintained. In 2005 it was further expanded to cover some 200 fellowships. Nevertheless, only 162 nominated social

partner representatives could actually benefit from it (as against 170 in 2004).

54. While fluctuations in numbers are quite normal, as they are related to the nature of activities and projects, the proportional fall in social partner representatives is a matter of concern.

**TABLE 6:
PARTICIPATION BY EMPLOYERS'
REPRESENTATIVES IN 2004 AND 2005**

	2004	2005
Employer-specific activities	278	261
Bi-tripartite and other activities	386	398
TOTAL	664	659
Percentage of Centre total	6.15	5.64

**TABLE 7:
PARTICIPATION BY WORKERS'
REPRESENTATIVES IN 2004 AND 2005**

	2004	2005
Worker-specific activities	952	835
Bi-tripartite and other activities	515	491
TOTAL	1 467	1 326
Percentage of Centre total	13.59	11.35

55. The Centre also runs training activities and projects that benefit participants other than the Organization's constituents. This is an opportunity for the Centre to make them aware of ILO principles and Conventions. Some activities target groups with a specific profile, such as judges, lawyers, or managers of technical cooperation projects. Other activities have non-ILO constituents among their participants, as well as government representatives from ministries other than the Ministry of Labour. They include staff of international financial institutions, local authorities, managers from training institutions, and consultants. This significantly increases the reach of ILO principles and standards.

56. A major constraint on employers' and workers' involvement is the Centre's limited ability to cover the full cost of their participation. However, there is still scope for

enhancing employers' and workers' presence in the Centre's programme. The Centre is doing so by developing training curricula of specific relevance and interest to a tripartite audience.

57. In addition, innovative tripartite activities could go beyond the participation of social partners' representatives in the Centre's standard courses. These should be part of a more comprehensive strategy, to be developed together with the ILO Bureaux for Employers' Activities and Workers' Activities.

58. Such a strategy would stress the unique character of the Turin Centre as a tripartite and bipartite meeting place for reflecting on common challenges and exploring innovative avenues for dealing with them. The annual meetings of the Trade Union Training Committee and the Employers' Training Committee are an excellent opportunity for the two Groups to provide guidance on the priority issues that such a strategy should address.

59. Their support should also help the Centre mobilize the extra-budgetary resources which are required to design and run training and learning activities that better reflect the perspectives of the constituents in an integrated way.

60. Those activities could then be offered to selected bipartite or tripartite audiences at country, sub-regional or regional level.

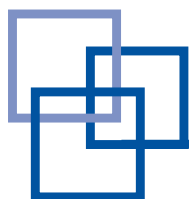
GENDER MAINSTREAMING

61. The Centre continued to bring gender concerns into the mainstream of all Programmes, with the support of the Gender Coordination Unit and its internal network of gender focal points.

62. Specific sessions on gender issues were held in most trade union training courses and in an increasing number of activities in other sectors.

63. Information on gender equality issues was constantly updated in a monthly news bulletin ("Genderinfo"). The "Gender Equality" Web site, containing resources, tools and links that promote gender equality related to ILO priorities, was further enhanced. The database of "gender contacts" was updated. It serves the Training Department in its search for gender experts, as well as in promotional activities to attract more women participants to the Centre's courses.

64. The Unit also continued to provide specialist services to external institutions on gender-related issues. These are described in Chapter III.



TECHNICAL PROGRAMMES

STANDARDS AND FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK

65. The Programme's action is integrated into the Office's technical assistance within the framework of the strategic objective that is to "promote and realize standards and fundamental principles and rights at work". It uses training to enhance constituents' capacity to draw upon international labour standards (ILS) and the system for monitoring them when devising policy and legislation, and to put fundamental principles and rights at work into effect with a view to securing decent work and achieving the Millennium Goals.

66. Today, the Programme follows three lines of action: 1) strengthening the capacity of ILO constituents to apply standards effectively; 2) supporting the ILO's programme to eliminate child labour; and 3) better application of fundamental principles and rights at work.

67. In 2005, the Programme ran 41 training activities specifically on standards (with 1,577 participants, of whom 42 per cent were women) and contributed to 54 cross-cutting activities. Seven pieces of training and information material were produced or nearly completed.

68. The vast majority of the Programme's activities were designed and held for a tripartite audience. Tripartite participation was also expected in the activities for judges, lawyers and legal educators, even though the nature of those activities restricted it to a minority.

69. All the regions were involved in the training activities. These can be classed as follows:

- Interregional tripartite activities held in Turin. Subjects included ILS and equal opportunities, freedom of association, the social dimension of regional integration, ILS and productivity, ILS and globalization, ILS and constitutional procedures for Conference delegates, and ILS for judges and lawyers who represent employers or workers.
- Activities held at regional, subregional and national level, the subjects of which were chosen in close coordination with the technical services at Headquarters and the Office's field structure. They are listed in the table below. Highlights of the year included the many activities on freedom of association held for judges and lawyers, rural workers, members of parliament and civil service staff in Africa and Latin America; the activities on standards and procedures held for Pacific countries and for three central African countries; the seminar on child labour monitoring; and the seminar on strategic planning for IPEC staff.

70. There was very close collaboration with the Programme for Workers' Activities, all of whose courses included a general presentation of standards and a specific module on freedom of association. In addition, several activities on standards were held in Turin and in the field for representatives of workers' organizations, such as those on maritime standards for Latin America, on forced labour for Myanmar, on freedom of association for central Africa, and on freedom of association in the informal economy for Asia.

71. On 51 occasions, the Programme integrated standards into activities run by other Programmes at the Centre. Information material on ILS was specifically produced for that purpose.

INTERNATIONAL LABOUR STANDARDS AND FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK

Code	Title	Date	No. Part.	Lang.	Sponsor
AFRICA					
A150798	Atelier sous-régional sur la formulation tripartite et inter-sectorielle des politiques nationales de l'emploi et du DRH sur la base des C122 et C142 (Yaoundé, Cameroon)	31/01/2005 04/02/2005	27	FR	Italy MAE (Voluntary Contribution)
A150509	The judicial application of international labour law, with a special focus on freedom of association and non-discrimination (Pretoria, South Africa)	11/04/2005 15/04/2005	20	EN	ILO – IFP Declaration ILO Pretoria ILO RBTC ILO RBTC – Turin Centre Italy MAE (Voluntary Contribution)
A150955	Droit international du travail et pratique judiciaire nationale (Dakar, Senegal)	13/06/2005 16/06/2005	28	FR	Italy MAE (Voluntary Contribution)
A150906	Normes internationales du travail pour les parlementaires avec focus sur la liberté syndicale (Dakar, Senegal)	28/06/2005 29/06/2005	22	FR	ILO Normes ILO Trust Fund Italy (INT/00/M22/ITA)
A150915	Training of Ethiopian judges with a focus on Freedom of Association – P910196 (Addis Abeba, Ethiopia)	24/10/2005 28/10/2005	25	EN	Italy MAE (Voluntary Contribution)
A150572	Seminar on the plight of rural workers with a special focus on freedom of association (Lusaka, Zambia)	07/11/2005 11/11/2005	19	EN	ILO RBTC – Turin Centre Italy MAE (Voluntary Contribution)
A151088	International labour standards for judges with a special focus on freedom of association – P910196 (Arusha, Tanzania)	05/12/2005 09/12/2005	28	EN	Italy MAE (Voluntary Contribution)
AMERICAS					
A250695	Normas internacionales del trabajo para magistrados, juristas y docentes en derecho (Monterrey, México)	07/03/2005 11/03/2005	31	ES	ILO RBTC – Turin Centre Italy MAE (Voluntary Contribution) Open (self-paying)
A250900	Taller de evaluación: repercusión de los cursos sobre las normas internacionales del trabajo para jueces, juristas y docentes en derecho (1999-2003) (Lima, Peru)	10/05/2005 12/05/2005	16	ES	ITC Investment Fund 2002-2005
A250919	Seminario tercera región para jueces y miembros/representantes del Ministerio público – P910196 (Belo Horizonte, Brazil)	22/08/2005 23/08/2005	329	ES/PT	ILO Trust Fund (Italy)

Code	Title	Date	No. Part.	Lang.	Sponsor
A250920	Seminario/congreso con la Escuela Judicial, el Tribunal Regional de Bahía y AMATRAS – P910196 (Bahia, Brazil)	25/08/2005 27/08/2005	91	ES/PT	ILO Trust Fund (Italy) Italy MAE (Voluntary Contribution)
A250918	Seminario sobre Normas Internacionales del Trabajo, con especial énfasis en libertad sindical y negociación colectiva, dirigidas a parlamentarios – P910196 (Montevideo, Uruguay)	01/09/2005 02/09/2005	19	ES	ILO Trust Fund (Italy)
A251037	Seminario sobre las normas internacionales del trabajo y el sistema de control de la OIT para funcionarios del ministerio de trabajo e inspectores de trabajo del Uruguay – P910196 (Montevideo, Uruguay)	01/09/2005 02/09/2005	73	ES	ILO Trust Fund (Italy)
A200597	Taller de formación sobre las normas internacionales del trabajo para jueces del Tribunal Superior del Trabajo	26/09/2005 30/09/2005	5	ES/PT	City of Turin Italy MAE (Voluntary Contribution)
A251038	Actividad para profesores de derecho y jueces de capital federal en la UBA (Buenos Aires, Argentina)	17/10/2005 17/10/2005	21	ES	ILO Trust Fund (Italy) Italy MAE (Voluntary Contribution)
A251040	Actividad en la Pcia de Córdoba para profesores de derecho y jueces de esa Pcia (Córdoba, Argentina)	17/10/2005 19/10/2005	29	ES	ILO RBTC – Turin Centre
A251039	NIT para magistrados y funcionarios de la Justicia del Trabajo de la Provincia de Buenos Aires (La Plata, Argentina)	22/10/2005 20/10/2005	58	ES	ILO RBTC – Turin Centre
A250921	Libertad sindical en la administración pública – P910196 (Montevideo, Uruguay)	28/11/2005 30/11/2005	38	ES	ILO RBTC – Turin Centre ILO Trust Fund (Italy) Italy MAE (Voluntary Contribution)
ASIA					
A351002	International labour law and national judicial practice in Indonesia: activity 1 (Indonesia)	09/11/2005 11/11/2005	39	EN	Italy MAE (Voluntary Contribution)
A351003	International labour standards for judges, lawyers and legal educators: activity 2 (Indonesia)	15/11/2005 17/11/2005	50	EN	Italy MAE (Voluntary Contribution)
A351090	Training programme on international labour standards (Suva, Fiji)	12/12/2005 15/12/2005	37	EN	Italy MAE (Voluntary Contribution)
EUROPE					
A450792	Training of judges on international labour law: TOT N. 2 (E45084) (Albania)	27/04/2005 29/04/2005	23	EN	Italy MAE (Voluntary Contribution)
A400588	Social impact on peace-keeping	23/05/2005 23/05/2005	82	IT	Italy – Dipartimento di Studi Politici
A450793	Training of judges in international labour law: TOT N. 3 (E45084) (Albania)	27/06/2005 29/06/2005	33	EN	Italy MAE (Voluntary Contribution)
A400733	Social impact on peace-keeping	06/12/2005 06/12/2005	92	EN/IT	Italy – Dipartimento di Studi Politici
ARAB STATES					
A500262	Promoting gender equality	28/02/2005 11/03/2005	14	AR	ILO RBTC – Turin Centre Italy MAE (Voluntary Contribution)
A550433	Droit international du travail pour juges (E55083) (Tunis)	06/04/2005 08/04/2005	31	FR	Italy MAE (Voluntary Contribution)
A550905	Droit international du travail – cours à l'intention des avocats et juges (Rabat, Morocco)	13/04/2005 15/04/2005	17	AR	Italy MAE (Voluntary Contribution)
A500591	Training programme on international labour standards with special focus on freedom of association for Libyan Government officials	20/06/2005 01/07/2005	13	EN/AR	ILO Trust Fund (Italy) Italy MAE (Voluntary Contribution) Libya – Ministry of Labour
A551004	Droit international du travail – cours à l'intention des juges (Ifraïn, Morocco)	23/11/2005 25/11/2005	24	FR	Italy MAE (Voluntary Contribution)
INTERREGIONAL					
A950899	Atelier d'évaluation: impact des cours sur les normes internationales du travail pour juges, juristes et professeurs de droit (1999-2003) (Rabat, Morocco)	11/04/2005 13/04/2005	13	FR	ITC Investment Fund 2002-2005
A900404	International labour standards, equality in employment and workers with family responsibilities	18/04/2005 29/04/2005	20	EN/FR	ILO RBTC – Turin Centre Ireland – Government of Italy MAE (Voluntary Contribution) Norway – NORAD Open (self-paying)
A900405	International labour standards and constitutional procedures	16/05/2005 27/05/2005	30	EN/FR/ES	Italy MAE (Voluntary Contribution) Norway – NORAD Norway – NORAD Open (self-paying)
A900406	International labour standards for judges, lawyers and legal educators	29/08/2005 09/09/2005	29	EN/FR	ILO RBTC – Turin Centre Ireland – Government of Italy MAE (Voluntary Contribution) Open (self-paying)
A900425	Freedom of association and the social dimension of regional integration	12/09/2005 23/09/2005	16	EN/FR	ILO Trust Fund (Italy) Italy MAE (Voluntary Contribution) Open (self-paying)
A900598	Strengthening the mainstreaming of Convention No. 169 on indigenous and tribal people and improve training and development of project abilities within ILO staff and other professionals	26/09/2005 30/09/2005	23	EN	ILO Normes ILO RBTC – Turin Centre Ireland – Government of Open (self-paying)
A900669	Experiences and future directions in child labour monitoring	28/09/2005 30/09/2005	27	EN	ILO Trust Fund IPEC Self-paying
A900407	International labour standards, productivity and enterprise development	03/10/2005 14/10/2005	18	EN	ILO RBTC – Turin Centre Italy MAE (Voluntary Contribution) Norway – NORAD Open (self-paying)
A900681	IPEC staff consultation: review and strategic planning	04/10/2005 07/10/2005	52	EN	ILO IPEC
A900408	International labour standards and globalization: tools for the globalized marketplace	07/11/2005 18/11/2005	27	EN/FR	ILO RBTC – Turin Centre Ireland – Government of Italy MAE (Voluntary Contribution) Open (self-paying)
A900730	Post-conflict rebuilding management: Module 1 – Governance and post-conflict: context and stakeholders	25/11/2005 25/11/2005	19	EN	Italy – Dipartimento di Studi Politici

EMPLOYMENT AND SKILLS DEVELOPMENT

72. The aim of this Programme is to contribute to a better understanding of various employment problems so as to come up with effective remedies for them, including training or, more broadly, skills development policies. This, in turn, should contribute to achieving such objectives as reducing poverty, increasing equity and promoting decent work. With its focus on policy analysis and design, the Programme devotes particular attention both to clarifying concepts and methods, and to sharing global good practice. In doing so, it emphasizes the importance of recognizing context and constraints and of seeking policy coherence.

73. Core courses and tailor-made activities cover such topics as:

- employment and labour market policies in developing countries and transition economies
- new roles for public employment services
- labour market information and analysis
- training policy analysis and training sector reform
- managing the quality of training systems
- evaluating the impact of vocational training
- promoting decent work in the informal economy
- supporting local employment initiatives
- tackling youth employment problems
- gender, poverty and employment

- inserting people with disabilities into labour markets
- employment-intensive investment programmes.

74. In 2005, the Programme ran 36 training activities, with 777 participants, one third of them women. It also provided technical assistance on a number of advisory missions. Just over half the activities took place in Turin, while the remainder were held in countries around the world, always in close collaboration with ILO Headquarters and field offices.

75. For example, a tripartite regional workshop on "Core labour standards and job creation in Africa", held in Cameroon, involved three ILO departments (DECLARATION, ACTRAV and ACTEMP) and the ILO Sub-regional Office in Yaoundé. Under a special arrangement with the ILO's Employment Sector, the Programme continued to implement a series of capacity-building activities on employment-intensive investment in public infrastructure. Within the framework of a DFID-funded project, the Programme developed a "Training resource for ILO staff" in collaboration with CODEV, PROGRAM and INTEGRATION. This training package, available in hard copy, on CD-ROM and via the Internet, focuses on the links among globalization, poverty reduction strategies, decent work country programming and technical cooperation. A two-year project aimed at strengthening China's public employment services, involving courses in Turin and ten-day study visits to the Flanders region of Belgium, was successfully completed. An important capacity-building project for the Ministry of Labour in Jordan is under way.

EMPLOYMENT AND SKILLS DEVELOPMENT

Code	Title	Date	No. Part.	Lang.	Sponsor
AFRICA					
A100541	Development of technical training at tertiary level	17/01/2005 21/01/2005	9	EN	Italian Cooperation/ESDP Programme Ethiopia Italy MAE (Voluntary Contribution)
A150696	Labour market information and analysis with an emphasis on the informal economy (Addis Ababa, Ethiopia)	04/04/2005 08/04/2005	19	EN	Italy MAE (Voluntary Contribution)
A150902	Atelier sous-régional de formation pour l'intégration des questions d'emploi et de DRH dans les DSRP, sur la base des C122 et C142 (Yaoundé)	09/05/2005 13/05/2005	28	FR	Italy MAE (Voluntary Contribution)
A150372	Réforme de la politique de formation dans le secteur de l'éducation technique et de la formation professionnelle au Mali (Bamako, Mali)	27/06/2005 01/07/2005	25	FR	DNFP (Direction Nationale de la Formation Professionnelle du Mali) Italy MAE (Voluntary Contribution)
A151007	Workshop on the formulation of a national employment policy (Pretoria, South Africa)	08/08/2005 12/08/2005	16	EN	Italy MAE (Voluntary Contribution)
A100444	Supervisão e avaliação de programas de educação técnica e formação profissional (PALOP)	26/09/2005 07/10/2005	30	PT	Italy MAE (Voluntary Contribution) Self-paying
A150929	Cours tripartite de formation sur les "Normes fondamentales et la création d'emploi" (Yaoundé, Cameroon)	24/10/2005 27/10/2005	20	FR	World Bank
A150719	Sub-regional workshop on employment-intensive investment policies and practices (Accra, Ghana)	13/12/2005 16/12/2005	25	EN	Italy MAE (voluntary contribution)
AMERICAS					
A200550	Avaliação de programas de formação profissional rural (Brazil)	04/04/2005 15/04/2005	15	PT	Brazil – SENAR Italy MAE (Voluntary Contribution)
A250584	Mercado de trabajo y formación profesional (Santo Domingo)	04/05/2005 06/05/2005	30	ES	Dominican Republic – INFOTEP
A200441	Nuevas formas de organización del trabajo y formación continua	23/05/2005 03/06/2005	22	ES	Italy MAE (Voluntary Contribution) Open (self-paying)
A200458	Inserción de personas con discapacidad en el trabajo: legislación y experiencias aplicadas en países de la Union Europea	13/06/2005 22/06/2005	23	ES	Italy MAE (Voluntary Contribution) Open (self-paying)
A250995	Nuevas formas de organización del trabajo y formación continua (San José, Costa Rica)	05/09/2005 09/09/2005	34	ES	Costa Rica – INA Italy MAE (Voluntary Contribution)
ASIA					
A350716	ILO/UN HABITAT – Decent jobs and better services for the urban poor (Noida, India)	25/04/2005 28/04/2005	19	EN	AGFUND ILO IFP/SEED Italy MAE (Voluntary Contribution)
A350864	Strengthening labour market and employment services in China – implementation phase: attachment tour at VDAB headquarters – P350066 (Brussels, Belgium)	16/05/2005 27/05/2005	11	EN/ZH	ILO Trust Fund Flanders (CPR/03/M50/FLA) Italy MAE (Voluntary Contribution)
A300562	Strengthening labour market and employment services in China: training workshop – P350066	06/06/2005 17/06/2005	18	EN/ZH	ILO Trust Fund Flanders (CPR/03/M50/FLA) Italy MAE (Voluntary Contribution)
A350938	Workshop on skills for productivity and economic empowerment in the Pacific (Nadi, Fiji)	26/07/2005 28/07/2005	11	EN	ILO RBTC – Turin Centre

Code	Title	Date	No. Part.	Lang.	Sponsor
A350885	Strengthening labour market and employment services in China: national workshop – P350066 (China)	07/09/2005 09/09/2005	40	EN/ZH	ILO Trust Fund Flanders (CPR/03/M50/FLA) Italy MAE (Voluntary Contribution)
A300725	Recent trends in employment, social security and decent work (China)	28/11/2005 10/12/2005	13	ZH	China – Ministry of Labour Italy MAE (Voluntary Contribution)
A350717	National workshop on decent jobs and better services for the urban poor – enterprise development and local partnerships to reduce urban poverty (Kathmandu, Nepal)	12/12/2005 14/12/2005	23	EN	Italy MAE (Voluntary Contribution)
EUROPE					
A450277	Employment services in Turkey (Istanbul, Turkey)	14/02/2005 18/02/2005	16	EN	ILO Ankara
A400536	Improving planning and delivery of employment services and vocational training	23/05/2005 27/05/2005	25	EN	ILO TC RAM Moscow Italy MAE (Voluntary Contribution)
ARAB STATES					
A500461	Labour market information with a focus on youth employment and child labour issues	04/04/2005 08/04/2005	15	AR	Italy MAE (Voluntary Contribution)
A550870	Employment policy for Arab countries (Cairo, Egypt)	25/04/2005 28/04/2005	16	AR	ILO RBTC – Turin Centre Italy MAE (Voluntary Contribution)
A500683	The role of supervisors in competency-based technical education and vocational training systems	19/09/2005 30/09/2005	24	EN/AR	Saudi Arabia – General Organisation of Technical Education and Vocational Training
A500554	Local employment initiatives as a response to youth employment problems	10/10/2005 14/10/2005	15	AR	ILO RBTC – Turin Centre ILO Trust Fund Italy (JOR/02/01/ITA) Italy MAE (Voluntary Contribution) Open (self-paying)
A551076	Analyse du marché du travail (Alger, Algeria)	15/10/2005 19/10/2005	22	FR	ILO Algiers ILO RBTC – Turin Centre
A550974	Labour market information in Arab countries (Damascus, Syria)	28/11/2005 02/12/2005	25	AR	ILO INTEGRATION ILO RBTC – Turin Centre Italy MAE (Voluntary Contribution)
A500731	Labour market information and public employment service – P550101	13/12/2005 22/12/2005	18	AR	ILO Trust Fund Italy (JOR/02/01/ITA)
INTERREGIONAL					
A950374	Gender, poverty and employment (2005)	01/01/2005 31/05/2005	24	EN	Open (self-paying)
A950882	Validation workshop – P910173 (Pretoria, South Africa)	30/03/2005 01/04/2005	17	EN	ILO CODEV
A900442	Employment and labour market policies in developing countries and transition economies	20/06/2005 01/07/2005	20	EN	ILO RBTC – Turin Centre Italy MAE (Voluntary Contribution) Open (self-paying)
A900575	Decent work and fair globalization: national policy responses – an ILO staff seminar	27/09/2005 29/09/2005	43	EN	ILO INTEGRATION
A900446	Putting employment at the centre of public investment and poverty reduction processes: workshop on employment intensive investment policies and programmes	17/10/2005 21/10/2005	29	EN	ILO EMP/INVEST Italy MAE (Voluntary Contribution) Open (self-paying)
A900555	L'emploi en point de mire des investissements publics et des processus des réduction de la pauvreté – atelier sur les politiques et programmes d'investissements à forte intensité d'emplois	07/11/2005 11/11/2005	20	FR	ILO EMP/INVEST Italy MAE (Voluntary Contribution) Open (self-paying)
A900445	New roles for public employment services	28/11/2005 02/12/2005	19	EN	Italy MAE (Voluntary Contribution) Open (self-paying)

ENTERPRISE DEVELOPMENT

76. High rates of enterprise creation are associated with high levels of employment. The mission of the Enterprise Development Programme is therefore to promote entrepreneurship and to disseminate ILO methodology for promoting decent work for women and men in enterprises of all sizes.

77. Changes in the composition of national labour markets, advances in information and communications technology and the effects of globalization are presenting enterprises, large and small, with both opportunities and challenges. The Centre's training courses on enterprise development emphasize the business case for upholding international labour standards and investing in people as key elements in strategies by enterprises and their stakeholders to maintain and enhance enterprise competitiveness.

78. The Programme offers training in the following eight core subjects:

- entrepreneurship education

- creating an enabling environment for small enterprise development
- microfinance and small enterprise finance
- business development services for small enterprises
- women's entrepreneurship development
- productivity, job quality and human resources management
- corporate social responsibility
- cooperatives and small business associations.

79. The curricula are developed in close cooperation with the ILO's Job Creation and Enterprise Development Department in Geneva. In some cases, courses are offered in partnership with other international organizations, for example UNIDO, and universities, such as the University of Zaragoza in Spain. Increasingly, training targets institutions that are in a position to replicate the methodology in their own countries or regions. This approach increases the impact and outreach of the Centre's courses.

80. In 2005, 10 per cent of the Centre's participants attended a training course on enterprise development. Forty-five training courses were held: four of them via the Internet, 22 in-country and 19 on campus. 1,136 participants, of whom 51 per cent were women, received

training. The Programme worked closely and successfully with the Centre's Regional Programmes to achieve a good spread of courses and participants across the five regions. A major highlight of 2005, the United Nations Year of Micro-credit, was hosting the internationally renowned Boulder Microfinance Training Programme in Europe for the first time ever. It attracted 223 participants and was conducted in English and French. New or updated training packages were published on *Know About Business* (training materials for entrepreneurship

education in schools and vocational training institutions), and *Creating an Enabling Environment for Small Enterprise Development* (a course on reforming the business environment). A new distance education course, *DELCOOP*, about integrating cooperatives into local economic development programmes, was launched in Spanish. The Programme also worked for the Committee of Donor Agencies for Enterprise Development in organizing a large conference in Cairo on *Reforming the Business Environment*.

ENTERPRISE DEVELOPMENT

Code	Title	Date	No. Part.	Lang.	Sponsor
AFRICA					
A150502	Formação de promotores/formadores para PME de mulheres (E15069): Formação da mulher no marketing de pequenas empresas (Bissau)	24/01/2005 28/01/2005	42	PT	ITALY MAE (Voluntary Contribution)
A150840	Making microfinance work for improved performance (Harare)	31/01/2005 04/02/2005	20	EN	ITALY MAE (Voluntary Contribution)
A150846	SYCAB manuals – validation workshop: why knowing about business management methods may help artists or craft persons to develop their cultural activities (Lusaka, Zambia)	07/03/2005 11/03/2005	14	EN	ITALY MAE (Voluntary Contribution)
owA150853	Making microfinance work: managing for improved performance (Lusaka, Zambia)	07/03/2005 18/03/2005	25	EN	ITALY MAE (Voluntary Contribution)
A150847	SYCAB manuals validation workshop: developing management skills to improve your cultural activities (Lusaka, Zambia)	14/03/2005 18/03/2005	16	EN	ILO Geneva ITALY MAE (Voluntary Contribution)
A150910	Making microfinance work: managing for improved performance (A150840) (Harare, Zimbabwe)	04/04/2005 08/04/2005	20	EN	ITALY MAE (Voluntary Contribution)
A150856	Formação da mulher na gestão e marketing de pequenas empresas (Sao Tomé)	25/04/2005 29/04/2005	18	PT	Escuela de negocios MBA Canarias ITALY MAE (Voluntary Contribution)
A150855	Gestion des petites entreprises (Dakar, Senegal)	02/05/2005 06/05/2005	29	FR	Escuela de negocios MBA Canarias ITALY MAE (Voluntary Contribution)
A150857	Formação da mulher na criação e marketing de pequenas empresas (Cape Verde)	20/06/2005 24/06/2005	16	PT	Escuela de negocios MBA Canarias ITALY MAE (Voluntary Contribution)
A150932	Making microfinance work – managing for improved performance: training of trainers workshop (Lusaka, Zambia)	27/06/2005 01/07/2005	6	EN	ILO RBTC – Turin Centre
A151094	Cultural entrepreneurship training – workshop for artists and artisans (Limpopo Province, South Africa)	21/11/2005 25/11/2005	20	EN	ITALY MAE (Voluntary Contribution)
A151095	Cultural entrepreneurship training – training of trainers workshop for local economic development agencies (A151094) (Mpumalanga Province, South Africa)	28/11/2005 02/12/2005	15	EN	ILO Geneva ITALY MAE (Voluntary Contribution)
AMERICAS					
A250891	Seminario de seguimiento: Formación y desarrollo de asociaciones gremiales orientadas a la prestación de servicios para las micros y pequeñas empresas de Chile (project E250007) (Chile)	18/04/2005 22/04/2005	15	ES	ILO Trust Fund (Flanders)
A200466	Estrategias para el desarrollo económico local (DEL)	16/05/2005 27/05/2005	13	ES	ILO ILO RBTC – Turin Centre ITALY MAE (Voluntary Contribution) Open (self-paying)
A250851	Creating an enabling environment for small enterprise development in the Caribbean (Jamaica)	03/10/2005 14/10/2005	33	EN	Caribbean Development Bank (CDB) ITALY MAE (Voluntary Contribution)
A200471	Curso de especialización desarrollo empresarial y globalización: la calidad elemento clave para el éxito empresarial	07/11/2005 23/11/2005	20	ES	ILO RBTC – Turin Centre Ireland – Government of ITALY MAE (Voluntary Contribution) Open (self-paying)
ASIA					
A300547	Capacity building for female trainers in WED in Afghanistan: Upgrading training of trainers – P310046	18/04/2005 29/04/2005	16	EN	ILO Trust Fund (AFG/03/M02/ITA)
A350913	Making microfinance work: managing for improved performance (Hanoi, Viet Nam)	15/05/2005 25/05/2005	24	EN	ITALY MAE (Voluntary Contribution)
A300569	Strategic enterprise restructuring and corporate governance (China)	13/06/2005 01/07/2005	24	EN/ZH	China South Industrial Group Corp. ITALY MAE (Voluntary Contribution)
A350824	Making microleasing work for MFIs – P310046 (Kabul, Afghanistan)	26/09/2005 30/09/2005	16	EN/AR	ILO Trust Fund (AFG/03/M02/ITA)
A351029	Making microfinance work: managing for improved performance – training of trainers workshop (Viet Nam)	03/10/2005 07/10/2005	7	EN	ILO RBTC – Turin Centre ILO Trust Fund
EUROPE					
A450848	Making microfinance work: managing for improved performance (Ohrid, Macedonia)	19/04/2005 22/04/2005	24	EN	ITALY MAE (Voluntary Contribution)
A400576	Corporate social responsibility (Croatia)	27/06/2005 01/07/2005	35	EN	UNDP Croatia
A400579	Boosting employment and job creation through SME development in Russia, Azerbaijan, Kazakhstan, Kyrgyzstan and Uzbekistan	07/09/2005 13/09/2005	31	EN	ILO ACTEMP ILO TC RAM Moscow ITALY MAE (Voluntary Contribution)
A400729	Making microfinance work – managing for improved performance: workshop I for Albania	28/11/2005 02/12/2005	19	EN	Albanian Saving and Credit Union ITALY MAE (Voluntary Contribution)
ARAB STATES					
A550849	Follow-up capacity building training for establishing and managing cooperatives (E550103) (Fez, Morocco)	09/05/2005 13/05/2005	25	AR	ILO Trust Fund Flanders (MOR/03/01/MFLA)
A550850	Capacity building for WED – business start-up (E550103) (Tangier, Morocco)	16/05/2005 20/05/2005	25	AR	ILO Trust Fund Flanders (MOR/03/01/MFLA)

Code	Title	Date	No. Part.	Lang.	Sponsor
A500577	Enabling environment and the role of social dialogue in generating employment through micro and small enterprises (project E510047 Palestinian Authority)	20/06/2005 24/06/2005	17	EN/AR	ITALY MAE (other funds)
A500549	Better design and management of microfinance programmes (E510047 Palestinian Authority)	27/06/2005 06/07/2005	23	AR	ITALY MAE (other funds)
A500469	Creating an enabling environment for small enterprise development	22/08/2005 02/09/2005	20	AR	ILO RBTC – Turin Centre ITALY MAE (Voluntary Contribution) Open (self-paying)
INTERREGIONAL					
A900275	Improving productivity through good practices in human resource management	31/01/2005 11/02/2005	15	EN	ITALY MAE (Voluntary Contribution) Open (self-paying)
A950726	Diploma course in market-oriented small business development services (MOSBDS)	01/02/2005 31/05/2005	12	EN/ES	ILO ACT/EMP ITALY MAE (Voluntary Contribution) Open (self-paying)
A950845	Women's entrepreneurship development: experts meeting (side event of A950642) (Pretoria, South Africa)	24/02/2005 26/02/2005	18	EN	ILO WEDGE
A950642	Training for promoters of women's entrepreneurship development: how to become a better business adviser (Pretoria, South Africa)	28/02/2005 11/03/2005	32	EN	ILO IFP/SKILLS ILO RBTC – Turin Centre ILO RBTC ILO WEDGE ITALY MAE (Voluntary Contribution) Open (self-paying)
A950313	Generar procesos de desarrollo económico local mediante cooperativas (DELCOOP) (E910079)	04/04/2005 31/12/2005	17	ES	ILO ILO RBTC – Turin Centre ITALY MAE (Voluntary Contribution) Open (self-paying)
A900463	SME cluster and network development: principles and practice – helping clusters in developing countries meet their potential in the globalized economy (UNIDO/ILOITC joint programme)	18/04/2005 29/04/2005	20	EN	ITALY MAE (Voluntary Contribution) Open (self-paying)
A900465	Strategies for local economic development (LED)	16/05/2005 27/05/2005	11	EN	ILO ITALY MAE (Voluntary Contribution) Open (self-paying)
A900548	Know about business (KAB) workshop for promoters and trainers	27/06/2005 08/07/2005	19	EN	ILO ITALY MAE (Voluntary Contribution)
A950728	Diploma course in market-oriented business development services (MOSBDS)	01/07/2005 31/10/2005	14	EN/ES	ITALY MAE (Voluntary Contribution) Self-paying
A900432	The Boulder microfinance training programme – European version in association with the ILO: training in best practices in microfinance with electives	25/07/2005 12/08/2005	223	EN/FR	ITALY MAE (Voluntary Contribution) Open (self-paying)
A900468	The sixth annual BDS seminar	19/09/2005 28/09/2005	67	EN	ILO ITALY MAE (Voluntary Contribution) Self-paying Swiss Development Cooperation (SDC)
A900518	Politiques et legislation concernant les coopératives	10/10/2005 21/10/2005	14	FR	ILO COOP Project ITALY MAE (Voluntary Contribution) Open (self-paying)
A900656	Making microfinance work: managing for improved performance – training of trainers workshop for revised manual	10/10/2005 14/10/2005	11	EN	ITALY MAE (Voluntary Contribution) Self-paying
A951025	Generar procesos de desarrollo económico local mediante cooperativas (DELCOOP)	10/10/2005 31/12/2005	19	ES	ITALY MAE (Voluntary Contribution) Open (self-paying)
A900470	Creating an enabling environment for SED	17/10/2005 28/10/2005	16	EN	ILO ITALY MAE (Voluntary Contribution) Open (self-paying)

SOCIAL PROTECTION

81. The Programme seeks to promote the ILO's Decent Work Agenda with regard to social protection through training and learning activities that address the needs of the constituents. In this way, it contributes to achieving the strategic objective of improving the coverage and effectiveness of social protection. The main subjects covered by the Programme are social security, the extension of social protection, and occupational safety and health. In 2005, the subject of labour migration gained greater visibility. The Programme also acts as a focal point for the Centre's activities on HIV/AIDS.

82. The social security component of the Programme follows the mandate that the ILO established at the 89th Session of the International Labour Conference, in 2001. The training and learning activities implemented by the Programme aim to enhance national capacity to design, administer and supervise statutory social security schemes, in particular for pensions and health insurance. Advanced topics such as actuarial techniques, which was the focus of a workshop in Iran, complement the introductory courses on social security financing that are held annually in several languages. All the standard courses covered tripartite

governance of social security schemes. In addition, a national tripartite seminar on pension reform was held in Bosnia and Herzegovina. The use of distance learning, begun in 2003 for Latin America, also expanded, with a course on social security as part of a project for the Pacific island countries run in conjunction with the ILO Subregional Office in Manila and ILO Suva. The International Social Security Association supported the Programme with its network of institutions and technical expertise.

83. The concept of decent work presupposes that those in the informal economy, who are in most cases excluded from coverage by statutory social security schemes, will also have access to some form of social protection. In 2005, the goal of developing a standard course for the Programme on this subject in the three official ILO languages was achieved. This was done in cooperation with the Social Security Department in the context of the Global Campaign for the Extension of Social Security. The course will form the foundation of training activities on the subject, supplemented by country-based activities financed by technical cooperation projects, as was done in 2005 in Kosovo, Mali and Sudan. In addition, a mission to India was undertaken to prepare a project on job quality and social protection, in conjunction with the Centre's Enterprise Development Programme.

84. Labour protection is another priority of the ILO, and the Programme offers courses on occupational safety and health (OSH) and on working conditions. In 2005, a course in Brazil focused on OSH in small and medium-sized enterprises. Labour inspection was the focus of several activities, including courses in Turin in both English and Spanish, technical cooperation projects in Jordan and the Russian Federation, and a course for francophone African countries, financed by the Government of France. The Russian project, which is funded by the Flemish Community and focuses on the port of St. Petersburg, included a two-week training course with the Belgian partner, the Port of Antwerp. In addition, work began on developing a distance learning platform for the post-graduate course on OSH that will be run in conjunction with the University of Turin in 2006. Finally, the second tripartite course on participatory approaches to improving

working and employment conditions for Asian countries was held at the Korean Labour Education institute, in cooperation with the ILO's Conditions of Work Branch and the SRO Office in Bangkok.

85. Thirty courses were held in 2005: 13 in Turin and 17 in other countries. There was also one distance course. In addition, three activities on social protection were run by other Technical Programmes: one employers' activity and two workers' activities. The latter included a sub-regional seminar on women migrant domestic workers in Latin America.

86. The large number of courses outside Turin was due in part to an EU-funded project on labour migration policy for Africa, which included seminars in Algiers, Dakar, Tunis and Kampala.

SOCIAL PROTECTION

Code	Title	Date	No. Part.	Lang.	Sponsor
AFRICA					
A100418	Atelier sur les régimes de pension et le financement de la sécurité sociale	28/02/2005 18/03/2005	19	FR	ILO Trust Fund (INT/00/M18/FRA) ITALY MAE (Voluntary Contribution) Open (self-paying)
A150649	Tripartite capacity building on labour migration policy in West Africa – P150161 (Dakar, Senegal)	26/07/2005 29/07/2005	59	EN/FR	AGFUND ILO Project (FRA/00M12/EEC) ITALY MAE (Voluntary Contribution)
A100565	Développer une politique d'inspection, organisation, ressources et fonctionnement opérationnel – P150215	14/11/2005 25/11/2005	16	FR	ILO Trust Fund France (INT/05/54/FRA)
A150651	Sub-regional tripartite capacity building seminar in East Africa – P150161 (Kampala, Uganda)	06/12/2005 08/12/2005	22	EN	AGFUND ILO Project (FRA/00M12/EEC)
AMERICAS					
A250388	Estrategias para a promoção da segurança e saúde no trabalho nas pequenas e médias empresas (Sao Paulo, Brazil)	11/04/2005 15/04/2005	37	PT	Brazil – Ministry of Labour (FUNDACENTRO)
A200433	Inspección estatal de la seguridad y salud en el trabajo	27/06/2005 08/07/2005	13	ES	ILO RBTC – Turin Centre ITALY MAE (Voluntary Contribution) Open (self-paying)
A250673	Estrategías para la extensión de la protección social (Lima, Peru)	01/08/2005 12/08/2005	26	ES	ITALY MAE (Voluntary Contribution) Open (self-paying)
A250665	Taller sobre regímenes de pensiones y financiamiento de la seguridad social (Cartagena, Colombia)	29/08/2005 09/09/2005	22	ES	ILO RBTC – Turin Centre ITALY MAE (Voluntary Contribution) Open (self-paying)
ASIA					
A350528	Introduction to actuarial techniques (Teheran, Iran)	16/04/2005 20/04/2005	14	EN	ITALY MAE (Voluntary Contribution)
A350548	Distance learning for social security in Pacific island countries – P350163 (Nadi, Fiji)	24/10/2005 28/10/2005	21	EN	ILO Trust Fund RAS/04/SP11/N-RAM
A350808	Participative approaches to improving working and employment conditions (Seoul, Korea)	07/11/2005 11/11/2005	23	EN	ILO RBTC – Turin Centre ILO TRUST FUND ROK/05/53M/ROK
EUROPE					
A450438	Workshop on experience-sharing dealing with the extension of social protection in Kosovo – P450104 (Pristina, Kosovo)	25/01/2005 27/01/2005	23	EN	ILO STEP ITALY MAE (Voluntary Contribution)
A450475	Promoting social dialogue on social security reform in the Balkans (E45089): national tripartite seminar on social security reform – contribution collecting (Sarajevo)	11/04/2005 15/04/2005	23	EN	ITALY MAE (Voluntary Contribution)
A450858	Policies and strategies for the improvement of working conditions in the maritime sector: the internal experience – linked to P450088 (Antwerp, Belgium)	06/06/2005 17/06/2005	13	RU	ILO Trust Fund Flanders (RUS/05/50M/FLA/01)
A400572	Pensions and social security financing for the Russian Pension Fund	21/08/2005 27/08/2005	15	RU	Russian Pension Fund
A450859	Port security and OSH in ports – P450088 (St. Petersburg, Russian Federation)	10/10/2005 14/10/2005	18	RU	ILO Trust Fund Flanders (RUS/05/50M/FLA/01)
A450406	Developing procedures for the inspection of the social and labour issues in the port sector – P450088 (St. Petersburg, Russian Federation)	17/10/2005 21/10/2005	17	RU	ILO Trust Fund Flanders (RUS/05/50M/FLA/01)
A400721	Pensions and social security financing for the Russian Pension Fund	05/12/2005 10/12/2005	9	EN/RU	Russian Pension Fund
ARAB STATES					
A550408	Improving the organization, resources and operational functioning of labour inspection (Amman, Jordan)	13/02/2005 16/02/2005	20	AR	ILO Trust Fund (Italy)
A550585	Poverty reduction through microfinance services and community-based health micro-insurance schemes in Sudan (E550011): review and assessment workshop (Khartoum, Sudan)	21/02/2005 25/02/2005	27	AR	AGFUND ITALY MAE (Voluntary Contribution)
A550650	Migration de main-d'oeuvre au Maghreb: séminaire de renforcement des capacités – P150161 (Algiers)	04/04/2005 06/04/2005	65	EN/FR/AR	ILO MIGRANT (Project FRA/00M12/EEC) ITALY MAE (Voluntary Contribution)
A500420	Pension schemes and social security financing for Arab States	04/07/2005 15/07/2005	26	AR	ITALY MAE (Voluntary Contribution) Open (self-paying)

Code	Title	Date	No. Part.	Lang.	Sponsor
A550653	Séminaire sous-régional migration et développement – P150161 (Tunis, Tunisia)	21/09/2005 22/09/2005	37	FR	ILO MIGRANT (Project FRA/OOM12/EEC) ITALY MAE (Voluntary Contribution)
INTERREGIONAL					
A900417	Social health insurance	21/02/2005 04/03/2005	24	EN	ITALY MAE (Voluntary Contribution) Open (self-paying)
A900419	Workshop on social security financing	09/05/2005 20/05/2005	16	EN	ITALY MAE (Voluntary Contribution) Open (self-paying)
A900421	Occupational safety and health inspection systems	11/07/2005 22/07/2005	26	EN	ILO RBTC – Turin Centre ILO Trust Fund (JOR/02/M01/ITA) ITALY MAE (Voluntary Contribution) Open (self-paying)
A900514	Achieving the MDGs: poverty, reproductive health and health sector reform	15/08/2005 26/08/2005	62	EN	Self-paying World Bank Institute (WBI)
A900434	Stratégies pour l'extension de la protection sociale	29/08/2005 09/09/2005	17	FR	ILO Trust Fund France (INT/00/M18/FRA) ITALY MAE (Voluntary Contribution) Open (self-paying)
A900435	Workshop on pension schemes	26/09/2005 14/10/2005	29	EN	ILO RBTC – Turin Centre ITALY MAE (Voluntary Contribution) Open (self-paying)
A900436	Strategies for the extension of social protection	21/11/2005 02/12/2005	31	EN	ILO RBTC – Turin Centre Ireland – Government of ITALY MAE (Voluntary Contribution) Open (self-paying) World Bank

SOCIAL DIALOGUE

87. The Programme's mission is to promote social dialogue through capacity-building (advocacy, knowledge-sharing and skills development). All the training activities are designed to support the ILO's promotion of social dialogue. The Programme coordinates fully with the relevant ILO departments, field office specialists and constituents to achieve this shared strategic objective. The Programme helps the ILO disseminate its knowledge, and uses ILO research, studies and expertise as key input into training. It takes a bottom-up approach, with a limited range of standard courses combining with great flexibility of response to the specific training needs of constituents at country and sub-regional level.

88. The main target groups are representatives of national tripartite bodies, governments, employers' organizations, workers' organizations, and bodies that deal specifically with the conciliation and mediation of labour disputes. National equal opportunities bodies and academia are also involved when appropriate.

89. In 2005, the Programme – in conjunction with the Regional Programmes – ran 29 training activities, attended by 702 participants, of whom 39 per cent were women.

90. The Programme deliberately focused on a limited range of subject areas, namely:

- labour relations and social dialogue
- prevention and settlement of labour disputes
- public sector management
- labour law.

91. For the first time, the Programme held a course on promoting social dialogue for Arab countries. A major effort was made to make relevant training material available in Arabic. The ILO training package and resource book on promoting social dialogue at national level were translated and adapted, as were all the course documents and PowerPoint presentations.

92. The high-level summer school for experts on labour relations from Latin America has become a yearly event, held in conjunction with the University of Bologna, the University of Castilla La Mancha and the association of ex-participants, which is very active in the region.

93. The prevention and settlement of labour disputes has two main programmes: one on conciliation and mediation, and one on negotiation skills. Translation and adaptation to national context continued in 2005. For the first time, a course on this subject was held for the Ministry of Labour of China, with a set of training materials translated into Chinese.

94. Three bipartite courses on negotiation skills were held: in Latin America, for women negotiators; in Africa, in conjunction with the ILO's PRODIAP project; and in Turin, for an international audience.

95. A national project on judicial and non-judicial labour dispute prevention and resolution in Albania was implemented, thanks to the support of the Ministry of Labour of Belgium. It had several components, including the development of training material, the training of trainers, and the training of local mediators. A set of tailor-made courses on conciliation, mediation and negotiation skills were held for the Ministry of Labour of Trinidad and Tobago.

96. A course on conciliation and mediation was held in Turin in conjunction with the ILO's PRODIAP project, for representatives of the ministries of labour of several African countries. Workshops were also held in Asia (Philippines and Fiji) on the same topic.

97. In 2005, regular courses were offered in French, in Portuguese and in English on human resources development in the public service, and on managing public service reform.

98. Collaboration with ILO HQ on participatory labour law-making, based on ILO guidelines, yielded an international course in English, the translation of the training package into Arabic and its adaptation to the Arab context.

99. The Programme worked with DIALOGUE to hold a workshop on undeclared work, the informal economy and labour administration.

SOCIAL DIALOGUE

Code	Title	Date	No. Part.	Lang.	Sponsor
AFRICA					
A100447	Gestão da reforma da administração pública: uma abordagem participativa	11/07/2005 29/07/2005	22	PT	ILO RBTC – Turin Centre ITALY MAE (Voluntary Contribution) Open (self-paying)
A100449	Gestão de recursos humanos na função pública	05/09/2005 30/09/2005	27	PT	ITALY MAE (Voluntary Contribution) Open (self-paying)
A100450	Gestion des ressources humaines dans la fonction publique	17/10/2005 11/11/2005	22	FR	ILO RBTC – Turin Centre ITALY MAE (Voluntary Contribution) Open (self-paying)
A151042	Processus et techniques de négociation pour les partenaires sociaux en Afrique francophone (Lubumbashi, Congo)	21/11/2005 26/11/2005	24	FR	Embassade de Belgique en RDC (in kind) ITC Investment Fund 2002-2005
A100727	Techniques de conciliation et de médiation: prévention et gestion des conflits de travail pour les pays d'Afrique francophone	12/12/2005 16/12/2005	16	FR	ILO RBTC ILO RBTC – Turin Centre ILO Trust Fund (INT/05/55/FRA) ITALY MAE (Voluntary Contribution)
AMERICAS					
A250557	Conciliation and mediation: activity 1 (A250884) (Port-of-Spain, Trinidad and Tobago)	02/05/2005 06/05/2005	24	EN	Ministry of Labour, Trinidad and Tobago
A250884	Conciliation and mediation: activity 2 (Port-of-Spain, Trinidad and Tobago)	02/05/2005 06/05/2005	24	EN	Ministry of Labour, Trinidad and Tobago
A250753	Técnicas de negociación para mujeres representantes de los trabajadores y de los empleadores – seminario de validación (Montevideo, Uruguay)	23/05/2005 27/05/2005	43	ES	ILO RBTC – Turin Centre ITALY MAE (Voluntary Contribution)
A200483	Curso de especialización para expertos latinoamericanos: democracia, mercado y relaciones laborales	29/08/2005 16/09/2005	25	ES	ILO ITALY MAE (Voluntary Contribution) Open (self-paying) Regione Emilia Romagna
A250810	Globalización, empleo y equidad (Monterrey, Mexico)	24/10/2005 28/10/2005	29	ES	ILO RBTC – Turin Centre ITALY MAE (Voluntary Contribution) Ireland – Government of Open (self-paying)
A250887	Joint union/management negotiation skills I (Port-of-Spain, Trinidad and Tobago)	07/11/2005 10/11/2005	22	EN	ITALY MAE (Voluntary Contribution) Ministry of Labour, Trinidad and Tobago
A250888	Joint union/management negotiation skills II (A250887) (Port-of-Spain, Trinidad and Tobago)	07/11/2005 10/11/2005	28	EN	ITALY MAE (Voluntary Contribution) Ministry of Labour, Trinidad and Tobago
A251091	Facilitation of union/management negotiations (A250887) (Port-of-Spain, Trinidad and Tobago)	11/11/2005 11/11/2005	20	EN	ITALY MAE (Voluntary Contribution) Ministry of Labour, Trinidad and Tobago
ASIA					
A350756	Pre-trial conciliation for labour judges (project E35081) (Jakarta, Indonesia)	17/03/2005 19/03/2005	49	EN	ITALY MAE (Voluntary Contribution)
A350757	Pre-trial conciliation for labour judges (project E35081) (Yogyakarta, Indonesia)	21/03/2005 23/03/2005	46	EN	ITALY MAE (Voluntary Contribution)
A350817	Capacity building workshop for the National Labour Tripartite Advisory Council and the Iranian Confederation of Employers' Associations (E350193) (Tabriz, Iran)	10/05/2005 11/05/2005	20	EN	ITALY MAE (Voluntary Contribution)
A350838	Conciliation and mediation of labour disputes (Manila, Philippines)	13/07/2005 15/07/2005	34	EN	ILO RBTC – Turin Centre
A350956	ILO tripartite workshop on conciliation and mediation of labour disputes (activity A350838) (Nadi, Fiji)	18/07/2005 20/07/2005	25	EN	ILO RBTC – Turin Centre
A300718	Labour dispute settlement (China)	21/11/2005 02/12/2005	20	EN/ZH	ITALY MAE (Voluntary Contribution) Ministry of Labour, China
EUROPE					
A450569	Mediation of labour disputes (project E450140 – phase 2) (Tirana, Albania)	14/02/2005 18/02/2005	20	EN	Belgium – Federal Government (SPF) ITALY MAE (Voluntary Contribution)
A450761	Strengthening labour dispute settlement in Albania: Coaching in mediation of labour conflicts (project E450140) (Durrës, Albania)	18/04/2005 22/04/2005	14	EN	Belgium – Federal Government (SPF) ITALY MAE (Voluntary Contribution)
A450762	Coaching in mediation of labour disputes (project E450140) (Shkoder, Albania)	13/06/2005 17/06/2005	16	EN	Belgium – Federal Government (SPF)
A450646	Evaluation seminar (E450140) (Tirana, Albania)	10/10/2005 12/10/2005	15	EN	Belgium – Federal Government (SPF)
ARAB STATES					
A500525	Promoting social dialogue	30/05/2005 10/06/2005	15	EN/AR	ILO RBTC -Turin Centre ITALY MAE (Voluntary Contribution) UNDP
INTERREGIONAL					
A900519	Undeclared work, informal economy and labour administration	04/05/2005 06/05/2005	18	EN	ILO Bangkok ILO DIALOGUE
A900448	Managing public service reform : a participatory approach	13/06/2005 01/07/2005	23	EN	ITALY MAE (Voluntary Contribution) Open (self-paying)
A900526	Joint union/management negotiation skills	04/07/2005 08/07/2005	18	EN	ITALY MAE (Voluntary Contribution) Open (self-paying)
A900543	Participatory labour law making	03/10/2005 07/10/2005	18	EN	ILO RBTC Ireland – Government of ITALY MAE (Voluntary Contribution) Open (self-paying)

WORKERS' ACTIVITIES

100. The Programme responds to the changing training needs of workers' organizations with advanced training courses, training material for residential and online education, specific projects and advisory services. It 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.

101. The activities of the Programme can be grouped as follows:

- Activities to strengthen trade union capacity concerning:
 - ILS and the Declaration on Fundamental Principles and Rights at Work and its Follow-up (in particular on freedom of association and collective bargaining)
 - employment
 - social protection
 - social dialogue
 - gender policy
 - training methodology and labour education
 - distance education and the application of information technology to trade unions
 - global union federations (GUFs)
 - ACTRAV's staff capabilities.
- Follow-up seminars in the field to assess the contribution of the Programme to the achievement of development objectives.
The following subjects are included in all training activities:
 - international labour standards and the Declaration on Fundamental Principles and Rights at Work and its Follow-up, with a special focus on freedom of association and the right to collective bargaining
 - gender and women workers' rights
 - globalization and its impact on workers' organizations
 - the informal economy, unprotected workers and organizing
 - trade union policies and campaigns on HIV/AIDS
 - basic information technology for trade unions and communication skills

- the agenda of the International Labour Conference.

102. The Programme also takes an active role in promoting workers' participation in bipartite and tripartite courses, and in the Centre's general training activities.

103. In 2005, the Programme ran 51 training activities. These included 27 courses in Turin, 18 courses and follow-up workshops in the field, and six distance learning courses. The Programme also enhanced its regional dimension with training activities for the Europe region.

104. Collaboration with GUFs and other trade union organizations was further enhanced. In this context, two sectoral courses were offered in Turin.

105. Several study visits contributed to establishing links between unions in the North and in the South, and among trade unionists. In 2005, study visits were made to Bonn (FES/DGB), Quebec (FTQ), Paris (CGT-FO, CGT and CFDT), Vienna (ÖGB), Porto Alegre (WSF), Madrid (UGT and CC.OO), Bamio (Instituto Social de la Marina), Tokyo (RENGO/JILAF), Oslo (LO), Oporto (UGTP) and Lisbon (UGT/CGTP). Most were held thanks to financial contributions from trade unions and the Friedrich Ebert Foundation (FES). All the Programme's courses included round-table discussions with representatives of the Italian trade union confederations: the CGIL, the CISL and the UIL.

106. Production of training materials continued throughout 2005, with the preparation of several new training packages on topics such as globalization, organizational management, OSH, the ILO Declaration and social protection. In addition, the Programme developed a library (on CD-ROM and on-line) for labour educators. Additional information can be found at: <http://www.itcilo.it/actrav/english/library.php>

107. The Programme improved its existing information technology services and expanded its capacity to help unions adopt and use information technology. It used computer communications to conduct online courses, maintain contact among participants and organize activities before and after courses. In 2005, the Programme conducted six major online activities. It used the SoliComm communication platform (based on free software) to enable distance learners in countries with unreliable or expensive telephone connections to access the Internet reliably and inexpensively for education. In 2005, the Programme developed a new Web site. In addition, it made more training material available in a central library on the site.

WORKERS' ACTIVITIES

Code	Title	Date	No. Part.	Lang.	Sponsor
AFRICA					
A151243	Distance education for information technology – Africa	31/01/2005 25/12/2005	13	EN	ILO RBTC -Turin Centre ITALY MAE (Voluntary Contribution)
A100389	Trade union training in international economics, regional integration and political economy	14/03/2005 08/04/2005	12	EN	Germany – FES (Friedrich Ebert Stiftung) ILO RBTC – Turin Centre
A100394	Formation syndicale en matière d'économie internationale, d'intégration régionale et d'économie politique	04/04/2005 29/04/2005	15	FR	Germany – FES (Friedrich Ebert Stiftung) ILO RBTC – Turin Centre ITALY MAE (Voluntary Contribution)
A100388	Formation syndicale sur les normes internationales du travail et la déclaration de l'OIT sur les principes et droits fondamentaux au travail et son suivi	16/05/2005 10/06/2005	14	FR	ILO RBTC – Turin Centre
A100396	Formação sindical sobre as políticas de emprego e as estratégias para reduzir a pobreza	29/08/2005 23/09/2005	14	PT	ILO RBTC – Turin Centre ITALY MAE (Voluntary Contribution)
A100395	Trade union training in information technology	31/10/2005 25/11/2005	13	EN	ILO RBTC – Turin Centre ITALY MAE (Voluntary Contribution)

Code	Title	Date	No. Part.	Lang.	Sponsor
A100680	Formation pour les organisations syndicales d'Afrique francophone sur mondialisation, multinationales et dialogue social dans les systèmes de production mondiaux	31/10/2005 11/11/2005	11	FR	ILO Trust Fund France (INT/05/56M/FRA)
A151103	Regional follow-up on PRSP and the recommendations of African heads of state with the social partners (Kisumu, Kenya)	08/12/2005 10/12/2005	18	EN	ILO RBTC – Turin Centre ITALY MAE (Voluntary Contribution)
A150991	Atelier sous-régional sur la liberté syndicale et sur la rédaction des plaintes: études de cas (Yaoundé, Cameroon)	12/12/2005 14/12/2005	17	FR	ILO RBTC ILO RBTC – Turin Centre ITALY MAE (Voluntary Contribution)
A150990	Seminaire de suivi et d'évaluation national (Yaoundé, Cameroon)	15/12/2005 16/12/2005	20	FR	ITALY MAE (Voluntary Contribution)
A150992	Suivi et evaluation du cours de formation syndicale sur le renforcement des capacités en matière d'organisation (Cotonou, Benin)	19/12/2005 22/12/2005	11	FR	ITALY MAE (Voluntary Contribution)
AMERICAS					
A200390	Formación sindical sobre la seguridad social	24/01/2005 18/02/2005	13	ES	ILO RBTC – Turin Centre
A251244	Distance education for information technology – Caribbean	31/01/2005 25/12/2005	12	EN	ILO RBTC – Turin Centre
A250908	Seminario para el grupo continental sindical sobre erradicación del trabajo infantil (Brasilia, Brazil)	16/04/2005 19/04/2005	30	ES	ITALY MAE (Voluntary Contribution)
A200567	Seminario sobre la negociación colectiva para CUT y CTC de Colombia	16/05/2005 27/05/2005	15	ES	ILO Trust Fund Italy (FOA) ITALY MAE (Voluntary Contribution)
A200397	Formación sindical sobre tecnología de la información con un foco sobre educación a distancia	13/06/2005 08/07/2005	15	ES	ILO RBTC – Turin Centre ITALY MAE (Voluntary Contribution)
A200479	Formación para sindicalistas del sector marítimo sobre la promoción de los convenios marítimos de la OIT para su ratificación e implementación práctica	27/06/2005 15/07/2005	20	ES	Spain – Ministry of Labour and Social Affairs
A250998	Seminario de evaluación y seguimiento del curso sobre enseñanza-aprendizaje en línea para la CTM de México (Mexico)	22/08/2005 24/08/2005	16	ES	ITALY MAE (Voluntary Contribution)
A250999	Seminario sobre el sistema de comunicación sindical SOLICOMM y presentación de la formación sindical en línea (México)	25/08/2005 25/08/2005	11	ES	ITALY MAE (Voluntary Contribution)
A200571	Seminário sobre as normas internacionais do trabalho, a declaração da OIT e a liberdade sindical para a CUT-FS-CGT do Brasil	12/09/2005 23/09/2005	11	ES/PT	ITALY MAE (Voluntary Contribution)
A200393	Formación sindical sobre organización en la era de la globalización	24/10/2005 28/10/2005	10	ES	ILO RBTC – Turin Centre
A200626	Seminario sobre las Normas Internacionales del Trabajo de la OIT y la Declaración de la OIT con un foco sobre la negociación colectiva para las organizaciones sindicales de Mexico	14/11/2005 25/11/2005	15	ES	ILO Trust Fund Italy (FOA) ITALY MAE (Voluntary Contribution)
A250898	Information technology and the creation of World Wide Web sites (Barbados)	05/12/2005 09/12/2005	12	EN	ILO RBTC – Turin Centre
A250951	Seminario sindical sobre las mujeres migrantes trabajadoras domésticas (Montevideo, Uruguay)	05/12/2005 09/12/2005	24	ES	ILO ACTRAV ILO EMP/STRAT ILO MIGRANT ITALY MAE (Voluntary Contribution)
A251000	Seminario de evaluación y cierre del curso de formación a distancia sobre el ciclo de trabajo y la salud para CGT Argentina (Bueno Aires, Argentina)	12/12/2005 14/12/2005	16	ES	ITALY MAE (Voluntary Contribution)
A251001	Seminario sobre el sistema de comunicación sindical SoliComm y presentación de la formación sindical en línea (Bueno Aires, Argentina)	15/12/2005 16/12/2005	49	ES	ITALY MAE (Voluntary Contribution)
ASIA					
A350616	Distance education course for trade unions on international trade union movement	01/01/2005 11/02/2005	11	EN	ILO RBTC – Turin Centre Various
A300391	Trade union training in ILS and the ILO declaration on fundamental principles and rights at work and its follow-up	14/02/2005 11/03/2005	15	EN	Germany – FES (Friedrich Ebert Stiftung) ILO RBTC – Turin Centre
A300546	Trade union training in employment and social protection for members of the ICFTU-APRO Youth Committee	27/05/2005 06/06/2005	8	EN	ICFTU-APRO Singapore ILO RBTC – Turin Centre
A300545	Trade union training for NWJ in workers' rights and the responsibilities of enterprises (Japan)	30/05/2005 10/06/2005	16	EN	Japan – ALL NTT WORKERS' UNION (NWJ)
A300398	Trade union training in economic and financial analysis of enterprises for collective bargaining	08/08/2005 02/09/2005	15	EN	Germany – FES (Friedrich Ebert Stiftung) ILO RBTC – Turin Centre ILO MAE (Voluntary Contribution)
A350842	Trade union training for the ITGLWF-TWARO on the phase-out of the multi-fibre arrangement (MFA) and its impact on textile and garment workers in Asia (Bangkok, Thailand)	05/09/2005 09/09/2005	22	EN	ILO RBTC – Turin Centre
A300558	Trade union training for the ACFTU in globalization, role of the WTO and workers' rights (China)	17/10/2005 28/10/2005	20	EN/ZH	ITALY MAE (Voluntary Contribution)
A350966	Distance education for trade unions in the Pacific on the Cotonou Agreement	14/11/2005 19/12/2005	8	EN	ITALY MAE (Voluntary Contribution)
A350965	Trade union training in freedom of association for workers in the informal economy and EPZs (in collaboration with an informal economy project at SRO Bangkok) (Bangkok, Thailand)	21/11/2005 25/11/2005	18	EN	ILO Trust Fund Italy (FOA) ITALY MAE (Voluntary Contribution)
A350909	Trade union training for GUFs in workers' rights and CSR (Kuala Lumpur, Malaysia)	28/11/2005 03/12/2005	17	EN	ITALY MAE (Voluntary Contribution)
A300559	Trade union training for the ACFTU in wages (China)	05/12/2005 16/12/2005	19	EN/ZH	ITALY MAE (Voluntary Contribution)

Code	Title	Date	No. Part.	Lang.	Sponsor
A350964	Trade union training for the Federation of Trade Unions Burma (FTUB) in forced labour (Bangkok, Thailand)	19/12/2005 24/12/2005	22	EN	Ireland – Government of ITALY MAE (Voluntary Contribution)
EUROPE					
A400583	Training of trainers for ICEM/IUF affiliates in Bulgaria and Romania	29/08/2005 02/09/2005	24	EN	ILO RBTC – Turin Centre ITALY MAE (Voluntary Contribution)
A400584	Devising training activities on Europe and globalization	15/09/2005 18/09/2005	34	EN/FR/ES	ETUCO
A400719	Project management for trade union officers	09/11/2005 12/11/2005	25	EN/FR	ETUCO
A400589	Young leadership training in wages and collective bargaining	28/11/2005 02/12/2005	12	EN	Denmark – Landsorganisationen (LO) ITALY MAE (Voluntary Contribution)
ARAB STATES					
A550927	Follow-up seminar on OSH/HIV-AIDS (Beirut, Lebanon)	22/08/2005 24/08/2005	11	AR	ITALY MAE (Voluntary Contribution)
A500399	Trade union training in employment policies	12/09/2005 07/10/2005	11	AR	Germany – FES (Friedrich Ebert Stiftung) ILO ACTRAV ITALY MAE (Voluntary Contribution)
A550873	Promoting gender equality in trade unions (Damascus, Syria)	12/11/2005 17/11/2005	15	AR	ILO RBTC – Turin Centre ITALY MAE (Voluntary Contribution)
INTERREGIONAL					
A900568	ICFTU Youth Committee meeting	25/04/2005 27/04/2005	18	EN/FR/ES	ICFTU (in kind) ITALY MAE (Voluntary Contribution)
A950993	Trade union training in globalization	25/07/2005 23/09/2005	17	EN	ITALY MAE (Voluntary Contribution)
A951017	Distance education for trade union of the CPLP on OSH for the Andean community	19/09/2005 18/11/2005	17	PT	ITALY MAE (Voluntary Contribution)
A900392	Trade union training in organizing in a globalized economy	24/10/2005 28/10/2005	8	EN	ILO RBTC – Turin Centre
A950925	UNI global call-centre seminar (Athens, Greece)	24/10/2005 25/10/2005	20	EN/FR/ES	ITALY MAE (Voluntary Contribution)
A900618	Trade union training in labour education	26/10/2005 28/10/2005	5	EN	ITALY MAE (Voluntary Contribution)

EMPLOYERS' ACTIVITIES

108. The main beneficiaries of the Programme for Employers' Activities are employers' organizations, their members and their staff in countries that are developing, in transition or emerging from conflict.

109. The Programme works closely with the ILO's Bureau for Employers' Activities (ACTEMP) and the International Organization of Employers (IOE). It uses training to facilitate the development of the institutional capacity of employers' organizations to fulfil their two main roles: as a partner in setting national agendas for an environment conducive to business development and on issues relevant to the ILO's strategic objectives, and as a provider of services to members.

110. In 2005, the Programme ran 17 training activities, covering Africa, the Americas, Asia and the Pacific, and Europe. One of these was held in Turin, and the remainder in the field.

111. A new cycle of activities on reaching out to small and medium-sized enterprises has been designed in cooperation with ACTEMP and the IOE, and three such activities were held in Africa, Asia and Europe. The Programme implemented a capacity-building project for employers' organizations, funded by the European Commission; the project had a special focus on European Structural Funds for new EU members and candidate countries. In addition, the Programme held training activities on marketing, globalization and institutional marketing for employers' organizations, social protection, workplace dialogue and industrial relations, and modernization for economic and social development in the fishing sector.

EMPLOYERS' ACTIVITIES

Code	Title	Date	No. Part.	Lang.	Sponsor
AFRICA					
A150820	Atelier sous-régional: investir dans le capital humain dans une optique de productivité durable: outils et instruments de lutte contre le VIH/SIDA (Douala, Cameroon)	14/09/2005 16/09/2005	32	FR	ILO RBTC ITALY MAE (Voluntary Contribution)
A150894	ACTEMP/IOE/EMPACT workshop on strengthening employers' organizations to reach out to SMEs (Johannesburg, South Africa)	14/09/2005 16/09/2005	11	EN	ILO ACT/EMP ITALY MAE (Voluntary Contribution)
AMERICAS					
A250765	Marketing de productos de pequeñas y medianas empresas (Ciudad de México, Mexico)	15/02/2005 17/02/2005	47	ES	ILO RBTC – Turin Centre ITALY MAE (Voluntary Contribution)
A250766	Marketing empresarial en el contexto del siglo XXI (Buenos Aires, Argentina)	12/04/2005 15/04/2005	13	ES	ILO RBTC – Turin Centre ITALY MAE (Voluntary Contribution)
A250679	Modernización productiva y desarrollo sociolaboral para el sector pesquero – Fase 2 (Bamio, Spain)	19/09/2005 23/09/2005	15	ES	Spain – Ministry of Labour and Social Affairs
A251030	Globalización y mercado empresarial para países andinos (Cartagena, Colombia)	10/10/2005 12/10/2005	14	ES	ILO RBTC – Turin Centre ITALY MAE (Voluntary Contribution)
ASIA					
A350930	Workshop on workplace dialogue (Ho Chi Minh City, Viet Nam)	17/05/2005 17/05/2005	22	EN	ITALY MAE (Voluntary Contribution)
A350931	Workshop on industrial relations (Ho Chi Minh City, Viet Nam)	18/05/2005 18/05/2005	20	EN	ITALY MAE (Voluntary Contribution)

Code	Title	Date	No. Part.	Lang.	Sponsor
A351086	ACTEMP/IOE/EMPACT workshop on strengthening employers' organizations to reach out to SMEs (South Asia) (Faridabad, India)	06/12/2005 08/12/2005	26	EN	ILO ACTEMP ILO RBTC – Turin Centre ITALY MAE (Voluntary Contribution)
EUROPE					
A450668	Social dialogue and European structural funds, newly accessed countries – linked to P450166 (Warsaw, Poland)	28/02/2005 04/03/2005	6	EN	European Commission
A450865	Social dialogue and European structural funds, EU candidate countries – P450166 (Warsaw, Poland)	02/03/2005 04/03/2005	10	EN	European Commission
A450669	Project management with a special focus on the ESF: workshop 2 – P450166 (Tallinn, Estonia)	04/05/2005 06/05/2005	18	EN	European Commission
A450821	ACTEMP/IOE/EMPACT workshop on strengthening employers' organization to promote SME development (Tirana, Albania)	24/08/2005 26/08/2005	11	EN	ILO ACTEMP ITALY MAE (Voluntary Contribution)
A450671	Project for building capacities in employers organizations: study tour to Brussels for group 1 – P450166 (Brussels, Belgium)	26/09/2005 28/09/2005	10	EN	European Commission
A451020	Project for building capacities in employers organizations: study tour to Brussels for group 2 – P450166 (Brussels, Belgium)	28/09/2005 30/09/2005	7	EN	European Commission
A400578	Workshop on employers' organizations as project promoters: project formulation – P450166	15/11/2005 18/11/2005	16	EN	European Commission

MANAGEMENT OF DEVELOPMENT

112. The Programme aims to enhance professionalism and integrity in the management of public resources in support of good governance and sustainable development. The Programme contributes to bringing ILO Conventions and labour standards into the mainstream of the daily economic activity of governments and their private sector contractors through implementation of ILO norms in national public procurement legislation and contract documents. Through its post-graduate courses, which blend academic and applied learning, the Programme reinforces the capacity of governments and social partner representatives to negotiate and influence the rules governing globalization. Most of the Programme's beneficiaries are officials from developing and transition countries, staff of development agencies and representatives of the social partners or civil society. The Programme generally conceptualizes and runs its activities in partnership with leading international institutions like the World Bank, regional development banks, the OECD and universities. The Programme uses a variety of methods to fulfil its human resource development mission. These range from face-to-face or Internet-based training activities to advisory missions and institution-building assignments.

113. In 2005, the Programme held 94 group training activities (including DelNet) and undertook nine advisory assignments. These activities can be grouped as follows: public procurement and financial management training activities (56); project management training activities (14); local development (DelNet) training activities (19); postgraduate programmes (5); institution-building and advisory assignments (9).

114. The majority of the training activities were held in Turin, apart from DelNet activities, which are primarily Internet-based.

115. In 2005, the number of participants in the Programme's activities reached 2,567, including 494 in DelNet. They represented all five regions, with the bulk coming from Asia and Europe, where the Programme is undertaking human resource development assignments in public procurement management, e.g. in Bangladesh, Kyrgyzstan and Azerbaijan. The number of participants from Africa and Latin America stabilized.

116. In 2005, the Programme ran a United Nations system-wide training-of-trainers programme in United Nations procurement management, in conjunction with the United Nations System Staff College. It also continued a technical assistance project for the Ministry of Labour and Social Policy in Bulgaria. In addition to a twinning arrangement with the Regional Procurement Training Centre in Bishkek, Kyrgyzstan, the Programme signed a new partnership agreement with the Asian Institute of Management in Manila, Philippines. This was part of the Centre's effort to establish a network of partner training institutions across the world. The Programme also trained Iraqi officials in project management and procurement management.

117. **DelNet.** The Local Development Network programme (DelNet) started in 1998. Its aim was to support the improvement of governance in developing countries by:

- (i) strengthening the capacity of local authorities and socio-economic stakeholders to manage the institutional, economic and social dimensions of the development process at the local level; and
- (ii) promoting the intensive use of ICT to facilitate networking and the sharing of know-how amongst local authorities and other stakeholders, and to contribute to reducing the digital divide.

118. Since 1998, DelNet has expanded its geographical and linguistic coverage. In 2005, more than 1,500 institutions in 72 countries benefited from DelNet distance learning and knowledge-sharing activities in Spanish, Portuguese and English.

119. In 2005, DelNet was placed within the Centre's Management of Development Programme. Since January 2006, DelNet has reported to the Centre's Employment and Skills Development Programme.

MANAGEMENT OF DEVELOPMENT

Code	Title	Date	No. Part.	Lang.	Sponsor
AFRICA					
A150959	Atelier sur le renforcement des capacités de base en gestion de microprojets de développement (Libreville, Gabon)	11/07/2005 15/07/2005	13	FR	ITALY MAE (Voluntary Contribution)
A151097	Conception de micro-projets de développement (Kinshasa, Democratic Republic of Congo)	12/12/2005 16/12/2005	28	FR	ITALY MAE (Voluntary Contribution)
ASIA					
A350979	National training course no. 1 on public procurement – P35050 (Dhaka, Bangladesh)	01/01/2005 18/01/2005	26	EN	World Bank
A350980	National training course no. 2 on public procurement management – P35050 (Dhaka, Bangladesh)	29/01/2005 16/02/2005	26	EN	World Bank
A350981	National training course no. 3 on public procurement management – P35050 (Dhaka, Bangladesh)	05/02/2005 24/02/2005	27	EN	World Bank
A350982	National training course no. 4 on public procurement management – P35050 (Dhaka, Bangladesh)	05/03/2005 23/03/2005	26	EN	World Bank
A350983	National training course no. 5 on public procurement management – P35050 (Dhaka, Bangladesh)	19/03/2005 06/04/2005	26	EN	World Bank
A350984	National training activity no. 6 on public procurement management – P35050 (Dhaka, Bangladesh)	02/04/2005 20/04/2005	28	EN	World Bank
A350985	National training course no. 7 on public procurement management – P35050 (Dhaka, Bangladesh)	16/04/2005 05/05/2005	26	EN	World Bank
A350986	National training course no. 8 on public procurement management – P35050 (Dhaka, Bangladesh)	02/05/2005 19/05/2005	28	EN	World Bank
A350987	National training course no. 9 on public procurement management – P35050 (Dhaka, Bangladesh)	07/05/2005 26/05/2005	27	EN	World Bank
A350989	National training course no. 11 on public procurement management – P35050 (Dhaka, Bangladesh)	11/06/2005 29/06/2005	22	EN	World Bank
A350988	National training course no. 10 on public procurement management – P35050 (Dhaka, Bangladesh)	18/06/2005 06/07/2005	27	EN	World Bank
A351019	National training course no. 12 on public procurement management – P35050 (Dhaka, Bangladesh)	02/07/2005 20/07/2005	28	EN	World Bank
A351031	National training course no. 13 on public procurement management – P35050 (Dhaka, Bangladesh)	09/07/2005 27/07/2005	25	EN	World Bank
A351032	National training course no. 14 on public procurement management – P35050 (Dhaka, Bangladesh)	30/07/2005 17/08/2005	28	EN	World Bank
A351046	National training course no. 15 on public procurement management – P35050 (Dhaka, Bangladesh)	13/08/2005 31/08/2005	29	EN	World Bank
A351047	National training course no. 16 on public procurement management – P35050 (Dhaka, Bangladesh)	20/08/2005 07/09/2005	25	EN	World Bank
A351012	Project cycle management: A1 – P350237 (Tabriz, Iran)	28/08/2005 01/09/2005	21	EN	Iran – Ministry of Health and Medical Education – PIU office
A351013	Project cycle management: A2 – P350237 (Tabriz, Iran)	03/09/2005 06/09/2005	18	EN	Iran – Ministry of Health and Medical Education – PIU office
A351062	National training course no. 17 on public procurement management – P35050 (Dhaka, Bangladesh)	03/09/2005 22/09/2005	29	EN	World Bank
A351063	National training course no. 18 on public procurement management – P35050 (Dhaka, Bangladesh)	11/09/2005 29/09/2005	27	EN	World Bank
A351083	National training course no. 19 on public procurement management – P35050 (Dhaka, Bangladesh)	25/09/2005 12/10/2005	30	EN	World Bank
A351014	Human resources management: B1 – P350238 (Tabriz, Iran)	16/10/2005 20/10/2005	21	EN	Iran – Ministry of Health and Medical Education – PIU office
A351060	Project cycle management: A3 – P350237 (Tabriz, Iran)	16/10/2005 20/10/2005	16	EN	Iran – Ministry of Health and Medical Education – PIU office
A351015	Human resources management: B2 – P350238 (Tabriz, Iran)	22/10/2005 26/10/2005	28	EN	Iran – Ministry of Health and Medical Education – PIU office
A351061	Human resources management: B3 – P350238 (Tabriz, Iran)	28/10/2005 31/10/2005	20	EN	Iran – Ministry of Health and Medical Education – PIU office
A350806	International competitive bidding practices and procedures (Seoul, Korea)	15/11/2005 17/11/2005	16	EN	ILO RBTC – Turin Centre ILO Trust Fund (ROK/05/52M/ROK)
EUROPE					
A450968	How to design and deliver a training course – P450158 (Bishkek, Kyrgyzstan)	18/01/2005 20/01/2005	21	EN/RU	Kyrgyz Republic – SCPPMR (WB)
A400540	Procurement management in the public sector for the Ministry of Economy and Finance (Kosovo)	31/01/2005 11/02/2005	14	EN	Kosovo – Ministry of Economy and Finance
A450814	Works procurement management for World Bank-funded projects in Romania (Bucharest, Romania)	07/02/2005 25/02/2005	25	EN	Ireland – Government of Romania – Ministry of Administration and Interior
A400492	International procurement management	28/02/2005 11/03/2005	12	RU	Open (self-paying)
A400552	Management of agricultural reform projects (Veterinary Service Reform)	21/03/2005 01/04/2005	12	RU	Azerbaijan – Agency for support to development of agricultural private sector
A450969	Procurement cycle management – P450158 (Bishkek, Kyrgyzstan)	11/04/2005 15/04/2005	26	RU	Kyrgyz Republic – SCPPMR (WB)

Code	Title	Date	No. Part.	Lang.	Sponsor
A450922	National training workshop on labour migration policy and development – P45090 (Sofia, Bulgaria)	27/04/2005 29/04/2005	20	EN	Bulgaria – Ministry of Labour and Social Policy
A450917	Project management training for the social risk mitigation project – Turkey: control of project delivery, procurement and financial management procedures (Ankara, Turkey)	02/05/2005 06/05/2005	22	EN	World Bank (Social Risk Mitigation Project, Turkey)
A450971	National workshop for the Institute of Labour and Industrial Relations, Employment and Social Activities – P45090 (Sofia, Bulgaria)	01/06/2005 31/12/2005	162	EN	Bulgaria – Ministry of Labour and Social Policy
A450972	National workshop by the National Social Rehabilitation Centre – P45090 (Sofia, Bulgaria)	01/06/2005 31/12/2005	279	EN	Bulgaria – Ministry of Labour and Social Policy
A400498	Selection and recruitment of consultants in World Bank-funded projects	06/06/2005 10/06/2005	11	RU	Open (self-paying)
A450960	Training of trainers for procurement officers of the State Agency on procurement – P450072 (Baku, Azerbaijan)	06/06/2005 10/06/2005	18	EN	Azerbaijan – State Agency on Procurement
A450970	National workshop by BDA Bulgaria Ltd – P45090 (Sofia, Bulgaria)	21/06/2005 28/06/2005	46	EN	Bulgaria – Ministry of Labour and Social Policy
A450978	Training of trainers in public procurement – P450158 (Bishkek, Kyrgyzstan)	04/07/2005 07/07/2005	25	RU	Kyrgyz Republic – SCPPMR (WB)
A400501	Works procurement management (World Bank/ILO TURIN)	18/07/2005 29/07/2005	18	RU	Open (self-paying)
A450973	National workshop by the Balkan Institute for Labour and Social Policy – P45090 (Sofia, Bulgaria)	12/09/2005 31/12/2005	38	EN	Bulgaria – Ministry of Labour and Social Policy
A400505	Procurement management in World Bank-funded projects	26/09/2005 14/10/2005	14	RU	Open (self-paying)
A400670	Labour reform for the 21st century: responding to globalization and social changings	26/09/2005 30/09/2005		RU	ILO RBTC – Turin Centre
A450957	Public private partnerships (PPPs) for development of infrastructure and social services (Bishkek, Kyrgyzstan)	18/10/2005 21/10/2005	29	EN/RU	ILO RBTC – Turin Centre
A400682	Management of educational reform project for Chuvash Republic	24/10/2005 01/11/2005	9	RU	National Training Foundation, Moscow
A400509	Total quality management in procurement operations (Russian Federation)	14/11/2005 18/11/2005	30	RU	Open (self-paying) World Bank
A400728	Public reform management: modernization of state revenue system (Latvia)	28/11/2005 02/12/2005	10	RU	ILO RBTC – Turin Centre Latvia – State Revenue Service
A400732	Institutional capacity building for the Ministry of Labour and Social Policy of Bulgaria – Second steering committee meeting – P45090	14/12/2005 17/12/2005		EN	Bulgaria – Ministry of Labour and Social Policy
ARAB STATES					
A550892	Application of World Bank procurement guidelines and standard bidding documents in Iraq development projects (Amman, Jordan)	17/04/2005 23/04/2005	25	EN/AR	World Bank
A550923	Management of the public procurement process (Jeddah, Saudi Arabia)	28/05/2005 01/06/2005	21	EN/AR	World Bank
A550924	Management of the public procurement process (Riyadh, Saudi Arabia)	04/06/2005 08/06/2005	16	EN/AR	World Bank
A550958	Gestion du cycle de projet de développement (Algiers)	27/06/2005 30/06/2005	22	FR	ILO RBTC – Turin Centre ITALY MAE (Voluntary Contribution)
A500675	Design and implementation of development projects (Palestinian Authority)	28/11/2005 09/12/2005	22	AR	ITALY MAE (other funds)
INTERREGIONAL					
A900490	Master's course on management of development	31/01/2005 27/05/2005	30	EN	Compagnia di San Paolo Comune di Torino CRT ITALY MAE (Voluntary Contribution) Provincia di Torino Regione Piemonte Self-paying UNDP
A900493	Financial management and disbursement in World Bank-financed projects (World Bank/ILO TURIN)	14/03/2005 24/03/2005	28	EN	ITALY MAE (Voluntary Contribution) Open (self-paying)
A900494	Post-graduate course on international trade law (XV session)	31/03/2005 23/06/2005	40	EN	Compagnia di San Paolo Comune di Torino CRT Giappichelli Editori GTZ ITALY MAE (Voluntary Contribution) IVECO Jacopacci and Partners SPA Pavia e Ansaldo Self-paying
A900491	HYDROAID – post-graduate specialization course on management of water resources	04/04/2005 22/07/2005	25	EN	HYDROAID
A900495	Procurement of information systems in World Bank-funded projects (World Bank/ILO TURIN)	11/04/2005 22/04/2005	15	EN	Open (self-paying)
A900496	Project cycle management	11/04/2005 29/04/2005	10	EN	Open (self-paying)
A900497	Works procurement management (World Bank/ILO TURIN)	09/05/2005 27/05/2005	9	EN	Open (self-paying)
A900499	An integrated approach to the procurement of health sector goods (World Bank/ILO TURIN)	13/06/2005 24/06/2005	14	EN	Open (self-paying)
A900500	Project management in World Bank-funded projects: control of project delivery, procurement and financial management procedures	04/07/2005 08/07/2005	28	EN	Open (self-paying)

Code	Title	Date	No. Part.	Lang.	Sponsor
A900557	Train-the-trainers workshop no. 1 for the establishment of a network of project-trained UN procurement trainers – P910164	11/07/2005 22/07/2005	17	EN	United Nations UNDP WFP
A900502	Post-graduate course: Cultural projects for development	01/09/2005 16/12/2005	19	EN	Compagnia di San Paolo CRT ITALY MAE (Voluntary Contribution) Regione Piemonte Open (self-paying)
A900503	LL.M. (Master of Law) in intellectual property	05/09/2005 16/12/2005	37	EN	ITALY MAE (Voluntary Contribution) WIPO
A900504	Procurement management in the public sector (OECD/SIGMA-World Bank/ILO Turin)	12/09/2005 30/09/2005	21	EN	Open (self-paying)
A950878	Train-the-trainers workshop no. 2 for establishment of a network of project-trained UN procurement trainers – P910164 (New York, USA)	03/10/2005 14/10/2005	22	EN	United Nations UNDP WFP
A900506	Equipment procurement management (World Bank/ILO Turin)	10/10/2005 28/10/2005	20	EN	Open (self-paying) World Bank
A900507	Project cycle management	10/10/2005 21/10/2005	16	EN	Open (self-paying) UN DESA WHO
A900508	Selection and recruitment of consultants in World Bank-funded projects (World Bank/ILO Turin)	07/11/2005 11/11/2005	24	EN	Open (self-paying) World Bank
A900510	Financial management and disbursement in World Bank-financed projects	28/11/2005 09/12/2005	25	EN	Open (self-paying)
A951056	Distance learning – Master's course on management of development (A900698)	19/12/2005 31/12/2005	35	EN	ITALY MAE (Voluntary Contribution)

LOCAL DEVELOPMENT NETWORK (DelNet)**AFRICA**

A150903	Workshop on local development and employment – P150214 (Burkina Faso)	06/04/2005 08/04/2005	25	EN	Fundación Caja Granada IFP – SKILLS
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AMERICAS

A250472	Delnet agreement Inter-American Foundation (IAF) – support to Delnet activities in the Americas	01/01/2005 31/12/2005		ES	Inter-American Foundation (IAF)
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EUROPE

A451108	Curso presencial: Taller técnico desarrollo local sostenible – P910252 (Seville, Spain)	30/09/2005 30/09/2005	14	ES	Junta de Andalucía
A451109	Formación a distancia: Grupo Junta Andalucía – P910252	01/10/2005 31/12/2005	16	ES	Junta de Andalucía

INTERREGIONAL

A950394	Delnet – curso de especialización en desarrollo local (convocatoria octubre 2004 – 2005)	01/01/2005 31/10/2005	59	ES	Open (self-paying)
A950396	Delnet – Curso de especialización en desarrollo local con perspectiva de género (convocatoria octubre 2004-2005)	01/01/2005 31/10/2005	26	ES	Open (self-paying)
A950397	Delnet – Curso de especialização em desenvolvimento local (grupo outubro 2004-2005)	01/01/2005 31/10/2005	35	PT	Open (self-paying)
A950287	Delnet Andalucía (Spain)	01/01/2005 31/12/2005		ES	Fundación Caja Granada
A950391	Delnet – Curso de especialização em desenvolvimento local (grupo de abril 2004 – 2005)	01/01/2005 31/03/2005	22	PT	Open (self-paying)
A950392	Delnet – Specialization course on local development	01/01/2005 31/12/2005	14	EN	Fundación Caja Granada Open (self-paying)
A950393	Delnet – curso de especialización en desarrollo local con perspectiva de género (convocatoria abril 2004 – 2005)	01/01/2005 31/03/2005	21	ES	Open (self-paying)
A950390	Delnet – Curso de especialización en desarrollo local (convocatoria abril 2004 – 2005)	01/01/2005 31/03/2005	38	ES	Open (self-paying)
A950778	Delnet – Curso de especialización en desarrollo local (convocatoria abril 2005 – 2006)	01/04/2005 31/12/2005	76	ES	ILO IFP/CRISIS Italy MAE (Voluntary Contribution) Open (self-paying)
A950779	Delnet – curso de especialização em desenvolvimento local (grupo abril 2005 – 2006)	01/04/2005 31/12/2005	33	PT	Italy MAE (Voluntary Contribution) Open (self-paying)
A950783	Delnet – curso de especialización en desarrollo local con perspectiva de género (convocatoria abril 2005 – 2006)	01/04/2005 31/12/2005	19	ES	Open (self-paying)
A950781	Delnet – Curso de especialização em desenvolvimento local (Nov. 2005 – 2006)	01/11/2005 31/12/2005	30	PT	Open (self-paying)
A950784	Delnet – Curso de especialización en desarrollo local con perspectiva de género (Nov. 2005 – 2006)	01/11/2005 31/12/2005	18	ES	Open (self-paying)
A950780	Curso de especialización en desarrollo local (Nov. 2005 – 2006)	01/11/2005 31/12/2005	34	ES	Open (self-paying)
A950782	Programme in support of local development: specialization course on local development (Nov. 2005 – 2006)	01/11/2005 31/12/2005	14	EN	ILO IFP/CRISIS Open (self-paying)

EUROPEAN SOCIAL FUND PROJECTS UNIT

120. The European Social Fund (ESF) Projects Unit helps to create employment by training officials to design, manage and monitor programmes and projects co-financed by the ESF.

121. It assists ILO constituents in the region in achieving the ILO's four strategic objectives by following the European Social Model, which is based on good economic performance, social protection, education and social dialogue.

122. The ESF helps people be well prepared for work and not be shut out from work or society as a whole.

123. The ESF supports the European Employment Strategy, which aims to strengthen economic and social cohesion through growth and employment and by placing knowledge and innovation at the heart of growth and the creation of more and better jobs.

124. These objectives are closely linked to the ILO's Decent Work Agenda, the Global Employment Agenda and the work of the World Commission on the Social Dimension of Globalization. The goals are:

- securing decent employment and income
- promoting opportunities for work
- protection against vulnerability at work
- tripartism and social dialogue.

125. The ESF PU operates through projects financed from within the EU and candidate countries. It does not draw on official development assistance funds. Its portfolio covers:

- capacity-strengthening for the management, monitoring and evaluation of programmes co-financed by the ESF

- gender and equal opportunities
- social inclusion of disadvantaged groups and migrants
- employability, training policies and systems
- independent evaluation of ESF projects
- decentralized technical cooperation and territorial partnership.

126. In 2005, the Unit ran projects and courses on:

- ESF project cycle management
- gender issues
- migrants
- inclusion of persons with disabilities
- employability
- decentralized technical cooperation and territorial partnership.

127. It also undertook the following complementary activities:

- publications (two on conciliation)
- training manuals (four on inclusion of persons with disabilities through employment or self-employment)
- distance learning courses (two within ITENETs projects)
- technical and financial reports
- use of ICT learning platforms for project management, networking and training;
- resource mobilization
- deployment of project staff in Rome and Ankara.

EUROPEAN SOCIAL FUND

Code	Title	Date	No. Part.	Lang.	Sponsor
EUROPE					
A650687	Gender Competency Azione 2: L'agente di conciliazione fra lavoro e famiglia (modulo 10) – P65040 (Bolzano)	11/01/2005 11/01/2005	8	IT	Italy – Ministry of Labour through Provincia Autonoma di Bolzano
A600532	Progetto SISaudit: Controllo contabile – B1 – P610110	17/01/2005 18/01/2005	27	IT	Ministero del Lavoro e delle Politiche Sociali (MLPS)
A600533	Progetto SISaudit: Controllo di conformità – B2 – P610110	19/01/2005 19/01/2005	28	IT	Ministero del Lavoro e delle Politiche Sociali (MLPS)
A600534	Progetto SISaudit: Controllo di regolarità/qualità – B3 – P610110	20/01/2005 20/01/2005	24	IT	Ministero del Lavoro e delle Politiche Sociali (MLPS)
A650688	Gender Competency – Azione 2: L'agente di conciliazione fra lavoro e famiglia (modulo 11) – P65040 (Bolzano)	25/01/2005 25/01/2005	9	IT	Italy – Ministry of Labour through Provincia Autonoma di Bolzano
A650689	Gender Competency – Azione 2: L'agente di conciliazione fra lavoro e famiglia (modulo 12) – P65040 (Bolzano)	11/02/2005 11/02/2005	9	IT	Italy – Ministry of Labour through Provincia Autonoma di Bolzano
A650690	Gender Competency – Azione 2: L'agente di conciliazione fra lavoro e famiglia (modulo 13) – P65040 (Bolzano)	24/02/2005 24/02/2005	6	IT	Italy – Ministry of Labour through Provincia Autonoma di Bolzano
A650691	Gender competency – Azione 2: L'agente di conciliazione fra lavoro e famiglia (modulo 14) – P65040 (Bolzano)	09/03/2005 09/03/2005	9	IT	Italy – Ministry of Labour through Provincia Autonoma di Bolzano
A600564	Giornata di orientamento per gli esperti regionali – P650146	14/03/2005 15/03/2005	12	IT	ITALY MAE
A600563	Trasferimento di metodologie finalizzate alla raccolta di dati e informazioni per l'erogazione dei servizi degli Osservatori regionali – P61003	21/03/2005 23/03/2005	16	IT	ITALY MAE
A600566	Progetto SISaudit: incontro tecnico – P610110	22/03/2005 23/03/2005	23	IT	Ministero del Lavoro e delle Politiche Sociali (MLPS)
A600573	Workshop accountability e sistemi di controllo nel FSE – P610110	29/04/2005 29/04/2005	82	IT	Ministero del Lavoro e delle Politiche Sociali (MLPS)
A600551	Progetto PPTIE: corso per funzionari regionali – P650146	03/05/2005 05/05/2005	59	IT	ITALY MAE
A650953	Formazione del gruppo di azione regionale del Molise – P61003 (Molise, Italy)	25/05/2005 25/05/2005	15	IT	ITALY MAE
A600590	Progetto SISaudit: incontro gruppo di lavoro – P610110	27/05/2005 27/05/2005	27	IT	Ministero del Lavoro e delle Politiche Sociali (MLPS)

Code	Title	Date	No. Part.	Lang.	Sponsor
A600595	Formazione controllo delle operazioni FSE – Modulo A1 – P610110	06/06/2005 10/06/2005	24	IT	Ministero del Lavoro e delle Politiche Sociali (MLPS)
A450963	Institutional capacity building for the Ministry of Labour and Social Policy of Bulgaria: Training on structural funds management – P45090 (Sofia, Bulgaria)	20/06/2005 22/06/2005	25	EN	Bulgaria – Ministry of Labour and Social Policy
A600593	ITENETS – Iniziative specifiche di animazione e promozione di legami stabili con gli italiani all'estero per lo sviluppo del territorio – P61003	27/06/2005 28/06/2005	9	IT	ITALY MAE
A600596	Formazione controllo delle operazioni FSE – Modulo A2 – P610110	27/06/2005 01/07/2005	31	IT	Ministero del Lavoro e delle Politiche Sociali (MLPS)
A600592	Identificazione partecipativa del prodotto Sardegna destinato alle vetrine regionali all'estero – P61003	29/06/2005 01/07/2005	16	IT	ITALY MAE
A650961	Valutazione e formulazione di politiche e strategie di sviluppo dell'osservatorio della Regione Siciliana – P61003 (Pantelleria)	04/07/2005 08/07/2005	14	IT	ITALY MAE
A650976	Formazione controllo delle operazioni FSE: modulo A1- II edizione – P610110	04/07/2005 08/07/2005	36	IT	Ministero del Lavoro e delle Politiche Sociali (MLPS)
A650977	Formazione controllo delle operazioni FSE: modulo A2 – II edizione – P610110	11/07/2005 15/07/2005	34	IT	Ministero del Lavoro e delle Politiche Sociali (MLPS)
A651054	Progetto Pilota Regione Sardegna – I Seminario: “Il mercato britannico: caratteristiche e prospettive per l'economia sarda” – P650146	12/09/2005 12/09/2005	65	EN/IT	ITALY MAE
A600663	Formazione controllo delle operazioni FSE – III edizione – Modulo A1 – P610110	19/09/2005 23/09/2005	22	IT	Ministero del Lavoro e delle Politiche Sociali (MLPS)
A600664	Formazione controllo delle operazioni FSE – III edizione – Modulo A2 – P610110	26/09/2005 30/09/2005	36	IT	Ministero del Lavoro e delle Politiche Sociali (MLPS)
A600665	Formazione controllo delle operazioni FSE – IV edizione – Modulo A1 – P610110	03/10/2005 07/10/2005	33	IT	Ministero del Lavoro e delle Politiche Sociali (MLPS)
A600671	Elementi di base del ciclo di gestione di programma e di progetto – I Edizione – P650175	03/10/2005 07/10/2005	19	IT	Italy – Ministry of Labour and Social Security
A600666	Formazione controllo delle operazioni FSE – IV edizione – Modulo A2 – P610110	10/10/2005 14/10/2005	29	IT	Ministero del Lavoro e delle Politiche Sociali (MLPS)
A600667	Formazione controllo delle operazioni FSE – V edizione – Modulo A1 – P610110	17/10/2005 21/10/2005	41	IT	Ministero del Lavoro e delle Politiche Sociali (MLPS)
A600672	Elementi di base del ciclo di gestione di programma e di progetto – II Edizione – P650175	17/10/2005 21/10/2005	15	IT	Regione Piemonte
A651079	Formazione GAR Sicilia – P61003 (Ragusa, Sicily)	19/10/2005 21/10/2005	15	IT	ITALY MAE
A600668	Formazione controllo delle operazioni FSE – V edizione – Modulo A2 – P610110	24/10/2005 28/10/2005	61	IT	Ministero del Lavoro e delle Politiche Sociali (MLPS)
A600655	CONCILIATORY: laboratori del tempo – Le vie dell'equilibrio – P610153	07/11/2005 08/11/2005	24	IT	Italy – Ministry of Labour through EU/ESF
A600673	Elementi di base del ciclo di gestione di programma e di progetto – III Edizione – P650175	07/11/2005 11/11/2005	23	IT	Regione Piemonte
A651099	Progetto Pilota Regione Sardegna: Il mercato tedesco – caratteristiche e prospettive per l'economia sarda – P650146 (Cagliari, Sardinia)	24/11/2005 24/11/2005	58	IT	ITALY MAE
A651112	Convegno di presentazione dei servizi dell'Osservatorio ITENETS Regione Siciliana e delle attività del progetto PPTIE – P61003 (Palermo)	01/12/2005 01/12/2005	60	IT	ITALY MAE
A651111	Seminario di presentazione delle attività dell'Osservatorio sui processi formativi e lavorativi all'estero (Regione Puglia) Progetti ITENETS e PPTIE – P61003 (Bari)	05/12/2005 05/12/2005	88	IT	ITALY MAE
A651113	Osservatorio ITENETS regione Calabria: servizi attivati. Sperimentazione PPTIE di partenariati territoriali – P61003 (Catanzaro)	06/12/2005 06/12/2005	57	IT	ITALY MAE
A651114	Seminario geografico-tematico presso il MAE: Il ruolo delle comunità italiane all'estero nelle politiche di partenariato territoriale con i paesi di vicinato – P650146 (Rome – DGIEPM)	07/12/2005 07/12/2005	79	IT	ITALY MAE
A600674	Disegno di progetto e tecniche di formulazione – P650175	12/12/2005 16/12/2005	23	IT	Regione Piemonte
A651133	Seminario di diffusione delle attività dell'Osservatorio ITENETS e del Progetto PPTIE – Regione Molise – P61003 (Campobasso)	12/12/2005 12/12/2005	73	IT	ITALY MAE
A651131	Regione Campania – Seminario di Diffusione – Osservatorio Itenets e progetto PPTIE – P61003 (Naples)	13/12/2005 13/12/2005	18	IT	ITALY MAE
A651134	Seminario di diffusione delle attività dell'Osservatorio ITENETS e del Progetto PPTIE – Regione Basilicata – P61003 (Potenza)	13/12/2005 13/12/2005	49	IT	ITALY MAE
A651132	Seminario di diffusione delle attività dell'Osservatorio ITENETS e del Progetto PPTIE – Regione Sardegna – P61003 (Cagliari)	14/12/2005 14/12/2005	27	IT	ITALY MAE
A651116	Convegno finale annualità 2005 Progetti ITENETS e PPTIE – P650146 (Rome)	16/12/2005 16/12/2005	73	IT	ITALY MAE

DISTANCE EDUCATION AND LEARNING TECHNOLOGY APPLICATIONS (DELTA)

128. DELTA is a cross-cutting programme with a twin function. Within the Centre, it offers advice to the Technical Programmes on course development, including on-line learning, design of media such as electronic platforms, and evaluation. Externally, DELTA provides technical assistance on learning technology to training organizations that operate in the framework of the ILO mandate and run courses for policy-makers, curriculum designers, multi-media designers and specialists in face-to-face and distance learning approaches.

129. The two functions reinforce each other, enabling the Centre to research, test and apply new learning and training approaches, principally by systematizing and disseminating ways in which information and communications technology (ICT) can be used in multi-media, flexible and distance learning.

130. In 2005, to fulfil its in-house function, DELTA took part in the design and development of distance learning programmes, as well as in the production of a range of training

materials. Two of these were a project on "Social Security for the Pacific Islands" and a "Gender Mainstreaming for Development Cooperation" project for EC staff, implemented in conjunction with the Gender Unit.

131. To fulfil its external function, DELTA took part in various projects:

- "The Competent System Trainer – Establishment of a competency management system for trainers in continuing vocational education and training"
- "Développement et harmonisation des cadres législatifs et incitatifs pour les mutuelles de santé"
- "Training of trainers for Insaforp" (El Salvador).

132. DELTA ran activities using an on-line competency-based training of trainers platform (<http://www.itcilo.it/tot>) in both Spanish (with more than 300 participants) and English. It developed several additional modules, some of them in French and Arabic. Training-of-trainer courses were delivered for: Africa (four), the Americas (four), Asia and the Pacific (two) and Arab States (four). There were five interregional courses. Four of those courses were distance learning programmes.

133. DELTA also developed on-line virtual platforms for blended learning.

DISTANCE EDUCATION AND LEARNING TECHNOLOGY APPLICATIONS

Code	Title	Date	No. Part.	Lang.	Sponsor
AFRICA					
A150877	Atelier de validation d'un référentiel de compétences pour la formation de formateurs (Kinshasa, Democratic Republic of the Congo)	04/04/2005 08/04/2005	30	FR	ITALY MAE (Voluntary Contribution)
A151078	Atelier de validation d'un référentiel de compétences pour la formation des formateurs (Ouagadougou, Burkina Faso)	17/10/2005 21/10/2005	21	FR	ITALY MAE (Voluntary Contribution)
A151098	Identifier et décrire les compétences professionnelles (Kinshasa, Democratic Republic of the Congo)	28/11/2005 02/12/2005	31	FR	ITALY MAE (Voluntary Contribution)
A151077	Technologies de l'apprentissage: standards et logiciels libres (Senegal)	05/12/2005 16/12/2005	14	FR	ILO RBTC ILO RBTC – Turin Centre
AMERICAS					
A250705	Planificación y facilitación del aprendizaje presencial basado en competencias (Tegucigalpa, Honduras)	18/04/2005 22/04/2005	13	ES	Ireland – Government of ITALY MAE (Voluntary Contribution) Open (self-paying)
A250708	Gestión de recursos humanos por competencias – productividad y calidad (Veracruz, Mexico)	23/05/2005 27/05/2005	31	ES	ILO RBTC – Turin Centre Open (self-paying)
A250994	Formación de formadores por competencias	18/07/2005 31/12/2005	280	ES	INSAFORP ITALY MAE (Voluntary Contribution)
A250710	Aplicación de las tecnologías de la información y la comunicación en la formación: decisiones y pedagogía (Lima, Peru)	03/10/2005 07/10/2005	23	ES	ITALY MAE (Voluntary Contribution) Open (self-paying)
ASIA					
A300544	Management of distance learning systems (China)	18/01/2005 29/01/2005	17	EN/ZH	China – MOLSS ITALY MAE (Voluntary Contribution)
A350809	Designing web-based training programmes (Cheonan, Korea)	03/10/2005 07/10/2005	20	EN	ILO RBTC – Turin Centre ILO Trust Fund (ROK/05/50M/ROK)
ARAB STATES					
A550736	Technologies d'apprentissage, standards et logiciels libres (Rabat, Morocco)	25/04/2005 06/05/2005	12	FR	ILO RBTC – Turin Centre ITALY MAE (Voluntary Contribution)
A500599	Competency-based training: an international perspective to enhance employability and training flexibility (Saudi Arabia)	25/07/2005 05/08/2005	27	EN/AR	Saudi Arabia – General Organization for Technical Education and Vocational Training
A550574	Design and development of employment-oriented modular training (Amman, Jordan)	08/08/2005 26/08/2005	15	EN/AR	ILO Trust Fund (ILO Beirut) ITALY MAE (Voluntary Contribution)
A500627	Designing competency- based modular training programmes (Saudi Arabia)	15/08/2005 26/08/2005	26	EN/AR	Saudi Arabia – General Organization for Technical Education and Vocational Training Tourism Board of Saudi Arabia
INTERREGIONAL					
A950706	Competency-based training of trainers	03/05/2005 03/08/2005	9	EN	ITALY MAE (Voluntary Contribution) Open (self-paying)
A950707	Formación de formadores por competencias	01/06/2005 30/09/2005	8	ES	ITALY MAE (Voluntary Contribution) Open (self-paying)
A900456	Conception et développement de media et environnements d'apprentissage (CEDMEF)	13/06/2005 24/06/2005	6	FR	ITALY MAE (Voluntary Contribution) Open (self-paying)
A900455	Facilitating learning at a distance	03/10/2005 07/10/2005	10	EN	ITALY MAE (Voluntary Contribution) Open (self-paying)
A951084	Competency-based training of trainers	10/10/2005 31/12/2005	21	EN	Ireland – Government of ITALY MAE (Voluntary Contribution) Open (self-paying)

GENDER COORDINATION UNIT

134. The Gender Coordination Unit helps Technical and Regional Programmes to include gender issues in their training activities and research. Ongoing major projects saw it increase its direct action in 2005.

135. In 2005, the Unit developed and ran 49 gender-related activities in the field, on campus and on-line for some 897 participants.

136. Training activities for the European Commission, part of a 30-month service contract with EuropeAid, included some 40 activities at EC field duty stations and at its Brussels headquarters. Important lessons drawn from this pilot project are being incorporated into the design and methodology of new training activities.

137. Five *Gender Briefing Notes* were produced in accordance with the Centre's Development Plan and are now available on paper and on the Centre's intranet.¹ Nine *Country Gender Profiles* in English and French are now available both in print and on the Centre's intranet.²

138. The Unit also produced a CD-ROM for facilitators of the two on-line courses, "Mainstreaming Gender Equality in the World of Work" and "Gender Poverty and Employment on-line".

139. In conjunction with the ILO Gender Bureau, the Unit provided specialist advisory services for the eventual benefit of its constituents. These included a pilot *gender audit* for UNDP Mozambique in Maputo.

GENDER COORDINATION UNIT

Code	Title	Date	No. Part.	Lang.	Sponsor
AFRICA					
A150832	Training in gender mainstreaming in EC development cooperation: workshop for Ethiopia – P950135(A)	25/04/2005 29/04/2005	15	EN	EuropeAid
A150935	Training in gender mainstreaming in EC development cooperation: workshop for Rwanda – P950135(A)	11/05/2005 13/05/2005	17	FR	EuropeAid
A150936	Training in gender mainstreaming in EC development cooperation: workshop for Congo – P950135(A)	25/05/2005 27/05/2005	18	FR	EuropeAid
A150954	Training in gender mainstreaming in EC development cooperation: workshop for Zimbabwe – P950135(A) (Zimbabwe)	14/06/2005 16/06/2005	25	EN	EuropeAid
A150950	Training in gender mainstreaming in EC development cooperation: workshop for Botswana – P950135(A)	21/06/2005 23/06/2005	19	EN	EuropeAid
A150967	Training in gender mainstreaming in EC development cooperation: workshop for Swaziland and Lesotho – P950135(B)	05/07/2005 07/07/2005	28	EN	EuropeAid
A150962	Training on gender mainstreaming in EC development cooperation: workshop for Uganda – P950135(B)	12/07/2005 14/07/2005	23	EN	EuropeAid
A151016	Training in gender mainstreaming in EU development cooperation: workshop for Benin – P950135(B)	20/09/2005 22/09/2005	23	FR	EuropeAid
A151034	Training in gender mainstreaming in EC development cooperation: workshop for Niger – P950135(C)	04/10/2005 06/10/2005	17	FR	EuropeAid
A151057	Training in gender mainstreaming in EC development cooperation: workshop for Mozambique – P950135(C) (Mozambique)	11/10/2005 13/10/2005	20	PT	EuropeAid
A151100	Engendering UNDP CO: gender audit, strategy and action plan formulation and training (Maputo, Mozambique)	25/11/2005 08/12/2005		EN	ITALY MAE (Voluntary Contribution) UNDP Mozambique
AMERICAS					
A250828	Formación sobre la integración de género en la cooperación de la CE al desarrollo – P950135 (Managua, Nicaragua)	21/02/2005 25/02/2005	62	ES	EuropeAid
A250829	Formación sobre la integración de género en la cooperación de la CE al desarrollo – Seminario para Colombia/Ecuador – P950135 (Bogotá, Colombia)	14/03/2005 18/03/2005	39	ES	EuropeAid
A250937	Training in gender mainstreaming in EC development cooperation: workshop in Jamaica – P950135(A)	31/05/2005 02/06/2005	28	EN	EuropeAid
A251026	Training in gender mainstreaming in EC development cooperation: workshop for Peru – P950135(C)	10/10/2005 14/10/2005	25	ES	EuropeAid
ASIA					
A350949	Training in gender mainstreaming in EC development cooperation: workshop for India – P950135(A)	17/05/2005 20/05/2005	21	EN	EuropeAid
A351033	Training in gender mainstreaming in EC development cooperation: workshop for Bangladesh – P950135(C)	03/10/2005 06/10/2005	24	EN	EuropeAid
A351089	Training in gender mainstreaming in EC development cooperation: workshop for China – P950135(C)	09/11/2005 11/11/2005	21	EN	EuropeAid
A351059	Training in gender mainstreaming in EC development cooperation: workshop for Cambodia – P950135(C)	22/11/2005 24/11/2005	17	EN	EuropeAid

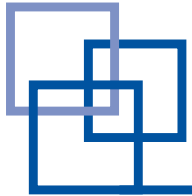
¹ These are:

1. An introduction to the use of gender indicators at policy, programme and project level.
2. Gender, employment and agricultural development programmes.
3. Gender budgeting, mainstreaming gender perspectives into national budgets.
4. Gender issues in public health and social services financing.
5. Gender issues in migration and trafficking of human beings.

² These are:

1. "Country Gender Profiling" for Jamaica, Kosovo, Macedonia, Somalia and Uganda.
2. "Profil national en égalité de chances entre les hommes et les femmes" for Congo, Benin, Niger and Rwanda.

Code	Title	Date	No. Part.	Lang.	Sponsor
EUROPE					
A450833	Induction training – quality support measures: gender – P950135 (Brussels, Belgium)	13/01/2005 13/01/2005	7	EN	EuropeAid
A450844	Strengthening the network of gender focal persons – part C – P950135 (Brussels, Belgium)	27/01/2005 28/01/2005	16	EN	EuropeAid
A450880	An introduction to mainstreaming gender in development programme – P950135 (Brussels, Belgium)	23/02/2005 23/02/2005	18	EN	EuropeAid
A450911	Thematic workshop on gender and indigenous peoples issues – P950135(A) (Brussels, Belgium)	18/03/2005 18/03/2005	15	EN	EuropeAid
A450834	Induction training – quality support measures gender – P950135 (Brussels, Belgium)	23/03/2005 23/03/2005	7	EN	EuropeAid
A450901	Workshop for the European Agency for Reconstruction – P950135(A) (Mavrova, Macedonia)	04/04/2005 08/04/2005	52	EN	EuropeAid
A450893	Workshop for Bosnia and Herzegovina – P950135(A) (Sarajevo, Bosnia and Herzegovina)	18/04/2005 22/04/2005	20	EN	EuropeAid
A450914	Thematic workshop on gender equality issues in trade and private sector development – P950135(A) (Brussels, Belgium)	20/04/2005 20/04/2005	13	EN	EuropeAid
A450895	Introduction à l'intégration du genre dans les programmes de développement – P950135(A) (Brussels, Belgium)	27/04/2005 27/04/2005	14	FR	EuropeAid
A450926	From policy to practice – mainstreaming gender in the implementation of aid delivery: when, where and how? – P950135(A) (Brussels, Belgium)	28/04/2005 29/04/2005	11	EN	EuropeAid
A450835	Induction training – quality support measures: gender – P950135(A) (Brussels, Belgium)	25/05/2005 25/05/2005	10	EN	EuropeAid
A450939	An introduction to mainstreaming gender in development programmes – P950135(A) (Brussels, Belgium)	29/06/2005 29/06/2005	13	EN	EuropeAid
A450940	From policy to practice – mainstreaming gender in the implementation of aid delivery: when, where and how? – P950135(A) (Brussels, Belgium)	30/06/2005 01/07/2005	10	EN	EuropeAid
A450941	L'intégration de l'égalité entre les femmes et les hommes dans la mise en oeuvre de l'aide au développement: cours approfondi – P950135(B) (Brussels, Belgium)	28/07/2005 29/07/2005	8	FR	EuropeAid
A451048	Gender budgets for rights-based development: experiences from the UN development fund for women and EU-funded initiatives in India and Morocco – P950135(B) (Brussels, Belgium)	29/09/2005 29/09/2005	23	EN	EuropeAid
A451049	Thematic workshop on gender budgeting: what it is and how can it contribute to aid effectiveness – P950135(B) (Brussels, Belgium)	30/09/2005 30/09/2005	9	EN	EuropeAid
A451074	An introduction to mainstreaming gender in development programmes – P950135(C) (Brussels, Belgium)	09/11/2005 09/11/2005	7	EN	EuropeAid
A451075	From policy to practice – mainstreaming gender in the implementation of aid delivery: when, where and how? – P950135(C) (Brussels, Belgium)	10/11/2005 11/11/2005	8	EN	EuropeAid
A451092	The tool kit on mainstreaming gender equality in EC development cooperation: information session for Heads of Unit of AIDCO – P950135(C) (Brussels, Belgium)	23/11/2005 23/11/2005	1	EN	EuropeAid
A451093	Boîte à outils pour l'intégration de la dimension de genre dans la coopération au développement de la CE: session d'information pour Chefs d'Unité à AIDCO – P950135(C) (Brussels, Belgium)	06/12/2005 06/12/2005	8	FR	EuropeAid
A451081	Workshop on gender and human rights – P950135(C) (Brussels, Belgium)	15/12/2005 15/12/2005	11	EN	EuropeAid
ARAB STATES					
A550827	Formation sur l'intégration de l'égalité entre les femmes et les hommes dans la coopération au développement de la CE – P950135 (Rabat, Morocco)	14/02/2005 18/02/2005	25	FR	EuropeAid
INTERREGIONAL					
A950703	On-line gender courses	21/03/2005 31/12/2005	13	EN	ITALY MAE (Voluntary Contribution) Open (self-paying)
A950704	Gender, poverty and employment: online distance learning course (A950703)	21/03/2005 15/11/2005	12	EN	Open (self-paying)
A900451	Mainstreaming gender equality: concepts and instruments	11/04/2005 22/04/2005	13	EN	ITALY MAE (Voluntary Contribution) Open (self-paying)
A900529	Interregional consultation meeting on gender mainstreaming	25/04/2005 29/04/2005	34	EN	ILO GENDER Bureau Self-paying
A950952	On-line training in mainstreaming gender equality in EC development cooperation – P950135(A)	06/06/2005 06/11/2005	20	EN	EuropeAid
A951041	On-line training in mainstreaming gender equality in EC development cooperation (session B) – P950135(C)	05/09/2005 31/12/2005	15	EN	EuropeAid
A900452	Genre et développement: concepts et instruments pour l'intégration d'une perspective de genre dans les actions de développement	10/10/2005 21/10/2005	20	FR	ILO Algiers ILO RBTC ITALY MAE (Voluntary Contribution) Open (self-paying)
A450837	Induction training – quality support measures: gender – P950135(C) (Brussels, Belgium)	27/10/2005 27/10/2005	9	EN	EuropeAid
A951082	On-line training in mainstreaming gender equality in EC development cooperation (session C) – P950135(C)	07/11/2005 31/12/2005	28	EN	EuropeAid



THE REGIONAL DIMENSION OF THE CENTRE'S PROGRAMMES

140. The international character of the Centre's programmes is continuously reinforced by attracting participants from almost every country in the world, by offering courses and products in many different languages, and by doing so in many different locations. The Centre's Turin campus has the appeal of being a unique meeting place where people from different corners of the earth, with differing agendas and interests, interact, share ideas and experience relating to common problems, and find joint solutions. At the same time, the Centre tailors programmes and products to the conditions and needs of its constituents in specific regions, sub-regions or countries. That is why a large number of its activities take place in-country, either through face-to-face training or with the support of distance learning. The Centre draws deeply on its linguistic and regional expertise for both its interregional and its regional activities.

141. Over the years, the Centre has developed a series of standard core courses. Using its own technical and regional knowledge, as well as outside expertise, it regularly offers these courses to different target groups in different languages. The intention is to enable all linguistic and socio-economic regions of the world to benefit from them.

142. The Centre's 2005 activities fully reflected the double mandate of bringing people from different regions together and providing tailor-made programmes to specific audiences: 100 standard courses, mostly held in Turin, targeted an interregional audience. At the same time, the majority of the 458 activities addressed regional or sub-regional concerns, or were tailored to the specific needs of national institutions.

143. The Centre works regularly in several languages in order to facilitate the learning process among a diverse audience from over 180 different countries every year. The capacity to combine a truly international approach with the necessary attention to the diversity of ILO regional priorities, national needs and demand, levels of social and economic development, and linguistic and cultural contexts is one of the Centre's most important comparative advantages.

144. The five Regional Programmes ensure that the Centre's regional approach is coordinated and consistent with constituents' needs and the ILO's priorities. They mobilize donor resources and network with participants and institutions.

145. What follows is a brief analysis of how ILO partners and constituents in different regions have accessed the Centre's training programmes and benefited from them.

AFRICA

146. In 2005, the number of activities specifically designed for the Africa region increased significantly (67 activities, as against 48 in 2004), including stand-alone courses or project-based training. The Centre further strengthened its relationship with the ILO's decentralized structures in order to optimize its training in



Africa and thereby make an effective contribution to the constituents' commitment to combating poverty through decent work. The Centre continued to promote international labour standards and to train legal practitioners by working closely with ILO Geneva.

147. The Centre's strategy emphasized specific long-term, cross-cutting and integrated capacity-building projects at the national and sub-regional levels. A large number of initiatives on employment, enterprise development and local economic development were taken. As an example, a tripartite regional workshop on "Core Labour Standards and Job Creation in Africa" was held in Cameroon, involving three ILO departments (DECLARATION, ACTRAV, ACTEMP) and the ILO SRO in Yaoundé. Training in the management of micro-finance institutions was consolidated. Special attention was devoted to the Portuguese-speaking countries of Africa, with a focus on small businesses run by women.

148. In the area of social protection, in addition to the traditional courses on pension schemes, training for labour inspection was held with funding from France. On a larger scale, the Centre's activities within the EU-funded migration project, "Managing labour migration as an instrument of development" continued throughout 2005 in cooperation with MIGRANT and three ILO sub-regional offices (Dar es Salaam, Algiers and Dakar).

149. New projects in 2005 included "Mainstreaming entrepreneurship in VET in Tanzania", financed by the Netherlands Organization for International Cooperation in Higher Education. The Centre was entrusted with the training component as a sub-contractor of the executing agency, FACET BV.

150. Gender was a priority concern in all the programmes for Africa. The Gender Coordination Unit provided input to the gender audit, strategy, action plan and training for the UNDP in Maputo. ILO projects working on gender issues in selected African countries were closely involved in training in gender mainstreaming in EU development cooperation, as part of an EU-funded project run by the Centre's Gender Unit.

151. Co-operation with ILO in the area of social dialogue (PRODIAF) was strengthened. A number of activities were held on public administration reform. New courses were launched for the Portuguese-speaking countries of Africa.

152. In addition to participants in activities specially designed for Africa, there were also many participants from the Africa region in most interregional activities held in Turin.

THE AMERICAS

153. The Programme coordinates its work with the ILO Regional Offices, Cinterfor and ILO projects. The Programme contributes to promoting the Centre's agreements with major institutions in both the Americas and Europe, especially ministries of labour, workers'



organizations, employers' organizations, universities, leading training institutions, local authorities and chambers of commerce – all organizations that endorse the strategic objectives of the ILO.

154. The Programme works in conjunction with the Technical Programmes to ensure that training activities are high-quality, relevant and funded.

155. In 2005, a total of 2,581 people from the Americas took part in 61 region-specific training activities or attended interregional courses. Distance learning is becoming more important by the day: 722 people participated "virtually". DelNet and DELTA activities for the Americas continued to expand. Highlights of the year included a new project with Delta, financed by El Salvador's Insaforp, involving 280 participants.

156. In September 2005, the Programme and ILO/Regional launched the Eurosocioal Employment Project, in which administrations in EU and Latin American countries share experience in four subject areas:

- measuring labour market indicators
- analysing labour market indicators and active employment policies
- formulating active employment policies
- monitoring and evaluating the impact of labour market policies and programmes.

157. The project is part of the Eurosocioal – EuropeAid Programme, and its aim is to help increase social cohesion in Latin American societies.

158. The Centre's Gender Coordination Unit ran four workshops on bringing gender into the mainstream of development cooperation, in Nicaragua, Colombia, Peru and Jamaica, as part of its assignment to mainstream gender issues in the development cooperation efforts of the European community.

159. The Programme consolidated its specialization courses for the region, and its networks of former participants:

- the 16th course for Latin American experts on labour relations, with the universities of Bologna and Castilla – La Mancha, whose network has 337 members who communicate via a virtual platform (<http://bclmt.itcilo.org>).
- the second course on enterprise development and globalization, with the University of Zaragoza and the CEZ.

160. Financial and technical support from the Spanish Government made it possible to continue programmes for employers on the modernization of production, social development and labour development in the fishing sector, and to run a first programme for trade unions.

161. The Social Dialogue Programme held six courses on conciliation and mediation for the Ministry of Labour of Trinidad and Tobago; the Enterprise Development Programme held a second course on creating an environment conducive to SME development; and the Programme for Workers' Activities ran a programme for Caribbean trade unionists.

ASIA AND THE PACIFIC



162. The Programme monitors donor priorities in the region and links them to the evolving needs of ILO constituents. It engages in continuous consultation with the ILO field structure and beneficiaries in order to promote the Centre's objectives and enhance the relevance of its activities.

163. In 2005, the Centre organized 72 training activities in or for the Asia region. Of these, 58 were held in the field and two were open distance-learning activities. The number of participants from the region was 1,918, including those in interregional courses. The growth in the number of both activities and participants was mainly due to 26 field activities for the "Public Procurement Reform in Bangladesh" project, whereas most activities for constituents in Asia focused on workers, employment, social dialogue and entrepreneurship. The year witnessed the successful completion of the project on "Entrepreneurship development and handicraft for women in Afghanistan" and the start of a new project sponsored by the Italian Government to facilitate Viet Nam's accession to the World Trade Organization.

164. Other activities were on labour standards and human rights and social protection. The Programme also participated in the launch of the Asia-Pacific Skills Network (SKILLS AP), which is the successor to the Asia-Pacific Skills Development Programme (APSDEP) and is intended to boost the sharing of experience in skills development among countries and institutions in the region.

165. Co-operation with the Chinese Ministry of Labour and Social Security (MOLSS) and other Chinese institutions saw seven activities held in Turin on managing training institutions, human resources management and development, and socially responsible enterprise restructuring, together with completion of the "Strengthening labour market and employment services in China" project with co-funding from the Flemish Community of Belgium.

ARAB STATES



166. The Programme is entrusted with identifying regional and national priority training needs, taking promotional and resource-mobilization initiatives and ensuring consistent delivery of training activities in coordination with the ILO field structure, regional and national partners and the Centre's Technical Programmes.

167. In 2005, the Regional Programme followed the strategic orientations outlined in its 2003-2005 business plan. Quantitative and qualitative results were achieved. Highlights included an increase in the number of courses and participants; the development of training materials in Arabic; the consolidation of regional partnerships; and diversification of sources of funding.

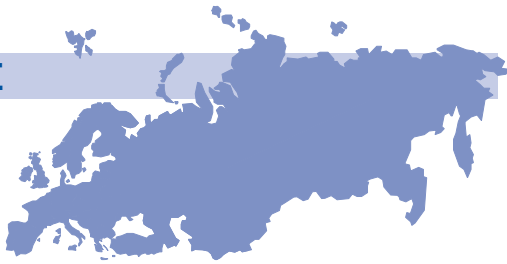
168. A total of 36 regional and national training activities were held for 756 participants from the Middle East and north Africa. An additional 198 participants attended interregional courses; 32 per cent of participants were women.

169. The activities for the region included 14 tailor-made, country-specific courses. Eight of them were part of projects launched in 2004 for Jordan, Morocco, the Palestinian Authority and Sudan. Attempts to diversify sources of funding and to respond to specific requests led to two training courses

for Iraq, one for Libya and three for Saudi Arabia, in continuation of the collaboration started in 2004.

170. The Programme's development of training materials in Arabic saw training packages on social dialogue and SME development brought toward completion.

EUROPE



171. The Programme has pledged its support to the transition economies of Europe, with a focus on evolving regional training needs and their translation into projects. The programming, guided by the ILO strategic objectives, emphasized: (a) the extension and adaptation of training activities to less well represented countries and areas such as Ukraine, the Caucasus and central Asia; (b) new sponsorships and collaboration with the EU; and (c) cooperation with the ILO Subregional Offices in Budapest and Moscow, and with the ILO Office in Turkey.

172. The project to improve safety and health in the maritime industry in St. Petersburg had a successful third year with direct support from the Flemish Government of Belgium. Workers' and employers' organizations in new EU member countries benefited from multi-year projects on negotiation skills and capacity-building.

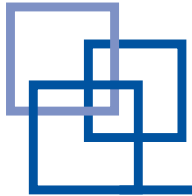
173. Tenders were the main source of funding. The Centre sought opportunities in the fields of social equity, management and good governance. It also negotiated "technical training" arrangements with national and regional training institutions. The Management of Development Programme was the most active in that respect, winning several projects for the central Asian sub-region.

174. The Centre's DELTA Programme ran several activities on training methodology and technology. Training methodology workshops were held in Bulgaria as part of the EU Socrates Project entitled "European integration in training of trainers from high agricultural schools".

175. The Regional Programme provided support to the efforts of the Bulgarian Ministry of Labour and Social Policy to strengthen its capacity and improve the skills of staff and managers with respect to the labour market, employment and social protection. The Ministry extended the project one more year, till December 2007, and continued its intensive training of staff.

176. The Centre ran several training seminars on socially responsible enterprise restructuring for a tripartite audience from central and eastern European countries. It also ran training for Albania to raise awareness and train judges, lawyers and law professors in international labour standards.

177. In June 2005, in conjunction with the ILO, and with financial support from the UNDP, a training programme was held on corporate social responsibility to strengthen the capacity of business representatives from Croatia to observe the highest ILO standards.



EVALUATION OF THE CENTRE'S ACTIVITIES

INTRODUCTION

178. The Centre considers it essential to undertake a systematic evaluation of its training activities. An Investment Fund (1998-2001) enabled it to set up a computerized system for gathering and statistically analysing participants' opinions at the end of each course. With the help of a new Investment Fund (2002-2005), the Centre has improved and expanded its tools and methods for assessing the effects of training, both on the participant's own performance and on the performance of the participant's organization. More and more Centre activities make a formal assessment of participants' learning. This is in response to an increasing demand from participants for formal assessment and certification of learning, and to the growing number of post-graduate courses. On longer-term training projects, the Centre conducts both mid-term and final evaluations.

EVALUATION OF PARTICIPANTS' SATISFACTION

179. *The end-of-activity questionnaire* provides feedback on participants' immediate degree of satisfaction with the quality and relevance of the content, methods and services related to an activity that has just been completed. Standardization has enabled the Centre to process statistical information on participants' satisfaction and to identify trends, strengths and areas for improvement in its training activities and services. The information is ploughed back into the design and management of activities and working processes, and corrective action is taken as required. The improvement of the evaluation itself is an ongoing process.

180. Customized software enables each activity manager to create a questionnaire at his or her work-station, in one of the Centre's eight most frequently used languages. Computer support also makes it possible to enter the results into a database and to generate the most important statistics through a semi-automatic procedure. The results for all activities undertaken by the Centre are therefore available to each activity manager.

181. The intranet Web site on evaluation has been updated and enriched with new sections and tools for the evaluation of study tours and visits produced by an in-house working party as part of a quality-improvement exercise.

182. During 2005, the Centre's standard questionnaire was completed by 5289 participants in 263 activities, covering 58% of all the Centre's training activities. Compared to 2004,

the overall coverage increased by 1% and the absolute number of processed questionnaires also grew considerably (+ 968), thanks in part to improvements in the software. Creating questionnaires and processing results and statistics was made more efficient, effective and user-friendly. Tailor-made versions of the evaluation tool were provided to meet the special requirements and organizational arrangements of some non-standard activities: for example, the Boulder microfinance programme and an EU gender project required 2556 specific questionnaires.

183. An ad hoc version of the end-of-activity questionnaire was also developed in co-operation with activity managers of distance learning courses, to meet their special needs. The Centre hopes to develop a more comprehensive, shared approach that better encompasses the methodological and technical specificities of distance training.

184. To achieve economies of scale, and to make full use of technological possibilities, the Evaluation Unit and the MIS are currently working to connect the software application for the end-of-course evaluation to the new management information system for participants and activities.

185. *The results.* The following paragraphs offer a brief analysis and interpretation of the results for 2005, shown in the tables below. Table I refers to pedagogical and organizational aspects of the training activities. On a five-point scale (on which 1 denotes minimum satisfaction and 5 denotes maximum satisfaction), the average scores ranged from 3.46 to 4.41. The scores on all items were close to those of last year. Overall, feedback from participants was positive. Most participants found the activity *relevant to the needs of their organization* (4.32), and *relevant to their current functions* (4.28). They were also satisfied with the *clarity of objectives* (4.41) and with the *achievement of objectives* (4.13). Moreover, content was judged appropriate both to the course's objectives (4.20) and to the prior level of participant's knowledge (4.12).

186. Looking at delivery, participants were particularly satisfied with the work carried out by the course secretariats (4.38), as well as with the study tours (4.32) and with the activity's overall organization (4.32).

187. As regards the services provided by the Centre (Table II), scores kept roughly to the previous year's standard, despite the difficulties due to the construction works on the campus in connection with the Olympic Winter Games. The *Centre in general* was appreciated (4.45). So was the quality of training support services such as the Documentation Centre, the Centre's Web site, the classrooms and the audio-visual equipment. All these items received a high score.

I – Average scores on 16 core questions dealing with teaching and organization

Item	2004 Average*	2005 Average*	2004/2005 Variation
Preliminary information	3.43	3.46	0.04
Clarity of objectives	4.48	4.41	-0.07
Achievement of objectives	4.14	4.13	-0.01
Contents serve objectives	4.21	4.20	-0.01
Contents appropriate to your level	4.12	4.12	0.00
Gender in the training	3.78	3.73	-0.05
Learning methods	4.18	4.17	-0.01
Resource persons	4.35	4.37	0.01
Group working relations	4.19	4.10	-0.10
Materials quality	4.32	4.25	-0.07
Activity's organization	4.42	4.32	-0.10
Secretariat	4.50	4.38	-0.11
Study tours/visits	4.41	4.32	-0.09
Activity's overall quality	4.36	4.27	-0.09
Relevance to current functions	4.34	4.28	-0.05
Relevance to organization's needs	4.38	4.32	-0.07
Number of questionnaires	4 321	5 256	+ 935

II – Average scores on items dealing with the Centre's facilities and services

Item	2004 Average*	2005 Average*	2004/2005 Variation
Accommodation	4.10	4.40	0.30
Laundry	4.14	4.00	-0.14
Reception	4.25	4.21	-0.03
Shop	3.66	3.53	-0.13
Cafeteria	3.81	4.16	0.02
Café	3.97	3.98	0.01
Post Office	4.19	4.08	-0.11
Bank	3.99	3.94	-0.05
Documentation Centre	4.32	4.16	-0.16
Training classroom	4.39	4.43	0.04
Audio-visual equipment	4.34	4.33	-0.01
Interpreters	4.31	4.33	0.02
Social/leisure activities	4.25	4.22	-0.03
Medical Service	4.25	4.07	-0.18
Travel Section	4.28	4.24	-0.03
Travel agency	4.20	4.11	-0.09
The Centre's Web site	4.39	4.21	-0.17
The Centre in general	4.41	4.45	0.04
Number of questionnaires	2 069	2 478	+ 409

* On a scale from 1 to 5.

ASSESSMENT OF LEARNING

188. The Centre's trainers use a variety of methods to determine the extent to which participants have assimilated new knowledge and mastered new skills as a result of a training activity. The favoured methods are self-assessment, often both before and after a training session, and multiple-choice questionnaires. On longer courses, more formal tests are administered and participants have to write essays or to present the results of their work. Most activities guide their participants to develop action plans to implement when they return to their own organizations. Presenting these action plans at the end of the workshop gives both participants and trainers the opportunity to assess what learning has taken place.

189. The diversity of the objectives and the content of activities make it undesirable to produce standard learning assessment tools. The activity manager decides on the appropriate tools to use in each case. External examinations are only held in a small number of longer-term activities, such as postgraduate or distance learning courses.

190. Not unlike other post-secondary and higher education institutions world-wide, the Centre is increasingly confronted with a demand from its participants and their organizations to issue certificates or diplomas that "guarantee" that actual learning has taken place. It is also suggested that in certain instances it would be desirable for the Centre to testify to how much the participant has learned, expressed in "credit hours" or "credit points". With the proper safeguards, a participant could use such credit points toward obtaining a higher education diploma or degree elsewhere.

191. Currently, the majority of the Centre's certificates and diplomas are not associated with a formal assessment of learning by the participants. Rather, participants receive a certificate or diploma upon completing their training programme, on the strength of their contribution. In a more limited number of cases, the Centre awards a diploma based on a formal assessment of the participant's achievement of explicitly set learning objectives. The postgraduate course on *International Trade Law* is an example of programmes that issue such a formal diploma. Moreover, all the Centre's e-learning programmes award diplomas based on formal proof of learning.

192. Because of its international nature, the Centre cannot issue a formal university degree on its own. This can only be done for degree-granting programmes that are run in conjunction with a higher education institution that is entitled to award degrees. Such is currently the case with the Master's programmes on *Management of Development* (see Box 1), *Intellectual Property* and *Cultural Projects for Development*, which the Centre offers in conjunction with the University of Turin.

IMPACT EVALUATION

193. The Centre's training activities come in different types. They may be linked to a project. They may be tailor-made to the requirements of specific organizations. They may be standard courses which have been developed by the Centre on the basis of perceived needs, in line with the ILO's mandate or within the wider UN mandate. In all of these contexts, the Centre's training activities are meant to build capacity in individuals and, through them, create a lasting effect on organizations and on the society as a whole. They are meant to enhance the knowledge, skills and attitudes of individual participants, and thus their performance once back in their jobs.

194. Whenever the Centre implements a long-term training project, project activities are subject to mid-term, final or ex-post evaluation, following procedures prescribed by the project document. The Centre systematically undertakes final evaluation of projects every time the donor has made budget provision for evaluation. This type of evaluation focuses on the relevance and cost-effectiveness of a project, and on the achievement of its objectives. It involves all the stakeholders, i.e. the participants, their organizations, the Centre itself, and often (though not systematically) the sponsor or donor agency. Examples of final project evaluations are given in Boxes 2 and 3 below.

195. When programmes are tailored to the requirements of specific organizations, the organizational impact of training can only be measured after a certain amount of time has passed. Staff mobility may make evaluation difficult: former participants may have moved, supervisors may have changed, and organizations themselves may have been modified, irrespective of the intentions or objectives of the training. Moreover, beyond the acquisition of new knowledge and skills by the individual, the impact of training is to a large extent determined by the organizational and institutional environment in which the new skills and knowledge are applied. And these environmental conditions are not under the influence or control of the trainers.

196. Measuring impact is even more difficult in the case of standard courses, not all of whose participants are necessarily appointed by their organizations. Therefore a "linkage" between the individual and their organization may not exist or may not be explicit. In spite of the difficulties, the Centre has tried to measure the relevance and overall results of its core curricula. The reason for this is that core curricula respond to perceived needs of developing countries as a whole and have been instrumental in helping the Centre translate the ILO's messages and strategies into learning tools for dissemination and promotion to a wide interregional audience.

197. Since impact evaluation is a very complex process requiring dedicated resources, there is a need to concentrate on strategic programme components. The Centre has chosen to focus on those activities which best reflect the ILO's core mandate and for which the Centre has developed curricula that are used every year in regular courses.

198. It would be unrealistic to believe that impact evaluation can be conducted for each activity or for each participant. The tracer study method is costly, long and not necessarily productive. The Centre has decided rather to concentrate on "thematic reviews". A thematic review is an impact evaluation of a set of activities run by the Centre over at least two years in the same subject area, for the same type of target audience. Such a review covers all the participants in every year's course. It may use questionnaires, interviews and other tools. It aims to provide substantial feed-back on: a) the adequacy of the training and future improvements needed; and b) the extent to which the participants have been able to use the knowledge acquired in the course once back in their home country, be it within their institutions, in teaching or elsewhere in civil society.

199. The thematic review approach has been improved as part of the "impact evaluation project" of the Investment Fund (2002-2005), for which the theme identified for review was the training of judges, lawyers and legal educators in international labour standards.

200. The "impact evaluation project" was completed in August 2005. The extensive evaluation report can be downloaded from the Centre's Web site. Course-specific lessons learned from this pilot project are summarized in Box 4, while the methodological framework is described below. This may provide a model for the future.

201. To investigate the causal or influential links between participation in a training programme and gains observed later, in terms of the quality of individual work, institutional performance, or, on a wider scale, the functioning of a niche or sector of activity, one can choose among four main methods: experiment with control groups, survey of a representative sample of the persons concerned, tracing, or a combination of the previous three methods.

202. The courses on international labour standards, run for several years (1999-2003), provided a special opportunity to test and improve the evaluation methods used to assess the impact of the Centre's training. Their evaluation was launched in 2004. The adopted protocol combined an analysis of the relevant documentation, wide-ranging consultation and two regional workshops, in Rabat and Lima. The workshops were expected to trace impact waves in concrete cases. Their contribution was valuable as part of the wider exercise. Box 4 presents their main conclusions.

203. This pilot evaluation exercise was also helpful in identifying the factors which had influenced the impact of the courses, which can be summarized as follows:

Box 1

Master's in Management of Development

The course provides a conceptual and operational framework for the management of development from an interdisciplinary perspective, integrating the socio-economic, political and legal dimensions. It is intended for recent university graduates from both developed and developing countries, and for professionals from public and private institutions and NGOs already working in the area of development who have a university degree.

It consists of five parts:

Part I – Tutor-assisted independent learning

A period of 12 weeks designed to give participants the prerequisite entry-level knowledge of the disciplines of Part III, namely economics, sociology, law and project management.

The material includes selected chapters from key textbooks and articles from well-known journals. The learning content is posted on the programme's Web site, and the participants receive at least two prescribed textbooks.

Two weeks after arriving in Turin, the participants sit a written examination on Part I that counts for 10 CFUs (university credits)

Part II – Introduction to the role and scope of development agencies

This part lasts one week. It covers the mandates and operational mechanisms used by the agencies in promoting development projects and programmes. It also highlights their role in the formulation of national development policy, its implementation, and impact evaluation. The participants also learn about development indicators and how relevant statistics are collected and evaluated.

Part III – Formulation, implementation and evaluation of development policies, projects and programmes – a multidisciplinary perspective

This part lasts ten weeks. It covers development economics, sociological perspectives on development work, legal frameworks for effective and sustainable development, and practical skills for project cycle management and effective use of scarce development resources.

The participants sit three written tests on this part. Each written test counts for 10 CFUs (total: 30 CFUs).

Part IV – Application and case studies in development work

Part IV lasts one week. It familiarizes the participants with real documentation, e.g. project documents, evaluation reports and country assistance strategies (national development plans). The participants use their newly acquired skills to analyse the weaknesses and strengths of real development projects.

Part V – Independent work on project preparation and presentation

This part lasts three weeks. It is devoted to individual or group formulation of a fully fledged project document to meet a perceived development need in a sector and country related to the participant's work or field of interest. The quality of preparation and presentation of the project document serves as an indicator of the participant's understanding of the main disciplines of development work.

The project document or development proposal is assessed for quality and consistency by a panel of experts from the University of Turin and the Centre. The project counts for 20 CFUs.

Every week, the participants are requested to fill in a form that assesses the quality of resource persons and the relevance of the subjects presented. Participants also make an ad hoc evaluation of different aspects at the end of the course. These evaluations are carefully analysed every year by the Academic Committee in order to improve the quality of the resource persons and of the programme.

- factors linked to the individual characteristics of the persons who had undergone training
- factors connected with the institutions and establishments in which the trainees worked
- factors dependent on context; both the working context of individuals and the context in which institutions had to operate
- factors dependent on the course's relevance, design and instructional methods.

204. The core methodological recommendations in the report, that can be generalized, focused on the need for an impact-oriented approach at the Centre, one which investigates, analyses and takes coherently into account the factors that influence the real impact of training at the earliest planning stage. Impact could be therefore maximized by gathering and analysing relevant information about context and needs, by having appropriate criteria for selecting participants and institutions, by considering the opportunities offered by favourable circumstances and environments, and by avoiding waste in the presence of negative factors likely to dull the impact of a training course. Essential indicators for evaluating the impact of a training course need to be selected from the outset, and should feature in the course specification. This should make it easier to trace the "chain of cause and effect" and make it possible to assess impact more accurately. It is this impact which matters, which justifies the effort invested by the different people concerned and the cost incurred.

Box 2

Labour Dispute Prevention and Resolution in Albania

A tripartite workshop entitled "Labour dispute prevention and resolution in Albania: tripartite preparatory seminar" was held in Albania from 17 to 19 February 2004. Its aim was to identify the most feasible, effective and efficient ways to deal with labour dispute prevention and resolution, and to contribute to their adoption. As follow-up, a project was designed and run with the financial support of the Federal Ministry of Employment of Belgium – within the framework of its Preventive Diplomacy Strategy – and of the Ministry of Foreign Affairs of Italy.

It had two components:

- (i) Use of international labour standards (ILS) by national courts: an institutional capacity-strengthening project. This was run by the Standards and Fundamental Principles and Rights at Work Programme, and aimed primarily to boost the School of Magistrates' capacity to teach ILS. At the same time, three courses trained a large number of judges in ILS.
- (ii) Building capacity to mediate in labour disputes. This component, run by the Social Dialogue Programme, aimed to build up institutional capacity to mediate and conciliate in labour disputes. The national partner was the Ministry of Labour and Social Affairs (MOLSA), in co-operation with the social partners. This component included:
 - development of training material, in Albanian, adapted to the national context: participants' manual, trainers guide and visual aids
 - training of trainers
 - coaching of trainers and training of mediators at province level (Durës and Shkodër).

In order to facilitate a systemic approach to dispute settlement, a joint evaluation was made in Tirana at the end of the project.

Evaluation was made at a set of participatory meetings, in Tirana, involving all stakeholders: representatives of the Centre; national partner institutions; donors; the ILO Office; course participants; and resource persons.

The objectives of the exercise were the following:

- To evaluate the project, in particular:
 - the quality and relevance of the training packages, studies, documents and CD-ROM
 - the quality of the training and its relevance to the project objectives
 - the impact of the training
 - the level of satisfaction of the participants (people and institutions)
 - the level of satisfaction of the organizers and of the sponsors
- To analyse and discuss any problems
- To discuss follow-up and formulate proposals.

A set of documents was prepared for the meetings, including a detailed final report on the project. The Ministry of Labour and Social Affairs (MOLSA) produced a document with an exhaustive evaluation of the impact of the component on mediation. Both the School of Magistrates and the MOLSA were fully satisfied with the results achieved and the quality of the programme. In particular, they mentioned: the consistency of the overall project strategy; the relevance of the training material, which was fully adapted to their needs and context; the increased institutional capacity; the increased technical and pedagogical quality of the trainers' performance; the heightened skills of judges and mediators. On this last point, examples were given by the beneficiaries to show evidence of the impact of the project on the resolution of concrete labour disputes in Albania.

Lessons learned. The structure of the project, a sequence of interlocking components – adapted training material, training of trainers, coaching, decentralized training of mediators, joint participatory evaluations – with permanent monitoring, made it possible to build up capabilities in a progressive way. The full involvement of national partners in project design, implementation, monitoring and evaluation developed full “ownership” of the project, which is a key step toward sustainability.

Several recommendations were made during the evaluation. The Centre incorporated them into a technical proposal, and submitted them to the Federal Ministry of Employment of Belgium. They mainly concern: an advanced course for trainers; the development of training-information material; the completion of the cycle of decentralized training for mediators; and a sub-regional event for sharing experience of labour dispute resolution.

Box 3

Employers' Activities project to build capacity among employers' organizations in new EU countries and EU candidate countries – 2005

Employers in the new EU countries have to deal with new EU legislation in the labour market and the stiffer competition of a common market. It is important for employers' organizations to formulate positions on labour legislation and employment policies, to create strategies that will promote them, and to provide relevant assistance to their members.

The European Structural Funds, and the European Social Fund in particular, are key instruments that help EU members to meet the challenge.

The overall objective of the project was to assist targeted employers' organizations in new EU member and candidate countries in building institutional capacity relevant to their role as social partners at both national and European level.

The need to strengthen the capacity of employers' organizations to access European Funds was stressed by all the beneficiary employers' organizations. The project focused on the following topics:

- the European Structural Funds and the role of employers' organizations in the programming process (workshop in Warsaw, February 2005)
- the project management cycle, with a particular focus on the ESF (workshop in Tallinn, May 2005)
- the experience of employers' organizations in accessing European Funds (study tour to Brussels, September 2005)
- employers' organizations as project promoters, with a special focus on project formulation (workshop in Turin, November 2005).

Evaluation methods. In line with the Centre's evaluation policy, each activity in the project was evaluated to determine both the relevance of the content to participants' needs and the effectiveness of the training methodology. A course evaluation elicited participants' reactions to input from subject-matter specialists, the learning resources, and the organizational and management of the course.

A global evaluation of the project, especially of its development, implementation, impact and sustainability, was conducted by an external evaluator. The external evaluator analysed the end-of-activity questionnaires, and held both individual interviews and a group discussion with the participants in the final workshop.

Main findings

Programme content. The content was well thought-out, balanced and cumulative. It gave its participants new information and new knowledge. Achieving the overall aim — a thorough grasp of the ESF — was hindered by patchy attendance: only a minority of the participants attended all, or even most, of the workshops. The participants evaluated the training events positively: they gave most events scores within the mean range for other ILO training courses. The increased focus on the ESF after the first workshop led to higher evaluation scores. The participants stressed the practical approach of the workshops and the quality of the information.

Applying new knowledge. Few participants had concrete plans to apply their new knowledge, but a majority of participants in the first workshops had used their newly gained knowledge in their jobs. The evidence is sketchy, but hints at a programme well suited to the participants' work environment.

Box 4

Impact evaluation thematic review: “Training of judges, lawyers and legal educators in international labour standards (ILS)”

This cycle of activities began in 1999 with an interregional seminar in Turin. Since 2001, an increasing number of subregional and national seminars have been held at the request of national institutions and ILO field offices.

In 2004 and 2005, an evaluation of the impact of the training activities for judges and lawyers held between 1999 and 2003 was made.

Main features of the activities. The seminars for judges, lawyers and legal educators were launched because law practitioners responsible for ensuring compliance with national labour law generally have little knowledge of international labour standards, even when their country has ratified some of them. The training activities therefore seek to give national law practitioners the means to use those international instruments to settle labour disputes, both directly and by interpreting their own country's legislation in the light of them.

Accordingly, the seminars essentially target three groups: judges who deal with labour disputes, lawyers who represent employer or worker organizations in court, and teachers of labour law who train future judges and lawyers.

To sustain the achievement of these objectives, the training activities are generally held in conjunction with national law schools, several of which have committed themselves, through cooperation agreements, to inserting international labour standards permanently into their regular training programme.

Impact evaluation. An impact evaluation project under the Investment Fund evaluated 13 courses on ILS run by the Centre between 1999 and 2003 for judges, lawyers and legal educators working in more than 80 countries.

The purpose was to assess the relevance and appropriateness of those training courses, their quality and, above all, their impact at three successive levels: (a) individual work; (b) the institutions for which the former participants worked; and (c) national legal systems (more specifically, the incorporation of ILS into national law).

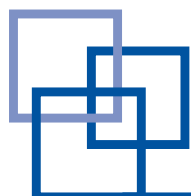
In a number of cases, it was possible to trace the progress of the courses' influence to the point where it produced perceptible effects on national legal systems (in labour law legislation and precedent, or in relation to collective bargaining).

The impact analyses showed that, in all the countries concerned, the courses had had positive repercussions on three levels:

- a generally very significant improvement in the individual performance of the participants, resulting from their better understanding of ILS and the ways in which they are applied;
- institutional gains for the organizations in which the participants worked, for example a number of law schools and universities have included modules on international labour law in their programmes or else have held specialist seminars on the subject;
- ongoing effects, identifiable using the “traceability” method, on the sensitivity, reactivity, behaviour and/or output of the agencies which are responsible for the formulation and application of labour law in each country.

At the level of national legal systems, we see a growing number of cases in which courts refer to international labour standards in order to apply their own national legislation better. It is possible that former participants have been able to influence ongoing legislative reform to bring in greater respecting of ILS.

Lastly, the evaluation led to several recommendations for increasing the impact of future activities. These include strengthening the institutional approach, creating an active network of former participants, and holding a follow-up course on using international labour law. Our Programme has done several things in this regard. New agreements with law schools are in the pipeline, a newsletter for judges and lawyers has been launched, and a training manual on using international labour law is being written.



PUBLIC RELATIONS AND TRAINING SUPPORT SERVICE

205. In the organizational structure up to December 2005, the Public Relations and Training Support Service comprised a number of units whose role is described below.

MULTIMEDIA DESIGN AND PRODUCTION

206. The section supports the Centre's training programmes by providing graphic, duplicating and printing services, and by creating and producing communication and multimedia training material in several languages (promotional brochures and leaflets, training packages and manuals, monographs, briefing kits, CD-ROMs, on-line publications, and materials for exhibitions and other events).

207. In 2005, in-house requests for design and production services rose from 1,400 to 2,100. The most important publishing projects for the Centre were:

- a new promotional brochure in four languages
- a trilingual photo album to celebrate the 40th anniversary of the Centre
- a new edition of the "Know about Business" training package and the BDS 2005 reader, "From BDS to making markets work for the poor"
- a new edition of the "Guide to international labour standards", and the "Practical guide to child labour reporting"
- a learning Web site for the "Viet Nam WTO Project" (a project to facilitate Viet Nam's joining the WTO)
- a "Toolkit on mainstreaming gender equality in EC development cooperation", in four languages.

208. In addition to in-house services, the section managed 130 multilingual publishing projects for the ILO and other United Nations and European organizations, generating about US\$ 1.7 million in extra resources. The full cycle of services (from creation to production) is greatly appreciated by ILO Departments and other organizations because, even in the private sector, these services are normally provided by different companies, which means higher costs, longer delivery times and potential conflicts among suppliers. The Centre's publishing activities could be further developed by offering an even wider range of services, including writing, editing and translation.

209. Following the agreement with ILO HQ signed in 2003, the volume of work done for ILO Departments was again high in 2005. This positive trend is continuing in 2006.

210. Another positive step was increased collaboration with the United Nations High Commissioner for Refugees (UNHCR). The tenders for the UNHCR Global Report and Global Appeal were awarded to the Centre in 2005, and have been confirmed for 2006 and 2007. The closer partnership between the ILO and the UNHCR led to the signing of a memorandum of understanding on publishing.

211. The European Training Foundation (ETF), a European Union agency based in Turin that supports vocational education and training reform in EU partner countries, was an important client. A new umbrella contract for publishing services with the ETF for 2006-2009 was awarded to the Centre. In 2005, the number of languages in publications for the ETF rose to 25. Finally, publishing services were requested by the United Nations Department for Peacekeeping Operations in New York (UN-DPKO), the Office of the United Nations High Commissioner for Human Rights in Geneva (HCHR), and the United Nations Fund for Population Activities (UNFPA) in Mauritania.

PUBLICATIONS AND TRAINING PACKAGES, 2005

TITLE	DESCRIPTION	LANGUAGE
CENTRE PUBLICATIONS		
Know about Business: training set	Training package	EN
From BDS to making markets work for the poor: The 2005 reader	Discussion booklets	EN, FR, ES
Evolution des SAE : faire fonctionner les marchés au bénéfice des pauvres – Compte-rendu 2005		
De los Servicios de Desarrollo Empresarial al concepto de lograr que los mercados funcionen en provecho de los pobres – Documento de trabajo 2005		
Practical guide to child labour reporting	Guide	EN (FR and ES in preparation)
Guide pratique pour la préparation de rapports sur le travail des enfants		
Guía práctica para la presentación de memorias sobre trabajo infantil		
Employers' organizations and the ILO supervisory machinery	Monograph	EN, FR, ES
Les organisations d'employeurs et les mécanismes de contrôle de l'OIT		
Las organizaciones de empleadores y los mecanismos de control de la OIT		
Guide to international labour standards	Manual	EN (FR and ES in preparation)
Guide sur les normes internationales du travail		
Guía sobre las normas internacionales del trabajo		
Employers' organizations and the ILO supervisory machinery	Monograph	EN, FR, ES
Les organisations d'employeurs et les mécanismes de contrôle de l'OIT		
Las organizaciones de empleadores y los mecanismos de control de la OIT		
Project for providing technical assistance for institutional enhancement to facilitate Viet Nam's accession to the WTO	Web site	EN
Creating an enabling environment for small enterprise development	Training manual	EN
Le crédit bail pour les micro- et petites entreprises	Book	FR

TITLE	DESCRIPTION	LANGUAGE
The ILO Turin Centre: training for the world	Brochure	EN, FR, ES, IT
International Training Centre of the ILO 40 years at the service of development and social justice	Book	EN, FR, ES, IT
Training Calendar 2006	Brochure	EN, FR, ES
Social and employment dimensions in an open trading regime Les questions sociales et d'emploi en régime de libre-échange Occupazione e dimensione sociale in un contesto di libero scambio	Project coordinated image	EN, FR, IT
PUBLICATIONS FOR THE INTERNATIONAL LABOUR OFFICE		
ILO magazine "World of Work", Nos. 53, 54, 55	Magazine	EN, FR
Reaching out to SMEs – an electronic toolkit for employers' organizations	CD-ROM and Web site	EN, FR, ES
The effective employers' organization	Four trainer's guides	EN, FR, ES
Social dialogue on employment in Europe	Poster	
L'action de l'IPEEC en Afrique francophone	Promotional folder with files	FR
Training resource pack on the elimination of hazardous child labour in agriculture	Training package	EN
Decent Work Country Programmes in the ILO – a guidebook Los Programas de Trabajo Decente por País de la OIT – Guía Programmes par Pays de l'OIT pour un Travail Décent – Manuel	Guidebook	EN, FR, ES
Material for developing child labour monitoring processes	Briefing kit and CD-ROM	EN, FR, ES
Manual for drafting ILO instruments Manuel de rédaction des instruments de l'OIT Manual para la redacción de instrumentos de la OIT	CD-ROM and Web site	EN, FR, ES
Introductory Report: Decent Work – Safe Work	Report	EN
Portworker Development Programme – Revision 2005	CD-ROM	EN
Emerging good practices in the elimination of child labour and the achievement of education for all	Brochure	EN
From commitment to action: an inter-agency working paper on the elimination of child labour and the achievement of education for all	Brochure	EN
Two DVDs on the cultural aspect of gender	Two DVDs	EN
Guidelines on social dialogue in the process of structural adjustments and private sector participation in ports	Book	EN, FR, ES
World Day for Safety and Health at Work – 2005 Journée mondiale pour la sécurité et la santé au travail Día mundial sobre la seguridad y la salud en el trabajo	Two posters	EN, FR, ES
Decent Work 2005	Poster	EN, FR, ES
Multimedia presentation on new Maritime Convention (2006)	DVD	EN, FR, ES
Child Labour – An information kit for teachers, educators and their organizations	Training kit	EN, FR, ES
SIMPOC training modules on child labour data collection, processing, analysis and reporting	Manual and CD-ROM	EN, FR, ES
Codice di condotta ILO – HIV/AIDS	Code of conduct	IT
L'ILO: che cosa è e cosa fa	Brochure	IT
Le développement économique local dans les situations d'après-crise. Guide	Training guide	FR
Lignes directrices pour la création de Services publics de l'emploi en situation d'urgence	Manual	FR
PUBLICATIONS FOR THE UNITED NATIONS SYSTEM		
UNHCR Global Report 2004	Report	EN, FR
UNHCR Global Appeal 2006	Report	EN, FR
Revised guidelines for clinical management of rape survivors	Guidelines	EN, FR
Micronutrient malnutrition – detection – A training package for field staff	Training package and CD-ROM	EN
Guide for UNHCR logotype usage	Project coordinated image	EN
UNHCR World Refugee Day 2005 materials: production and distribution	Posters, leaflets, cards	EN, FR
UNHCR drug management manual	Manual	EN
UNHCR handbook for repatriation and reintegration	Manual	EN, FR
The State of the World's Refugees – Joint publication UNHCR – Oxford University Press	Book	EN
UNFPA – Poster and year planner for Mauritania	Posters	EN, AR
UNDPKO-TES: Peacekeeping Manuale didatticos, handbooks, pocket cards, CD-ROMs	Various publications	AR, EN, ES, FR, RU, ZH
UNDPKO-TES: UN civilian police principles and guidelines – new edition	Manual	EN
OHCHR – Human rights package for judges, prosecutors and lawyers – Arabic	Training package and CD-ROM	AR
PUBLICATIONS FOR THE EUROPEAN UNION		
Toolkit on mainstreaming gender equality in EC development cooperation	Training manual and CD-ROM	EN, ES, FR, PT
PUBLICATIONS FOR THE EUROPEAN TRAINING FOUNDATION		
Brochures, magazine, newsletter, reports, books, studies, communication, CD-ROMs, DVDs, promotion and information material	Various publications	AR, BG, CS, DE, DK, EL, EN, ES, ET, FI, FR, HU, HR, IT, LT, LV, MT, NL, PL, PT, RO, RU, SK, SL, SV, TR

* AR: Arabic; BG: Bulgarian; CS: Czech; DE: German; DK: Danish; EL: Greek; EN: English; ES: Spanish; ET: Estonian; FI: Finnish; FR: French; HU: Hungarian; HR: Croatian; IT: Italian; LT: Lithuanian; LV: Latvian; MT: Maltese; NL: Dutch; PL: Polish; PT: Portuguese; RO: Romanian; RU: Russian; SK: Slovak; SL: Slovenian; SV: Swedish; TR: Turkish; ZH: Chinese.

TRAINING FACILITIES AND TECHNOLOGIES (TFT)

212. In 2005, the TFT faced a considerable challenge in assigning bedrooms and classrooms, due to the refurbishing of pavilions ahead of the Olympic Games.

213. The TFT worked with the HRS to train staff to use the Centre's standard software, to provide post-training support, and to help other units to develop their own Web pages and software tools in general.

214. As part of its training support functions, the TFT also ran training courses for staff on using the new software designed to manage participants and activities (MAP).

215. TFT staff were also deeply involved in coordinating and testing the implementation of new MAP modules and in developing special software applications which integrated MAP functions. It also participated in an ad hoc working group to develop guidelines and standards for future Centre Web pages.

DOCUMENTATION

216. The Documentation Service selects and disseminates specialist information in printed and electronic format in support of the activities of the Training Department.

217. In 2005, the Documentation Service ran 45 orientation sessions for participants on campus and provided individual instruction on computerized research. It also ran a reading room and an open access collection, open eleven hours a day.

218. The Documentation Service registered 4,750 attendances. It circulated and loaned material, and disseminated information through a monthly bulletin, a *New Acquisitions* mailing list and electronic alerts.

219. The reference service used a range of methods and tools to meet 350 requests for information by trainers, external collaborators and participants involved in training and research.

220. Most of the documentation services are available electronically. The Web site offers access to online resources and materials through the *Biblio* database and the *Weblinks* database (which are constantly updated), online topic guides and external databases. Hits on the Documentation Service Web pages increased from 8,700 in 2004 to 9,200 in 2005.

PARTICIPANT SERVICES

221. To make life at the Centre more pleasant and enjoyable, and to favour social cohesion inside the Centre, Participant Services organized hundreds of leisure-time activities including: excursions, sports, visits to museums, conferences, temporary art exhibitions on the campus, parties, etc. These activities are part of Participant Services' overall strategy of creating a supportive and harmonious environment which helps maximize participants' learning during their stay at the Centre.

222. In 2005, the Participant Services collaborated in organizing more than 150 study visits in the Turin area, and study tours in Italy and abroad, for groups attending courses and seminars on the campus.

PUBLIC INFORMATION

223. In 2005, the Public Information Office organized and staffed the Centre's information stand during the International Labour Conference and during public exhibitions held in Turin in the framework of the Olympic Truce and organized by the City of Turin and the Piedmont Region.

224. It held press conferences for special events such as the launch of the ILO report on forced labour and the ILO-EU trade forum.

225. It maintained relations with the press and gained local, national and international media coverage of several of the Centre's activities.

226. It maintained a "News" section on the Centre's Web site.

227. It produced the concept paper, researched information, found photographs and wrote the text for the Centre's 40th anniversary publication.

228. It worked closely with the ILO's Department of Communications to make the Centre more visible to wider audiences.

229. It gathered news of the achievements of former participants for public information and publicity purposes. The ILO's Department of Communications selected five such stories to film in the first half of 2006 for international broadcast.

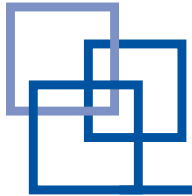
TRANSLATION, INTERPRETATION, EDITING AND REPORTING

230. To fulfil its mission of meeting the Centre's need for translation, interpretation, editing and reporting services, the Section's core staff draws on an international network of freelance specialists.

231. In 2005, the Section translated a vast array of publications, course materials, manuals, evaluation forms, research papers, official documents, including reports and other items for the Board of the Centre, and promotional materials in eleven languages (Albanian, Arabic, Czech, English, French, Hungarian, Italian, Portuguese, Russian, Slovak and Spanish).

232. It also organized interpreting services in ten languages (Albanian, Arabic, Chinese, English, French, Italian, Japanese, Portuguese, Russian and Spanish) for courses, conferences, seminars and meetings.

233. In addition, it was instrumental in maintaining the linguistic quality of the Centre's new Web site, and provided advice upon request concerning translation equivalents, language usage and style.



PROGRESS REPORT ON ACTIVITIES IN 2006 AND PERSPECTIVES FOR 2007

HIGHLIGHTS

Changes in the organizational structure

234. As a result of internal consultations, which started at the Centre in late 2004 and were completed in 2005, it was agreed that adjustments to the organizational structure of the Training Department were required, with a view to strengthening the capacity and effectiveness of the Centre in meeting the needs of its constituents and the ILO as a whole. The decision was made in December 2005, with effect from January 2006.

235. The organizational measures also took into consideration the need to: (i) achieve further economies of scale by reducing the number of isolated work units; (ii) ensure that all major programmes are adequately guided; (iii) reassign functions previously included in the former Public Relations and Training Support Service; and (iv) increase the efficiency of business processes such as the activity cycle and the participant cycle.

236. While the operational modalities and responsibilities of all the Technical Programmes have remained unchanged under the leadership of the Director of the Training Department, the other units of the Training Department have been organized into three main services: (a) Learning and Communication; (b) Planning and Coordination; and (c) Regional Programmes.

237. The Learning and Communication Service supports the Centre's continuous efforts to be learner-focused while ensuring that the Centre is an internationally recognized leader in learning technology applied to its substantive domains. It keeps abreast of the state of the art in learning methodology and knowledge management. It supports continuous improvements to learning engineering and to external communication. The Learning and Communication Service brings together the functions and staff of the following units: Distance Education and Learning Technology Applications; Evaluation; Multimedia Design and Production; Translation, Interpretation, Editing and Reporting; Documentation; and Public Information.

238. The Planning and Coordination Service ensures the overall administrative and financial cohesion of the programme of operational activities, maintains consistency between donor conditions and the Centre's policies and financial regulations, and provides support for the effective and efficient management of activities and participants. The Planning and Coordination Service brings together the functions and staff of the following units: Programming and Coordination; Training Facilities and Technologies; and Participant Services.

239. The Regional Programmes Service ensures that the Centre's programmes, activities and products meet the priorities of, and are compatible with, the conditions in the regions, sub-regions and countries of the constituents and target groups, that new business opportunities are actively pursued, that potential sponsors are identified and cultivated, and that partnerships are established and maintained. The Regional Programmes Service brings together the five Regional Programmes and the Tendering Support Unit.

Training operations

240. Within the new organizational set-up, the Training Department has continued its operations in line with principles and recommendations expressed in ILO policy documents such as Decent Work, Working out of Poverty and the Report of the World Commission on the Social Dimension of Globalization. At the country level, the ILO's Decent Work Country Programmes (DWCPs) set the broad framework for the Centre's operations in the current year and for the years to come.

241. Cooperation between the Centre and the European Union will continue. At the operational level, there will be additional important EU-sponsored projects. Activities are expected to materialize as follow-up to the forum which was held in Turin in May 2005 on "Social and employment dimensions in an open trade regime". These activities will contribute to strengthening the social dimension of the EU's trade policy in line with the WCSDG Report's recommendations.

242. Against this background, the main features of the Centre's programme in 2006 and 2007 are:

- a large volume of training activities and projects
- an increasing focus on ILO priorities, strategic objectives and approaches
- an enhanced capacity to respond to calls for tender by the European Union, the World Bank or other development agencies
- the allocation of increased resources to promoting tripartite activities and to improving social partners' access to training courses
- increasing use of technology as a learning tool, especially as a complement to face-to-face training activities
- consolidation of the evaluation system
- new developments in networking with former participants
- further strengthening of the gender mainstreaming policy.

TECHNICAL PROGRAMMES

Standards and Fundamental Principles and Rights at Work

243. In 2006 and 2007, the Programme will follow the same lines of action as in 2005, but will give special attention to child labour, forced labour, human trafficking and discrimination. It will produce specialist training material in the first two of those areas.

244. Activities on freedom of association will involve all the regions and the range of topics will include freedom of association in the public sector and in rural areas. A manual for employers on the ILS supervisory system, already written and tested in Latin America in collaboration with the Programme for Employers' Activities, will be an important tool in standards-related activities for employers.

245. Activities on child labour, forced labour and human trafficking will be stepped up in close cooperation with IPEC and DECLARATION/SAP-FL. They will particularly target our constituents, the key partners of IPEC and SAP-FL and their staff, though some will allow a broader audience to take part.

Employment and Skills Development

246. The Programme's activities closely match the needs of ILO constituents. A course on public employment services, now run three times and still gaining momentum, is generating increasing interest, in particular from central and eastern European countries. In 2006, tailor-made activities on that topic will be held in Armenia, Montenegro, Russia and Sri Lanka. Courses on tackling youth employment problems are also in great demand, particularly in Africa. Linking the planning of training programmes more effectively to labour market realities is another popular topic. The Programme's activities in 2006 and 2007 will reflect these issues.

247. In the DelNet programme, 2006 and 2007 will see new training and increased collaboration with the ILO (HQ and field offices) and with the rest of the United Nations family.

Enterprise Development

248. The outlook for 2006 and 2007 in terms of training volume and number of participants is similar to 2005, although the Programme will make more training products available. A number of new training packages are due on subjects like the management of microfinance institutions, managing enterprise restructuring in a socially sensitive manner, and entrepreneurship for artists and artisans. The Programme is also implementing specific training-related components of two entrepreneurship education development projects, in Indonesia and Tanzania. The objective of these projects is to promote an entrepreneurial culture amongst young women and men undergoing vocational training and technical education. In addition, the Enterprise Development Programme is working with the Social Protection Programme on training to enhance job quality and social protection for micro-entrepreneurs in south Asia. It is also working with the ILO's Women's Entrepreneurship and Gender in Enterprise (WEDGE) Programme and the ILO's Africa Regional Programme on training in promoting women's entrepreneurship in Africa.

Social Protection

249. A project on managing labour migration as an instrument of development has continued into 2006, with another seminar in Rabat and an EU-Africa tripartite dialogue in Brussels. Initiatives in 2006 include a new course for social security officials from Portuguese-speaking African countries and a second distance learning course on social security for tripartite representatives in Latin America. A new project to support the socio-economic development of the fishing sector, financed by the Government of Spain, will start for participants from Brazil and Peru, with a special focus on female employment.

250. A post-graduate course on OSH will be run for the first time in 2006, in conjunction with the University of Turin. Technical cooperation projects in Jordan (for the Ministry of Labour) and in the Russian Federation (for the port sector) will continue in 2006 and in 2007.

Social Dialogue

251. In 2006 and 2007, the Programme will focus on: labour relations and social dialogue; prevention and settlement

of labour disputes; public sector management; labour law. It will run regular courses in its key areas of expertise, where sound, relevant, validated training curricula are available.

252. Collaboration with the ILO (HQ, field offices and technical cooperation projects) will encompass the Decent Work Country Programmes.

253. Two new projects on social dialogue (in Turkey and in Ukraine) and phase two of the project on judicial and non-judicial labour dispute prevention and resolution in Albania will start in 2006, and will continue into 2007.

Workers' Activities

254. In 2006, the Centre's Programme for Workers' Activities is running 12 core programmes, in addition to some training courses (an estimate of around 40-50 training activities). They all address the priorities established by the Trade Union Training Committee in 2005.

255. Courses related to the four ILO strategic objectives, as well as gender, GUFs, information technology for trade unions and training methodology are being offered to regions and sub-regions not reached in previous years. New issues, such as labour education, organizing and youth employment, have been designed to meet the changing needs of workers' organizations.

256. The Programme has attracted funding for courses, follow-up activities and study visits from external organizations such as the FES (Germany), JILAF (Japan), FO (France), LO (Norway), LO (Denmark) and FTQ (Quebec).

257. In 2007, in line with the strategic areas already pinpointed last year by the Committee, the Programme will run training activities in the eight strategic areas associated with 15 training curricula. It will design training packages and make them available on paper, CD-ROM and the Internet for face-to-face training and distance education in English, French and Spanish.

Employers' Activities

258. Following changes in the Programme's management, a new strategy is being developed to serve constituents better and to implement recommendations by the Employers' Group. It will focus on expansion of activities, diversification of funding, maximization of resources, and better integration with ACTEMP and the IOE.

259. A provisional work plan for 2006 has been worked out through consultations with ACTEMP and its field specialist, as well as with the Regional Programmes at the Centre.

Management of Development

260. In 2006, the Programme will run regular core courses on procurement, financial and project management, in addition to a portfolio of five postgraduate courses in partnership with the University of Turin and international organizations.

261. The Programme plans to compete in several major tenders for public procurement reform.

262. A new Master's course on "Public Procurement Management" will be designed in 2006 to be ready for 2007, in line with the Programme's strategy of bringing ILO Conventions and social policies into the mainstream of public sector management.

European Social Fund

263. The Unit is running eight projects and has put 11 new proposals before donors. Highlights of 2006 include:

- a training package on reconciling work and family
- a set of profiles for the tourism, hotel and construction sectors in France and Italy, for professional orientation and trans-border employability
- training for social partners and ministry staff in Turkey on new EU regulations
- audit guidelines for ESF projects disseminated through the Italian Ministry of Welfare
- seven reports on regional observatories and focal points in countries of migration
- ten territorial partnership agreements
- resource mobilization on disability, migrants, gender, territorial partnership and decentralized cooperation.

264. In 2007, the Unit will make a particular effort regarding:

- VET systems and youth employment
- ESF programming and supervision in new EU member states
- international networks of knowledge and work for migrants
- job matching and targeted employment for disadvantaged groups
- decentralized technical cooperation and territorial partnership.

Learning Technology (DELTA)

265. DELTA's strategy in 2006 and 2007 will be: a) to make the competency-based training of trainers modular collection a state-of-the-art product available in various languages for ILO technical cooperation projects and others; b) to meet requests concerning learning technology, particularly by providing support and facilitating distance learning on behalf of the Technical Programmes; c) to increase access to cost-effective learning opportunities, partly through distance learning; d) to establish strategic alliances with our tripartite constituents; e) to boost gender mainstreaming; f) to create a network of trainers and tutors.

266. More than ten open courses, most of them interregional, will be held in 2006. Projects will include "Mainstreaming entrepreneurship in VET curricula in Tanzania", "Training of trainers at a distance for El Salvador" and "Entrepreneurial skills development in Indonesia".

267. DELTA will develop materials and design and manage platforms for programmes such as "Gender mainstreaming in the EC development cooperation", "Cohesión social para America Latina", "Local Economic Development" and a post-graduate course on OSH.

Gender Coordination Unit

268. In terms of in-house services and products, the Unit will continue posting selected *Country Gender Profiles* completed in 2005 and 2006 on the Centre's intranet (gender page) and will publish some 40 simplified *Country Gender Information Briefs* on African, Caribbean and Pacific countries for use as hand-outs and reference material for Centre activities.

269. The Unit intends to update and upgrade its two distance learning programmes, and to merge the GMS and the

GPE into a single learning platform with all the modules available. In addition, it will add new modules on gender and HIV/AIDS, crises and migration issues. The updating of resources in the Documentation Centre will be completed. The Unit intends to make the programmes available at different learning levels (some more tutor-intensive, others less so) with patterns that will accommodate a wider range of users.

THE REGIONAL DIMENSION

Africa

270. The Centre's activities for the Africa region in 2006 cover all the technical areas. Training in international labour standards continues, with focus on freedom of association and non-discrimination. The programme for judges and legal practitioners will be consolidated with projects designed for selected geographical areas (e.g. a new project funded by the Walloon Government for the Great Lakes sub-region). There are new activities on child labour in the joint programme agreed upon in 2005 by the Centre's ILS/FPR and IPEC.

271. Tackling youth employment problems, promoting entrepreneurship and making microfinance work are among the most frequent topics. Projects on occupational safety and health (France), on labour migration (EU-ILO and AGFUND) and on mainstreaming entrepreneurship in VET in Tanzania (NUFFIC-FACET) have continued in 2006.

272. There is constant attention to gender issues. In 2006, the Centre will complete the EU-funded project on gender mainstreaming for EU staff in charge of development cooperation (involving many activities in the Africa region), and will start a new two-year project on "capacity-building for gender-sensitive delivery of government services", specifically for South Africa, with funding provided by Flanders.

The Americas

273. The following will be highlights in 2006 and 2007:

- Eurosocio Employment will run activities for all the countries in Latin America, but especially for Guatemala, Nicaragua, Honduras, Peru, Bolivia, Ecuador, Argentina, Uruguay and Paraguay.
- A project to support the socio-economic development of the fishing sector in Brazil and Peru will be run in conjunction with the Ministry of Agriculture, Fishing and Food of Spain.
- Delnet, DELTA, Delcoop and SDE will further broaden their horizons.
- A distance course on designing and managing social security systems in Latin America.

Asia

274. In 2006 and 2007, the Programme will focus on supporting the ILO's Decent Work Agenda in the region by providing in-service training in Turin and in the field for ILO constituents and by strengthening the capacities of national and regional institutions to design, implement and evaluate their own training activities.

275. The Programme will support and participate in selected regional skills development activities organized by SKILLS AP, provide technical assistance with training methodology and technology, and be directly involved in community-based training and lifelong learning activities.

276. Cooperation with China will include staff development programmes for the Ministry of Labour and Social Security and the private sector – in coordination with the ILO Country Programme in China – on strategic enterprise restructuring, social protection, social dialogue and labour administration. Efforts will be made to find additional partners in China, especially newly established training institutions operating in areas related to the ILO mandate.

277. The Programme will participate in joint training activities under the ILO-Korea Partnership Programme, and will complete the activities to facilitate Viet Nam's accession to the World Trade Organization.

278. The Programme will prepare training proposals for bi-lateral funding and develop its existing links with the Asian Development Bank for appropriate Bank-supported training projects.

Arab States

279. Besides the regional courses, which are offered on regular (yearly) basis on campus, there will be tailored-made activities as part of the two ongoing projects for Jordan and the Palestinian Authority. The project in Jordan will focus on modernizing public employment services and on developing a national inspection programme, whereas activities for the Palestinian Authority will include capacity-building for ministries and municipalities. A follow-up course for Iraqi participants on employment-oriented modular training will be held.

280. The Programme will seek regional balance as regards participation in courses, with special consideration for under-represented countries. Constant attention will be given to increasing participation by workers, employers and women in all the Centres' activities.

281. A special effort will be dedicated to promotion and resource mobilization; promotional brochures will be produced to this end.

282. In 2007, the Regional Programme for Arab States will concentrate more on the Decent Work Country Programmes and Outcomes. Coordination with the ILO field offices for joint planning at early stages will be improved.

283. Training modules on modernizing labour administration will be produced in Arabic at the specific request of ministries of labour.

284. The Programme will also focus on regional priority needs: (i) youth employment; (ii) SME development at policy and institutional levels; (iii) social dialogue; and (iv) gender mainstreaming.

Europe

285. The Programme has succeeded in attracting new funds through the design and promotion of long-term projects rather than single training activities. In partnership with the City of Turin, the Centre is designing, promoting and implementing a project on *"Poverty reduction, promotion of small and medium enterprises and micro-credit in the town of Kragujevac and in the Sumadija region"*, which will help Serbian national and local authorities to cushion the effects of restructuring the car plant in the town of Kragujevac. The contribution of the Italian Ministry of Foreign Affairs for this project, too, ranks the Italian Government as the most important sponsor for the programme.

286. Assistance to the Bulgarian MLSP to improve its functioning and staff development will continue.

287. The Centre won an international competitive tender for the EU's "Strengthening social dialogue for innovation and change in Turkey" project, and launched it in February 2006.

288. The Programme will work to strengthen the capacity of ILO constituents to make effective use of technical cooperation projects and programmes.

ANNEX I

DISTRIBUTION OF PARTICIPANTS BY COUNTRY/TERRITORY UP TO AND INCLUDING 2005

COUNTRY / TERRITORY (*)	1965-2000	2001	2002	2003	2004	2005	Total
AFGHANISTAN	100	0	16	39	171	37	363
AFRICAN NATIONAL CONGRESS	141	0	0	0	0	0	141
ALBANIA	851	148	169	52	108	164	1492
ALGERIA	937	34	81	40	39	111	1242
ANGOLA	493	20	27	80	101	54	775
ANTIGUA AND BARBUDA	45	5	9	3	9	3	74
ARGENTINA	1436	190	154	139	174	257	2350
ARMENIA	26	26	2	8	9	20	91
AUSTRALIA	57	1	3	7	3	2	73
AUSTRIA	63	3	2	5	7	2	82
AZERBAIJAN	81	32	32	55	31	56	287
BAHAMAS	48	4	3	0	6	10	71
BAHRAIN	133	23	27	5	10	11	209
BANGLADESH	529	31	44	259	277	557	1697
BARBADOS	89	35	16	13	12	13	178
BELARUS	140	4	1	5	3	1	154
BELGIUM	198	6	13	42	52	26	337
BELIZE	39	6	3	2	5	6	61
BENIN	639	103	47	73	44	29	935
BERMUDA	12	0	0	0	2	0	14
BHUTAN	81	1	2	1	2	3	90
BOLIVIA	249	24	30	28	43	27	401
BOSNIA AND HERZEGOVINA	142	59	15	46	19	35	316
BOTSWANA	248	9	19	15	9	24	324
BRAZIL	2912	628	331	473	588	663	5595
BRITISH VIRGIN ISLANDS	6	0	2	0	0	1	9
BRUNEI DARUSSALAM	1	0	0	0	0	0	1
BULGARIA	260	17	39	93	133	576	1118
BURKINA FASO	400	39	115	25	16	75	670
BURUNDI	236	14	67	10	15	28	370
CAMBODIA	104	5	5	9	31	17	171
CAMEROON	602	25	37	62	77	62	865
CANADA	62	24	156	7	10	17	276
CAPE VERDE	202	89	82	46	40	31	490
CAYMAN ISLANDS	17	0	1	0	1	2	21
CENTRAL AFRICAN REPUBLIC	266	10	13	7	11	14	321
CHAD	319	6	8	6	17	18	374
CHILE	710	68	48	38	101	55	1020
CHINA	2005	207	213	200	346	220	3191
COLOMBIA	680	45	191	236	653	96	1901
COMOROS	110	13	4	10	3	3	143
CONGO	461	21	27	11	16	22	558
CONGO, Dem. Rep. of	875	23	36	11	19	129	1093
COOK ISLANDS	2	0	0	0	3	1	6
COSTA RICA	473	49	42	106	28	70	768
CROATIA	46	25	91	91	239	66	558
CUBA	108	5	12	15	43	8	191
CYPRUS	153	3	1	10	23	1	191
CZECH REPUBLIC	128	1	5	49	13	1	197
CZECHOSLOVAKIA	85	0	0	0	0	0	85
DENMARK	67	4	6	5	6	3	91
DJIBOUTI	68	5	2	6	3	2	86
DOMINICA	42	5	2	2	4	1	56
DOMINICAN REPUBLIC	221	27	26	36	27	55	392
EAST TIMOR	0	13	7	6	7	11	44
ECUADOR	407	16	34	33	72	45	607
EGYPT	2267	35	48	41	24	26	2441
EL SALVADOR	189	94	38	44	46	316	727
EQUATORIAL GUINEA	41	0	0	2	3	2	48
ERITREA	111	18	12	19	12	17	189
ESTONIA	129	114	33	7	17	6	306
ETHIOPIA	1146	64	39	28	85	87	1449
FIJI	129	22	6	19	21	31	228
FINLAND	33	3	5	5	4	4	54
FRANCE	413	44	17	68	31	18	591
FRENCH POLYNESIA	0	1	0	0	0	0	1
GABON	252	11	11	17	9	18	318
GAMBIA	195	4	17	5	12	7	240

COUNTRY / TERRITORY (*)	1965-2000	2001	2002	2003	2004	2005	Total
GEORGIA	53	11	11	28	35	19	157
GERMANY	332	20	17	34	26	15	444
GHANA	605	44	21	40	44	77	831
GREECE	190	0	2	47	4	0	243
GRENADA	41	6	6	6	8	2	69
GUATEMALA	230	34	26	28	15	16	349
GUINEA	477	40	26	25	43	8	619
GUINEA-BISSAU	1021	17	16	61	28	56	1199
GUYANA	128	6	3	6	19	7	169
HAITI	141	10	103	4	4	7	269
HONDURAS	278	33	86	176	67	56	696
HONG KONG	39	3	2	5	2	10	61
HUNGARY	540	71	22	19	14	9	675
ICELAND	3	0	0	0	0	0	3
INDIA	1594	58	56	122	90	85	2005
INDONESIA	1117	238	82	119	166	209	1931
IRAN, Islamic Rep. of	2183	3	6	6	71	180	2449
IRAQ	439	6	9	4	51	71	580
IRELAND	47	3	3	5	2	2	62
ISRAEL	43	2	0	1	2	0	48
ITALY	11550	1533	1242	1470	2249	1781	19825
IVORY COAST	643	13	27	18	10	8	719
JAMAICA	174	17	11	12	9	30	253
JAPAN	63	24	20	21	22	25	175
JORDAN	462	93	46	49	181	88	919
KAZAKHSTAN	88	29	2	8	9	17	153
KENYA	799	20	53	43	70	59	1044
KIRIBATI	6	6	3	10	2	15	42
KOREA, Democratic People's Rep.	0	0	0	0	1	0	1
KOREA, Republic of	226	4	4	34	4	23	295
KOSOVO	0	42	165	204	85	38	534
KUWAIT	98	10	16	7	6	3	140
KYRGYZSTAN	48	17	6	18	38	118	245
LAO PEOPLE'S DEM. REP.	156	8	8	9	14	8	203
LATVIA	104	23	6	92	58	26	309
LEBANON	416	35	19	63	41	17	591
LESOTHO	216	8	26	12	5	11	278
LIBERIA	188	0	0	0	0	12	200
LIBYAN ARAB JAMAHIRIYA	590	0	1	12	12	24	639
LITHUANIA	167	19	4	10	21	12	233
LUXEMBOURG	14	0	1	2	1	0	18
MACAU SAR	0	0	0	0	0	1	1
MACEDONIA, the Former Yugoslav Republic of	16	18	23	35	65	33	190
MADAGASCAR	878	28	8	74	68	16	1072
MALAWI	347	21	22	20	20	15	445
MALAYSIA	631	70	72	26	22	22	843
MALDIVES	35	0	0	0	5	5	45
MALI	588	28	22	41	69	52	800
MALTA	49	0	0	6	18	1	74
MARSHALL ISLANDS	3	0	0	0	0	2	5
MAURITANIA	410	44	21	27	47	24	573
MAURITIUS	191	26	36	14	19	21	307
MEXICO	748	64	137	174	169	207	1499
MOLDOVA	48	2	5	7	25	10	97
MONGOLIA	90	11	10	75	80	19	285
MONTSERRAT	13	0	1	0	1	2	17
MOROCCO	732	41	81	223	95	152	1324
MOZAMBIQUE	690	89	126	122	54	64	1145
MYANMAR	214	0	0	25	22	23	284
NAMIBIA	449	38	56	41	14	13	611
NEPAL	396	20	37	38	20	53	564
NETHERLANDS	198	5	16	24	18	17	278
NETHERLANDS ANTILLES	35	0	0	0	1	0	36
NEW CALEDONIA	0	0	0	0	1	0	1
NEW ZEALAND	15	3	2	3	0	4	27
NICARAGUA	185	32	15	45	48	39	364
NIGER	586	74	43	14	13	15	745
NIGERIA	1272	63	63	76	31	62	1567
NIUE ISLANDS	3	0	0	0	0	0	3
NORWAY	36	4	10	7	2	4	63
OMAN	119	7	17	2	3	10	158
PACIFIC TRUST TERRITORIES	5	0	0	0	0	0	5

COUNTRY / TERRITORY (*)	1965-2000	2001	2002	2003	2004	2005	Total
PAKISTAN	804	17	137	28	34	46	1066
PALESTINIAN AUTHORITY	931	18	17	28	70	78	1142
PAN AFRICAN CONGRESS	59	0	0	0	0	0	59
PANAMA	214	21	50	25	23	16	349
PAPUA NEW GUINEA	97	8	3	9	2	15	134
PARAGUAY	384	18	17	19	21	16	475
PERU	521	43	56	64	97	84	865
PHILIPPINES	853	75	20	60	158	67	1233
POLAND	683	6	8	39	19	14	769
PORTUGAL	488	8	13	15	13	17	554
PUERTO RICO	0	0	1	0	0	0	1
QATAR	38	5	7	4	2	2	58
REUNION	22	3	0	1	0	0	26
ROMANIA	434	208	85	25	82	83	917
RUSSIAN FEDERATION	1128	152	140	158	97	131	1806
RWANDA	249	35	36	20	20	15	375
SAINT LUCIA	36	8	11	5	9	1	70
SAMOA	20	0	0	2	4	14	40
SAO TOME AND PRINCIPE	105	10	15	54	48	26	258
SAUDI ARABIA	254	14	41	25	86	126	546
SENEGAL	814	53	125	98	77	133	1300
SERBIA AND MONTENEGRO	0	1	22	52	47	30	152
SEYCHELLES	71	7	8	5	2	1	94
SIERRA LEONE	224	2	5	2	6	6	245
SINGAPORE	183	5	2	3	4	5	202
SLOVAKIA	122	15	4	15	8	10	174
SLOVENIA	80	2	9	9	7	3	110
SOLOMON ISLANDS	24	4	2	7	2	17	56
SOMALIA	212	1	1	1	3	0	218
SOUTH AFRICA	469	90	154	105	31	59	908
SPAIN	565	97	98	51	42	57	910
SRI LANKA	660	23	12	82	87	34	898
ST. KITTS NEVIS	27	4	6	1	3	0	41
ST. VINCENT	34	6	8	6	5	2	61
SUDAN	831	24	25	66	95	49	1090
SURINAME	59	6	3	8	7	4	87
SWAZILAND	149	3	12	10	2	13	189
SWEDEN	117	8	8	15	8	11	167
SWITZERLAND	147	5	12	15	11	13	203
SYRIAN ARAB REPUBLIC	338	22	22	22	21	27	452
TAJKISTAN	6	11	3	6	21	16	63
TANZANIA, United Republic of	1308	36	59	136	137	84	1760
THAILAND	627	24	13	20	26	19	729
TOGO	406	42	35	21	9	10	523
TONGA	9	0	0	0	1	2	12
TRINIDAD AND TOBAGO	114	9	52	13	15	155	358
TUNISIA	606	60	83	86	29	112	976
TURKEY	936	9	12	13	8	48	1026
TURKMENISTAN	10	2	0	0	1	0	13
TURKS AND CAICOS ISLANDS	20	0	1	0	0	1	22
TUVALU	0	0	0	0	1	4	5
UGANDA	795	22	52	114	94	57	1134
UKRAINE	169	11	6	53	31	14	284
UNITED ARAB EMIRATES	87	5	7	5	5	3	112
UNITED KINGDOM	318	5	17	31	37	21	429
UNITED STATES	205	16	28	33	28	39	349
URUGUAY	558	60	44	53	67	158	940
UZBEKISTAN	96	8	13	53	35	13	218
VANUATU	8	2		3	2	14	29
VENEZUELA	328	125	59	15	26	27	580
VIET NAM	1191	193	136	197	60	97	1874
YEMEN	1491	363	69	365	41	13	2342
YUGOSLAVIA	54	9	66	0	0	0	129
ZAMBIA	611	27	45	49	49	103	884
ZIMBABWE	613	24	20	16	13	75	761
National participants in the "gender mainstreaming" project (EuropeAid)						232	232
TOTAL	81213	7845	7539	9160	10393	10845	126995
INTERNATIONAL CIVIL SERVANTS	4437	1147	468	589	403	835	7879
GRAND TOTAL	85650	8992	8007	9749	10796	11680	134874

(*) in alphabetical order

ANNEX II
DISTRIBUTION OF PARTICIPANTS BY SECTOR, REGION AND GENDER (2005)

	AFRICA						AMERICAS						ASIA AND PACIFIC						EUROPE						ARAB STATES						TOTAL by Unit			
	Total		Workers		Employers		Total		Workers		Employers		Total		Workers		Employers		Total		Workers		Employers		Total		Total	%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								
Standards and Fundamental Principles and Rights at Work	148	60	22	10	20	4	291	446	18	10	2	3	132	37	47	14	37	9	230	54	3	2	1	1	86	30	0	2	2	2	33	30	1577	42%
Employment and Skills Development	170	53	20	8	18	4	54	76	2	3	4	11	115	36	9	1	1	1	40	21	4	3	3	5	104	38	4	0	2	0	40	30	777	33%
Enterprise Development	180	230	3	1	3	6	85	79	2	1	2	1	126	75	2	1	4	1	100	89	4	3	15	8	58	85	3	2	3	11	18	1136	51%	
Social Protection	127	53	13	2	8	4	65	47	10	1	6	3	63	37	5	1	7	2	80	51	10	7	7	3	157	57	27	3	13	2	17	13	767	34%
Social Dialogue	104	35	30	10	5	0	105	132	15	12	14	18	157	54	47	3	27	10	38	38	11	5	4	9	13	7	4	2	2	10	9	702	39%	
Workers' Activities	105	78	105	78	0	0	180	102	180	102	0	0	131	73	130	73	0	0	61	48	61	48	0	0	34	23	34	23	0	0	0	835	39%	
Employers' Activities	21	17	9	7	12	8	57	31	0	0	51	29	32	32	0	0	32	32	35	44	0	0	35	44	2	0	1	0	1	0	5	2	278	45%
Management of Development	68	32	1	0	1	1	15	15	0	0	0	0	621	102	0	0	50	0	401	625	0	0	1	5	117	38	2	0	1	0	19	20	2073	40%
DeiNet	47	14	0	0	0	0	180	180	0	0	0	1	2	4	0	0	0	0	37	23	0	1	0	0	5	2	0	0	0	0	0	494	45%	
ESF ProjectsUnit	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	833	697	6	11	0	1	1	0	0	0	0	0	0	1531	46%	
DELTA	93	22	8	0	9	4	216	149	1	4	10	4	30	19	4	3	1	3	0	4	0	2	0	0	73	7	0	0	0	0	0	613	33%	
Gender Coordination Unit	68	84	2	2	0	0	11	65	0	1	0	0	12	28	0	1	1	0	6	28	0	0	0	0	3	14	0	4	0	0	222	356	897	64%
TOTAL	1131	678	213	118	76	31	1259	1322	228	134	89	70	1421	497	244	97	160	58	1861	1722	99	82	66	76	653	301	75	36	24	9	357	478	11680	43%

TOTAL	AFRICA						AMERICAS						ASIA						EUROPE						ARAB STATES						TOTAL	
	Total		Workers		Employers		Total		Workers		Employers		Total		Workers		Employers		Total		Workers		Employers		Total		Total	%W				
	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W						
1809	37%	331	36%	107	29%	2581	51%	362	37%	159	44%	1918	26%	341	28%	218	27%	3583	48%	181	45%	142	54%	954	32%	111	32%	33	27%	835	57%	

