



SECOND ITEM ON THE AGENDA

**REPORT ON THE IMPLEMENTATION OF THE PROGRAMME
AND BUDGET FOR THE CURRENT FINANCIAL YEAR (2007)**

and

**PROGRAMME AND BUDGET PROPOSALS FOR THE
2008 FINANCIAL YEAR**

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REPORT ON THE IMPLEMENTATION OF THE PROGRAMME AND BUDGET FOR THE CURRENT FINANCIAL YEAR (2007)

Introduction

1. As required by article 8 of the Centre's Financial Regulations, a Report on the implementation of the Programme and Budget for the 2007 financial year is set out below. In keeping with the customary practice, this Report is presented in a summary form and reflects the most recent forecasts concerning the implementation of the Programme, as well as the operating results expected for the current financial year, for which the Programme and Budget were approved by the Board at its Sixty-eighth Session held in November 2006 (Document CC 68/2). Account is taken of all the training activities implemented or in progress and all financial factors known at the end of June 2007, together with estimated financial factors for the remainder of the year. The details of the expected training activities are given in the Director's Report.
2. The approved 2007 budget was calculated on the basis of an exchange rate of euro 0.784 to the dollar. In view of the fluctuation of the dollar in the course of the financial year, the forecasts have been recalculated at an average exchange rate of approximately euro 0.73 to the dollar. A summary will be found in Information Annex I (attached).
3. Annexes II, III and IV provide a set of figures and indicators relevant to the 2007 programme as established in June 2007. They must be considered provisional at this time to the extent that requests for additional activities may still be included later in the year while some other activities may have to be postponed or dropped due to unforeseen circumstances. The tables reflect, however, as accurately as possible, the sum of data relating to the Centre's various training activities covering group training courses carried out in Turin and in the field, programmes and external training, as well as research and development, advisory services and publications.

INCOME

Chapter I (voluntary contributions)

4. The International Labour Organization contributed USD 3,043,000 to the running costs of the Centre in 2007.

The Italian contribution of 7,850,000 euro was included in the budget. At the time of writing this report the first half of the contribution has been collected for a value of USD 5,362,000. The second half of the contribution has been estimated at USD 5,304,000 (1USD = euro 0.74).

The contribution from the Government of France was included in the budget for euro 92,000 whereas they paid euro 100,000 representing USD 135,000 and have promised a further euro 50,000 estimated a USD 68,000 (1USD = euro 0.74).

The contribution from the Piedmont Region (Italy) was included in the budget for euro 200,000 and has promised a further euro 200,000. As at the time of writing this report this sum had not been collected, the USD equivalent has been calculated at USD 540,000 (1USD = euro 0.74).

The contribution from the City of Turin of euro 500,000 was included in the budget to cover any extraordinary maintenance cost required at the Centre. At the time of writing this report this sum had not been collected and has been calculated at USD 676,000.

5. The total income from voluntary contributions included in the budget amounts to USD 15,128,000.

Chapter II (earned income)

6. Income from the 2007 revised programme of activities should total USD 35,150,000 and can be broken down as follows:

	USD
Group training and advisory services	33,600,000
Publications	1,550,000
Total	35,150,000

7. A detailed breakdown by sources of funding of the revised income foreseen from the programme of activities will be found in Information Annex IV.
8. Miscellaneous income within the provisions of item 20a of the budget is expected to amount to USD 1,313,000. The earned income forecast in Chapter II of the budget is thus expected to total USD 36,463,000.

FIXED EXPENSES

9. Fixed costs have been recalculated at USD 27,941,000 and can be broken down as follows:

	USD
Staff costs	18,950,000
Costs other than staff	8,991,000
Total	27,941,000

10. A re-evaluation of needs was carried out which affected several budget items. Increased cost in USD due to the strengthening of the euro have been compensated by economies wherever possible.

VARIABLE EXPENSES

11. These are estimated at USD 23,500,000 on the basis of the latest review of the programme of activities envisaged in 2007. They cover expenditure incurred in the implementation of the Centre's specific activities, such as lecturers' fees, training material, participants' travel expenses and subsistence allowance, external tuition fees, etc., and fluctuate in relation to the volume and content of such activities, and the ways in which they are carried out. The budget estimates are based on the assumption that variable costs will be fully covered by the activities to which they refer.

OPERATING RESULT

12. The revised estimates for 2007 envisage a budget income of USD 51,591,000 against expenditures totalling USD 51,441,000 giving an operating surplus of USD 150,000.

PROGRAMME AND BUDGET PROPOSALS FOR THE 2008 FINANCIAL YEAR

Introduction

13. In keeping with the provision of Article 4 of the Centre's Financial Regulations, the Programme and Budget Proposals for the 2008 Financial year are set out below. The budget proposals are divided into chapters and items in Information Annex I, which also shows the latest estimates for 2007 and the actual results for 2006. It will be briefly recalled that the income is divided into voluntary contributions (Chapter I) and earned income varying in relation to the funding available (Chapter II), and that expenditure is also divided into two separate categories: fixed costs inherent in the Centre's structure (Chapter III), and variable costs linked to the volume of its activities (Chapter IV).
14. The following assumptions were adopted when drafting the Programme and Budget Proposals:
- the Programme will include activities already on the 2008 calendar for which funding has been secured, together with those for which ongoing or forthcoming negotiations hold out a reasonable chance of their being brought to a successful conclusion;
 - activities negotiated with financial sponsors should cover their own variable costs and generate an adequate contribution towards the Centre's fixed costs;
 - the Budget proposals are based on an exchange rate of 0.74 euro to the dollar. This figure has been adopted in view of the performance of the dollar and of the euro over the last few months;
 - an average inflation rate of not more than 2.5 per cent in Italy;
 - in accordance with the decision taken by the Board at the 68th session in November 2006 (CC 68/2/Add.1), where it was decided to change the reporting currency from USD to euro, the budget is also shown in euro.
15. The budget estimates for 2008 can be summarized as follows:

	USD	euro
Income		
Voluntary contributions	15,187,000	11,238,000
Earned income	38,450,000	28,453,000
Total income	53,637,000	39,691,000
Expenditure		
Fixed expenses	30,287,000	22,412,000
Variable expenses	23,750,000	17,575,000
Total expenses	54,037,000	39,987,000
Foreseen operating deficit	(400,000)	(296,000)

Explanatory notes

INCOME

Item 10

(International Labour Organization)

The programme and budget of the International Labour Organization for the two-year period 2008-2009 makes provision for a total of USD 6,320,000 by way of contribution to the Centre's operating costs for the same period. The sum of USD 3,160,000 (euro 2,338,000) posted to item 10 of the Centre's budget forecasts thus represents the ILO contribution towards financial year 2008.

Item 11

(Government of Italy)

Article 1 of the Agreement between the ILO and the Italian Government signed in December 1983 states that "the Italian Government undertakes to contribute to the Centre's budget in the form of an annual contribution to the Centre's general expenses, the said contribution to be assessed in relation to both the Centre's requirements with respect to the said general expenses and the annual contribution made by the International Labour Organization towards the financing of the Centre". Article 2 of the same Agreement lays down that a Joint Committee composed of representatives of the Centre and the Italian Government shall "make an assessment of the Centre's requirements for general expenses for the following year and express an opinion concerning the amount of the Italian Government's contribution to the Centre for the said following year in the light of the criteria laid down in Article 1 of this Agreement ...".

The Joint Committee will meet before the end of the year and is expected to fix Italy's total contribution for 2008 at euro 7,850,000. This corresponds to the figure of USD 10,608,000 posted to item 11 of the budget at the hypothetical exchange rate of euro 0.74 to the dollar.

Item 12

(Government of France)

The French Government is expected to make a voluntary contribution to the Centre's budget. The contribution amounts to euro 150,000 and the equivalent value of this sum is stated at USD 203,000.

Item 13

(Piedmont Region)

The Piedmont Region is expected to make a voluntary contribution to the Centre's budget of euro 400,000 (the equivalent of USD 540,000).

Item 14 (City of Turin)

The City of Turin has signed an agreement with the Centre whereby the City will provide euro 500,000 (equivalent of USD 676,000) for the three years 2006 - 2008 to cover the cost of major maintenance that has been included in the Centre's budget.

Item 20 (Income from specific activities)

This item relates to all income expected from the programme of activities for 2008. The estimated income is divided by type of activity as follows:

	USD	euro
Training and advisory services	34,600,000	25,604,000
Publications	1,650,000	1,221,000
Total	36,250,000	26,825,000

The detail of income foreseen by source of funding is to be found in Information Annex V (attached).

Item 20a (Other income)

Other income, expected to amount to USD 1,800,000 (euro 1,332,000) is primarily represented by earned interest and income from rental of premises and installations on the campus together with the estimated contribution to the fixed costs of the Centre by the United Nations System Staff College and by the United Nations Inter-Regional Research Institute.

Item 21 (Utilisation of the surplus of 2006)

In accordance with Article 7 paragraph 4 of the Financial Regulations of the Centre, the Director has set aside, out of the 2006 surplus USD 400,000 (euro 296,000) for 2008 and USD 400,000 (euro 296,000) for 2009 to finance two P4 positions, together with the related operational expenses, to develop and promote activities in the field of a) Employment and Skills Development and b) Migration, Forced Labour and Human Trafficking. These costs will be identified in the respective budgets.

The costs concerning 2008 have been included under the following items :

Item	USD	euro
Item 22 (Staff costs)	324,000	240,000
Item 23(External Collaborators)	50,000	37,000
Item 29 (Missions and representation)	26,000	19,000
Total	400,000	296,000

FIXED EXPENSES

Item 22 (Staff)

This item is concerned with the staffing resources required for the development, execution and technical and administrative support of the Centre's programme of activities. It does not include persons engaged under short-term or external collaboration contracts and directly recruited for the implementation of specific training activities. Forecast expenditure incurred by this category of staff is regarded as part of the variable costs and included under item 33 (temporary assistance) of the budget proposals. Staff costs are estimated on the basis of a standard cost calculated for each grade in the Professional category and above, and in the General Service category. The "standard cost" factor embraces all elements of cost envisaged in the Centre's Staff Regulations, together with a provision to cover the terminal benefits due to staff members upon termination of their employment with the Centre, as laid down in article 13 of the Centre's Financial Regulations.

The total level of resources is estimated at 164/05 work-years, for a total cost of USD 20,166,000 (euro 14,923,000) which can be broken down as follows:

	USD	euro
Professional category and above	10,345,000	7,655,000
General service category	9,590,000	7,097,000
Associated costs	231,000	171,000
Total	20,166,000	14,923,000

A detailed account of the estimated Centre's staffing resources and corresponding cost is set out in Information Annexes VI and VII.

Professional category and above

The estimated costs amount to USD 10,344,400 (euro 7,655,105) for a total of 64/08 work-years. A provision has been included in this figure for an increase in salary scales of 2.5% in March 2008. A table setting out the standard (based on real) cost per grade within this category is set out below

Grade	Standard (based on real) cost per year in USD	Standard (based on real) cost per year in euro
D.2	234,000	173,200
D.1	227,900	168,700
P.5	192,100	142,200
P.4	162,100	119,900
P.3	123,300	91,200
P.2	108,400	80,300

General Service category

The estimated costs amount to USD 9,590,300 (euro 7,096,867) for a total of 99/09 work-years. A provision is included in this figure, corresponding to an increase of 2.5% in November 2008 arising from the increase in salary scales. A table setting out the standard (based on real) cost per grade within this category is set out below.

Grade	Standard (based on real) cost per year in USD	Standard (based on real) cost per year in euro
G.7	139,000	102,900
G.6	123,500	91,400
G.5	100,400	74,300
G.4	81,900	60,600
G.3	69,800	51,700
G.2	60,500	44,800

The following associated costs are also anticipated:

	USD	euro
a) Staff development	175,000	130,000
b) Overtime	52,000	38,000
c) Contribution to the Staff Union Committee's expenses	4,000	3,000
Total	231,000	171,000

Item 23**(External collaborators)**

Two types of external collaborators are included under this heading:

	USD	euro
d) Medical service	105,000	78,000
e) Consultants including service contracts	590,000	437,000
Total	695,000	515,000

Medical service

This service provides medical care to participants in training activities. It also provides medical services and advice on the request of the Management of the Centre on all occasions when this is required by the Centre's administrative procedures. Several part-time physicians provide these services. They are assisted by nurses who are officials of the Centre; their cost is therefore included in budget item 22 under staff costs.

Consultants including service contracts

These are primarily consultants or consulting companies hired to elaborate and develop new programmes and prepare training materials for the Centre's activities. This item also relates to services aiming at strengthening the programme promotion and support.

Item 24**(Buildings)**

The Centre's activities are conducted on a campus with an area of roughly 100,000 square metres occupied by 21 pavilions housing classrooms, laboratories, board and lodging facilities and offices. These buildings and installations are the property of the City of Turin, which leases them to the Centre at a symbolic rent. Under the terms of the Convention signed on 29 July 1964, major repairs and certain maintenance works, such as the restoration of façades, the repair of damage caused by bad weather, the upkeep of gardens and roads, etc., are the responsibility of the City of Turin, whereas operating and ordinary maintenance costs are the responsibility of the Centre. It should be noted that the City of Turin will contribute euro 500,000 (USD 676,000) to cover the cost of exceptional maintenance costs. The estimated expenditure is USD 3,072,000 (euro 2,273,000) broken down as follows:

	USD	euro
a) Heating	608,000	450,000
b) Lighting	811,000	600,000
c) Cleaning	338,000	250,000
d) Maintenance and repairs	1,217,000	900,000
e) Water and gas	98,000	73,000
Total	3,072,000	2,273,000

Item 25 (Transport and communications)

This item embraces all transport, postal, telephone and facsimile costs. The estimated expenditure breakdown is as follows:

	USD	euro
a) Postage stamps and telecommunications	754,000	558,000
b) Transport costs and maintenance of motor vehicles	165,000	122,000
Total	919,000	680,000

Item 26 (Specialized external services)

The forecast costs for specialized external services are:

	USD	euro
a) Security service	540,000	400,000
b) Auditors' fees	120,000	89,000
c) EDP systems maintenance contracts	589,000	436,000
d) Miscellaneous	20,000	14,000
Total	1,269,000	939,000

Category a) represents the cost of the day and night security service provided in the form of sworn watchmen supplied by a specialized firm. Category b) covers the cost of the services rendered by the Centre's external auditors, as required by its Financial Regulations. Category c) covers the maintenance of EDP systems associated with the Centre's training activities, documentation service and financial services. A USD 20,000 credit has also been allocated to cover the cost of technical and legal consultants in 2008.

Item 27 (Services provided by ILO)

This item relates to the cost of services provided by ILO Headquarters, such as internal auditing, and the assistance of the Benefits Branch and the Legal Branch. The estimated expenditure, amounts to USD 260,000 (euro 193,000).

Item 28 (Official meetings)

The estimated cost of official meetings is USD 180,000 (euro 133,000) divided as follows:

	USD	euro
a) Board of the Centre	100,000	74,000
b) Management Training and Trade Union Training Committees	70,000	52,000
c) Other	10,000	7,000
Total	180,000	133,000

This figure covers travel expenses and daily subsistence allowances, as well as the expenses incurred for interpretation at the Board of the Centre, and for the translation and reproduction of documents.

Item 29 (Missions and representation)

This item is concerned with missions of a technical nature aimed at promoting the Centre's activities and maintaining its close links with both the ILO and other United Nations agencies. A small proportion of the total relates to missions of a general nature to maintain the contacts required between the administrative services of the ILO and those of the Centre. Lastly, this item includes a provision to cover hospitality expenses which will further the interests of the Centre. The total provision for this item amounts to USD 557,000 (euro 412,000).

Item 30 (Library and training resources)

This item relates to all library and training resources for the Documentation Centre, evaluated at USD 57,000 (euro 42,000), such as books and specialized journals.

Item 31**(Depreciation of fixed assets)**

As required by article 14, para. 4, of the Centre's Financial Regulations, a provision is allocated to cover the depreciation of all the Centre's fixed assets as listed below:

- office furniture and equipment,
- transportation equipment,
- audio-visual equipment,
- computer hardware (excluding personal computers and related printers which are expensed in the year of purchase),
- reproduction and duplication equipment,
- residential equipment.

The estimated depreciation provision is USD 854,000 (euro 632,000) account being taken of an anticipated investment of USD 1,900,000 (euro 1,400,000) in 2008 for the replacement of obsolete equipment and the modernization of the existing facilities.

Item 32**(Other fixed costs)**

This item covers the following fixed costs:

	USD	euro
a) Maintenance and repair of equipment	1,105,000	818,000
b) Office stationery and supplies	50,000	37,000
c) Reproduction and duplication	96,000	71,000
d) Theft, fire, accident and third-party liability insurance	59,000	44,000
e) Computer Software Licenses	388,000	287,000
f) Public information	75,000	55,000
g) Expendables	327,000	242,000
h) Bank charges	12,000	9,000
i) Waste removal	61,000	45,000
j) TV rental and license	83,000	61,000
k) Miscellaneous	2,000	1,000
Total	2,258,000	1,670,000

VARIABLE EXPENSES

Item	Heading	USD	euro
33	Temporary assistance	11,541,000	8,540,000
34	Missions	1,033,000	764,000
35	Participants' subsistence	4,019,000	2,974,000
36	Participants' travel	2,330,000	1,725,000
37	External tuition fees	413,000	305,000
38	Books, training aids and other supplies	159,000	118,000
39	Other variable costs	3,955,000	2,927,000
39a	Other costs related to other income	300,000	222,000
Total		23,750,000	17,575,000

This table illustrates the Centre's estimated variable costs broken down by type of expense. It will be recalled that the Centre's variable costs are solely related to the implementation of specific activities. This programme evolves during the budget year in accordance with funding available. The level of these costs itself thus evolves in relation to the programme of activities, just as it is equally subject to variations resulting from the diversity of the cost factors associated with implementation of the Centre's activities. A series of notes illustrating the nature of the costs related to each of the budget items listed in the table is given below.

Item 33

This comprises:

- staff engaged under short-term contracts or fixed term contracts linked to specific training projects of a fixed term duration of 1 year or more, in accordance with article 1.2 (c) third point of the Staff Regulations to provide temporary assistance in carrying out one or more specific activities;
- lecturers engaged under external collaboration contracts;
- other external collaborators, such as interpreters, translators and language teachers engaged for courses given to participants.

Item 34

This item covers missions for the selection, preparation and accompanying of participants during study visits, and evaluation and follow-up missions carried out as part of specific activities.

- Item 35** This item covers all accommodation expenses incurred by participants during their stay at the Centre and during their external training. It is primarily composed of:
- a) board and lodging
 - b) laundry and bed linen
 - c) pocket money
 - d) leisure activities (e.g. excursions, cultural evenings, visits to museums).

Item 36 **Costs under this item include:**

- a) participants' return travel from their countries of origin by air;
- b) participants' travel during study tours by air, train or bus;
- c) excess luggage charges incurred by participants on their return home, when financing is expressly foreseen.

- Item 37** This item covers the cost of tuition provided for participants within the framework of individual or collective placements in government or private institutions.

- Item 38** This item covers the supply of books, training aids and other materials to participants as part of specific training activities.

- Item 39** This item covers the production and purchase of training materials, minor medical care and insurance coverage for participants. It also covers the cost of participants' entry visas for Italy and other host countries as well as the cost of refreshments and meals offered to participants.

- Item 39a** This item reflects the cost pertaining to Other income (item 20a).

- 16.** The total expenditure for 2008 is thus estimated at USD 54,037,000 (euro 39,987,000) and can be summarized under two headings:

	USD	euro
Fixed expenses	30,287,000	22,412,000
Variable expenses	23,750,000	17,575,000
Total	54,037,000	39,987,000

- 17.** The Board is requested to consider and approve the budget proposals for 2008 summarized in paragraph 15 and in the synopsis presented in the table in the Information Annex I.

Point for decision: Paragraph 17

SYNOPSIS OF BUDGET FORECASTS FOR 2007 AND 2008

(in thousands of USD and thousands of euro)

Chapter	Item	Title	2006 Actual figures	2007		2008 USD	2008 euro
				Approved budget	Estimates	Budget proposals	Budget proposals
		Part A – INCOME					
		<u>Voluntary contributions</u>					
I	10	International Labour Organization	3,043	3,043	3,043	3,160	2,338
	11	Government of Italy	9,917	10,013	10,666	10,608	7,850
	12	Government of France	118	118	203	203	150
	13	Piedmont Region (Italy)	264	255	540	540	400
	14	City of Turin	555	638	676	676	500
		Total Chapter I	13,897	14,067	15,128	15,187	11,238
II		<u>Earned Income</u>					
	20	Income from activities including publications	33,066	35,300	35,150	36,250	26,825
	20a	Other income	2,767	1,313	1,313	1,800	1,332
	21	Utilisation of the surplus of 2006	0	0	0	400	296
		Total Chapter II	35,833	36,613	36,463	38,450	28,453
		Total Income	49,730	50,680	51,591	53,637	39,691
		Part B - EXPENDITURE					
III		<u>Fixed expenses</u>					
	22	Staff	18,213	18,553	18,950	20,166	14,923
	23	External Collaborators	361	527	533	695	515
	24	Buildings	2,572	2,909	2,799	3,072	2,273
	25	Transport and communications	505	760	803	919	680
	26	Specialized external services	848	1,107	1,088	1,269	939
	27	Services provided by ILO	180	220	220	260	193
	28	Official meetings	174	175	175	180	133
	29	Missions and representation	347	424	426	557	412
	30	Library and training resources	21	55	55	57	42
	31	Depreciation of fixed assets	508	690	602	854	632
	32	Other fixed costs	2,381	2,160	2,290	2,258	1,670
		Total Chapter III	26,110	27,580	27,941	30,287	22,412
IV		<u>Variable expenses</u>					
	33	Temporary assistance	10,885	10,300	10,300	11,541	8,540
	34	Missions	974	1,300	1,300	1,033	764
	35	Participants' subsistence	3,791	3,900	3,900	4,019	2,974
	36	Participants' travel	2,198	2,500	2,500	2,330	1,725
	37	External tuition fees	389	500	500	413	305
	38	Books, training aids and other supplies	150	200	200	159	118
	39	Other variable costs	3,730	4,450	4,400	3,955	2,927
	39a	Other costs related to other income	603	300	400	300	222
		Total Chapter IV	22,720	23,450	23,500	23,750	17,575
		Total Expenditure	48,830	51,030	51,441	54,037	39,987
		Operating surplus (deficit)	900	(350)	150	(400)	(296)

TRAINING ACTIVITIES CARRIED OUT OR FORESEEN IN 2007

CODE	TITLE	DATES	LANGUAGE
INTERNATIONAL LABOUR STANDARDS AND FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK			
AFRICA			
A151420	Activité No. 5: Droit international du travail et pratique judiciaire nationale au Burundi - P150343 (Bujumbura, Burundi)	29/01/2007 02/02/2007	FR
A151206	Sub-regional workshop on Freedom of Association and organizing in rural areas (Blantyre, Malawi)	26/03/2007 30/03/2007	EN
A100941	Training course on combating child trafficking in west and central Africa with gender sensitive approaches	26/03/2007 30/03/2007	EN FR
A151539	Projet Grands Lacs - Activité No. 4 - Cours national de formation sur les normes internationales du travail et le droit national du travail - P150343 (Kigali, Rwanda)	16/07/2007 20/07/2007	FR
A151541	Projet Grands Lacs - Activité No. 6 - cours national de formation sur les normes internationales du travail et le droit national du travail - P150343 (Kinshasa, République démocratique du Congo (RDC))	06/08/2007 10/08/2007	FR
A151281	Projet Grands Lacs - activité no. 7: Formation sous-régionale en matière de normes internationales du travail et actions nationales pour la lutte contre le travail des enfants - P150343 (Bujumbura, Burundi)	20/08/2007 23/08/2007	FR
A151537	Préparation de rapports sur les conventions internationales du travail de l'OIT sur le travail des enfants (C.138 et C.182) avec un accent particulier sur l'amélioration de la disponibilité des données (Cotonou, Benin)	27/08/2007 31/08/2007	FR
A151543	Projet Grands Lacs - Activité No. 8 - Réunions d'évaluation (RDC/Rwanda/Burundi) - P150343 (Bujumbura, Burundi)	24/09/2007 28/09/2007	FR
A151205	Sub-regional seminar on the judicial application of International Labour Law, with special focus on FOA, forced labour and non-discrimination for lusophone countries in Africa (Maputo, Mozambique)	08/10/2007 12/10/2007	EN PT
A151657	Atelier tripartite sur la Convention Maritime du Travail (MLC) pour les pays lusophones de l'Afrique (Luanda, Angola)	10/12/2007 12/12/2007	PT
A151660	Atelier tripartite sur la représentativité syndicale (Luanda, Angola)	13/12/2007 14/12/2007	FR
AMERICAS			
A251455	Workshop on forced labour and trafficking for staff of the United States Department of Labor (USDOL) (Washington D.C., USA)	23/01/2007 25/01/2007	EN
A200919	Congresso ANAMATRA - Normas Internacionais do Trabalho e Liberdade Sindical	05/02/2007 09/02/2007	PT
A251490	Reporting on ILO Conventions 138 and 182 for countries participating in the sub-regional project "Combating the worst forms of child labour in the Caribbean" (Kingston, Jamaica)	06/03/2007 09/03/2007	EN
A251376	Normas internacionales del trabajo para magistrados, juristas y docentes en derecho (San Salvador, El Salvador)	26/03/2007 30/03/2007	ES
A251590	Seguimiento del proyecto administración pública: libertad sindical en la administración pública (Santiago de Chile)	14/05/2007 14/05/2007	ES
A251208	Evaluación del proyecto bipartito Libertad Sindical en la administración pública (A251590) (Santiago, Chile)	15/05/2007 17/05/2007	ES
A251589	Seminario sobre Normas Internacionales del Trabajo y el Sistema de Control de la OIT para magistrados y docentes (Argentina)	03/09/2007 04/09/2007	ES
A251659	Seminario sobre Normas Internacionales del Trabajo y el Sistema de Control de la OIT para magistrados y docentes (Mendoza, Argentina)	05/09/2007 07/09/2007	ES
A251550	International labour standards for judges, lawyers and legal educators (Port-of-Spain, Trinidad and Tobago)	25/09/2007 29/09/2007	EN

CODE	TITLE	DATES	LANGUAGE
A251546	Normas internacionales del trabajo para magistrados, juristas y docentes en derecho (México DF)	01/10/2007 05/10/2007	ES
ASIA			
A351556	Tripartite workshop on promoting Freedom of Association and the right to collective bargaining (FOA/CB) in the Philippines through social dialogue and partnership (Manila, Philippines)	25/06/2007 27/06/2007	EN
A351652	Creating enabling environment through effective use of the international instruments – Core Training Program (A351556) (Tagaytay, Philippines)	27/06/2007 30/06/2007	EN
A351602	Tripartite workshop on promoting Freedom of Association and the right to collective bargaining (FOA/CB) in Indonesia through social dialogue and partnership (Jakarta, Indonesia)	02/07/2007 04/07/2007	EN
A351653	Trade union training on Freedom of Association and right to collective bargaining (A351602) (Puncak, Indonesia)	04/07/2007 07/07/2007	EN
A351635	Tripartite workshop on promoting Freedom of Association and the right to collective bargaining in Indonesia through social dialogue and partnership (Medan, Indonesia)	09/07/2007 11/07/2007	EN
A351555	Activité tripartite liberté syndicale secteur agriculture (Cambodge, Vietnam et Laos) (Hanoi, Vietnam)	19/11/2007 23/11/2007	EN
EUROPE			
A400988	Training course on combating child labour in Turkey with gender sensitive approaches	28/05/2007 01/06/2007	EN
A401017	Workshop sul lavoro minorile per insegnanti	27/08/2007 28/08/2007	IT
A451639	Tackling hazardous child labour in agriculture in Turkey (Ankara, Turkey)	29/10/2007 02/11/2007	EN
A400798	Forced labour for labour inspectors	12/11/2007 16/11/2007	EN
ARAB STATES			
A551558	Workshop on international labour standards with special focus on Freedom of Association for members of the Parliament (Manama, Bahrain)	18/06/2007 20/06/2007	EN AR
A500980	Programme de formation des formateurs - Les aspects de la responsabilité sociale des entreprises relatifs au travail: la mise en oeuvre des principes	02/07/2007 06/07/2007	FR
A551658	Normes internationales du travail et liberté syndicale pour les juges de hautes cours, juristes et professeurs de droit du Maghreb (Algiers, Algerie)	20/10/2007 23/10/2007	AR
A551559	Subregional seminar on equal pay (Cairo, Egypt)	03/12/2007 07/12/2007	EN AR
INTERREGIONAL			
A900823	International labour standards and equality in employment with a focus on gender issues: tools and practice	16/04/2007 27/04/2007	EN FR
A900929	Global workshop on prevention and reintegration of children involved in armed conflict	07/05/2007 11/05/2007	EN FR
A900824	International labour standards	14/05/2007 25/05/2007	EN FR ES
A900800	Building a global alliance against forced labour	18/06/2007 22/06/2007	EN
A900825	International labour standards for judges, lawyers and legal educators	03/09/2007 14/09/2007	EN FR
A900965	Hazardous child labour in agriculture - a capacity-building workshop	10/09/2007 14/09/2007	EN
A900905	Séminaire sur la liberté syndicale et la dimension sociale de l'intégration régionale	17/09/2007 28/09/2007	FR ES

Information Annex II

CODE	TITLE	DATES	LANGUAGE
A900964	Update and extension of the network of experts on FOA	17/09/2007 03/10/2007	EN
A900966	Trade union action against forced labour and human trafficking	17/09/2007 21/09/2007	EN
A900797	Labour dimension of trafficking in human beings, with a particular focus on children: understanding the issue and effective responses	01/10/2007 05/10/2007	EN FR
A900826	Indigenous and tribal peoples: rights and good practice	08/10/2007 12/10/2007	EN
A900967	Interregional IPEC staff meeting	22/10/2007 26/10/2007	EN
A900822	Communicating labour rights - a training course for media professionals	29/10/2007 02/11/2007	EN
A900768	Child labour and education: a capacity-building and training workshop	05/11/2007 09/11/2007	EN
A900827	International labour standards and globalization: tools for the globalized marketplace	05/11/2007 16/11/2007	EN FR
A901016	Training course on combating child labour for Portuguese-speaking countries	19/11/2007 23/11/2007	EN PT
A900796	Combating child labour through social dialogue – Workers	26/11/2007 30/11/2007	EN
A900906	International Labour Standards Reporting: child labour conventions (C.138 and C.182)	03/12/2007 07/12/2007	EN ES
EMPLOYMENT AND SKILLS DEVELOPMENT			
AFRICA			
A151226	Validation workshop for youth employment training package - C100072 (Arusha, Tanzania)	26/02/2007 02/03/2007	EN
A151231	Building capacities for more effective participation in the Ghana poverty reduction strategy (Accra, Ghana)	26/02/2007 28/02/2007	EN
A151447	Analyse et informations sur le marché du travail (Antananarivo, Madagascar)	23/04/2007 27/04/2007	FR
A151022	Plan national d'action pour l'emploi et approches HIMO (Cameroon)	25/07/2007 27/07/2007	FR
A151386	Politiques de l'emploi et du marché du travail (Madagascar)	10/09/2007 14/09/2007	FR
A151459	Capacity building for participating in country poverty reduction strategies (Africa)	10/12/2007 14/12/2007	EN FR
AMERICAS			
A200832	Cómo hacer frente a los problemas del empleo juvenil	02/07/2007 11/07/2007	ES
A251527	Cómo hacer frente a los problemas de empleo juvenil (Dominican Republic) (Santo Domingo, Dominican Republic)	24/07/2007 27/07/2007	ES
A251456	Taller final de evaluación metodologías medición de indicadores del mercado del trabajo (1.2 - EUROSOCIAL) - E250376 (Lima, Perú)	10/09/2007 14/09/2007	ES
A200944	Labour market observatories	24/09/2007 28/09/2007	ES
A251458	Políticas para la integración laboral de personas con discapacidad en América Latina (Peru)	19/11/2007 23/11/2007	ES
ASIA			
A300907	Vocational training in Europe	26/01/2007 01/02/2007	EN
A351023	Employment creation and improved service delivery in poor urban settlements in South East Asia: module 2 - P950094 (Phnom Penh, Cambodia)	28/03/2007 30/03/2007	EN

CODE	TITLE	DATES	LANGUAGE
A351449	Employment, poverty reduction and local development (Bangkok, Thailand)	23/04/2007 27/04/2007	EN
A351450	Tackling youth employment problems (Manila, Philippines)	27/08/2007 30/08/2007	EN
A301033	High level workshop on Evaluation of Employment Policy	05/11/2007 16/11/2007	EN CH
A301034	Labour and Social Statistics	19/11/2007 07/12/2007	EN CH
A301035	Local Employment Initiatives	03/12/2007 14/12/2007	EN CH
A351024	Employment creation and improved service delivery in poor urban settlements in South East Asia: module 2 - P950094 (Lao PDR)	17/12/2007 21/12/2007	EN
EUROPE			
A451240	Public employment services (Russian Federation)	11/06/2007 13/06/2007	EN RU
A400983	Youth employment sub-regional workshop	04/09/2007 11/09/2007	EN RU
A401026	Strengthening the capacity of labour market institutions to identify employment policy priorities and to plan action	17/09/2007 21/09/2007	EN
A451525	Labour market information (Azerbaijan) (Baku, Azerbaijan)	29/10/2007 02/11/2007	EN RU
A400953	Youth employment (Serbia)	12/11/2007 16/11/2007	EN
ARAB STATES			
A500932	Labour market information and employment policy in Jordan: the role of public employment service	04/06/2007 12/06/2007	AR
A551453	Promotion et développement des initiatives locales d'emploi (Maghreb countries)	18/06/2007 22/06/2007	FR
A500834	Addressing youth employment problems	16/07/2007 25/07/2007	AR
A551668	Tackling youth employment problems (Jordan Project) (Amman (Jordan))	21/10/2007 25/10/2007	AR
A500998	Labour force statistics and labour market analysis	12/11/2007 16/11/2007	AR
INTERREGIONAL			
A900828	Analyse et informations sur le marché du travail	19/03/2007 30/03/2007	FR
A900829	Políticas e boas práticas de formação profissional	16/04/2007 27/04/2007	PT
A900931	Labour economics for development	16/04/2007 20/04/2007	EN
A900831	Politiques et bonnes pratiques de formation professionnelle	21/05/2007 25/05/2007	FR
A900830	Local partnerships for decent jobs and better services in the urban context	18/06/2007 22/06/2007	EN
A900833	Addressing youth employment problems	02/07/2007 11/07/2007	EN
A900835	Putting employment at the centre of public investment and poverty reduction strategies	16/07/2007 20/07/2007	EN
A900836	Decent jobs for all: employment and labour market policies in developing and emerging economies	24/09/2007 05/10/2007	EN
A900837	Des emplois décents pour tous: politiques de l'emploi et du marché du travail dans les pays en développement	24/09/2007 05/10/2007	FR
A900839	L'emploi en point de mire des investissements publics et des stratégies de réduction de la pauvreté	15/10/2007 19/10/2007	FR
A900838	Labour market integration of people with disabilities	15/10/2007 24/10/2007	EN

CODE	TITLE	DATES	LANGUAGE
DELNET (PROGRAMME IN SUPPORT OF LOCAL DEVELOPMENT)			
AMERICAS			
A251335	Reducción del riesgo de desastres en el marco del desarrollo local sostenible (2007) - 1st part - P910294	01/01/2007 11/02/2007	ES
A251236	SENA - Curso a distancia para funcionarios sobre desarrollo local y género	01/01/2007 30/06/2007	ES
A200787	Reducción del riesgo de desastres en el marco del desarrollo local sostenible - P910294	12/02/2007 23/02/2007	ES
A251336	Reducción del riesgo de desastres en el marco del desarrollo local sostenible (2007) - 2nd part - P910294	24/02/2007 30/04/2007	ES
A201036	Foro autonómico de empleo y formación	13/09/2007 14/09/2007	ES
INTERREGIONAL			
A951349	Especialización en desarrollo local y gestión social de la salud - P950248	12/03/2007 31/12/2007	ES
A951066	Curso de especialización en desarrollo local (abril 2006 - 2007)	01/01/2007 15/04/2007	ES
A951067	Curso de especialização em desenvolvimento local (abril 2006 - 2007)	01/01/2007 15/04/2007	PT
A951068	Curso de especialización en desarrollo local con perspectiva de género (abril 2006 - 2007)	01/01/2007 15/04/2007	ES
A951069	Curso de especialização em desenvolvimento local com perspectiva de género (abril 2006-2007) - P950249	01/01/2007 15/04/2007	PT
A951070	Curso de especialización en turismo y desarrollo local sostenible (sept. 2006 - 2007) - P950247	01/01/2007 08/09/2007	ES
A951072	Curso de especialização em desenvolvimento local (outubro 2006 - 2007)	01/01/2007 31/10/2007	PT
A951073	Curso de especialización en desarrollo local con perspectiva de género (octubre 2006 - 2007)	01/01/2007 31/10/2007	ES
A951071	Curso de especialización en desarrollo local (octubre 2006-2007)	01/01/2007 31/10/2007	ES
A951396	Especialização em desenvolvimento local com perspectiva de gênero (outubro 2006 - 2007)	01/01/2007 31/10/2007	PT
A951397	Specialization in local development (October 2006 - 2007)	01/01/2007 31/10/2007	EN
A950287	Delnet Andalucia (Caja GRANADA) (Andalucia, Spain)	01/01/2007 31/12/2007	ES
A951486	Infodelnet	01/01/2007 31/12/2007	EN ES PT
A951350	Especialización en desarrollo local (mayo 2007 - 2008)	18/05/2007 31/12/2007	ES
A951351	Especialização em desenvolvimento local (maio 2007 - 2008)	18/05/2007 31/12/2007	PT
A951352	Especialización en desarrollo local con perspectiva de género (mayo 2007 - 2008)	18/05/2007 31/12/2007	ES
ENTERPRISE DEVELOPMENT			
AFRICA			
A151460	Formação de empreendedoras na criação de pequenas empresas (Sal Rei, Boa Vista Island, Cabo Verde)	29/01/2007 02/02/2007	PT
A151440	Market-oriented small business development services (Abuja, Nigeria)	12/02/2007 16/02/2007	EN
A151265	Making microinsurance work: training course for microfinance institutions and insurers (Lusaka, Zambia)	18/03/2007 23/03/2007	EN

CODE	TITLE	DATES	LANGUAGE
A151627	KAB Training of trainers workshop (Gaborone) (Gaborone, Botswana)	21/05/2007 01/06/2007	EN
A151446	KAB TOT for Somalia (Nairobi, Kenya)	27/08/2007 07/09/2007	EN
A151560	Formación de dinamizadores de desarrollo empresarial (Praia, Cabo Verde)	10/09/2007 14/09/2007	PT
A151200	Promoting women's entrepreneurship development (WED) in Africa (Tanzania, Ethiopia and Zambia) - capacity building workshop - P150256 (Lusaka, Zambia)	01/10/2007 05/10/2007	EN
A151201	Promoting women's entrepreneurship development in Ghana - P150256 (Accra, Ghana)	01/10/2007 05/10/2007	EN
A151523	Making microfinance work: managing for improved performance (Maputo, Mozambique)	05/11/2007 16/11/2007	PT
AMERICAS			
A251465	Desarrollo economico local - pilot test (Santiago, Chile)	23/01/2007 26/01/2007	ES
A200895	Estrategias para el Desarrollo Económico Local (DEL)	04/06/2007 15/06/2007	ES
A251175	Training on SME lending for commercial banks (St. Lucia)	11/06/2007 15/06/2007	EN
A251521	Expand your business - ILO's integrated package for growth-oriented entrepreneurs (Kingston, Jamaica)	18/06/2007 22/06/2007	EN
A251591	Entorno empresarial y mejora regulatoria (San José, Costa Rica)	18/06/2007 21/06/2007	ES
A251513	Creación de un entorno empresarial favorable para el fomento de la pequeña empresa (Quito, Ecuador)	16/07/2007 27/07/2007	ES
A251571	SME cluster and network development: principles and practice (Jamaica)	08/10/2007 19/10/2007	EN
A251563	Desempeño microfinanciero: desarrollo y provisión de microseguros (La Paz, Bolivia)	15/10/2007 19/10/2007	ES
A200902	Curso de especialización en desarrollo empresarial y globalización	05/11/2007 21/11/2007	ES
ASIA			
A351467	Implementing market-driven strategies for business development services (Da Lat, Vietnam)	26/02/2007 02/03/2007	EN
A351441	LED sensitization workshop (Chiang Mai, Thailand)	22/05/2007 25/05/2007	EN
A351518	Making microfinance work: managing for improved performance (Pakistan) (Bhurban, Pakistan)	11/06/2007 22/06/2007	EN
A300990	Enterprise development and management for China	02/07/2007 13/07/2007	EN CH
A351570	Socially responsible restructuring and corporate governance (study tour for China South Industries) (Europe)	20/08/2007 31/08/2007	EN CH
A351664	Training of trainers workshop on making microfinance work: managing for improved performance (Pakistan)	27/08/2007 31/08/2007	EN
EUROPE			
A451319	Know About Business - Training of facilitators and trainers for CIS countries (Bishkek, Kyrgyzstan)	12/02/2007 22/02/2007	EN RU
A451569	Socially sensitive enterprise restructuring and SME development (Tbilisi, Georgia)	30/04/2007 02/05/2007	EN RU
A400970	Human resources management in an organization	21/05/2007 27/05/2007	RU
A400975	Creating an enabling environment for small enterprise development	03/09/2007 12/09/2007	RU
A400976	Making microfinance work	01/10/2007 12/10/2007	RU

Information Annex II

CODE	TITLE	DATES	LANGUAGE
ARAB STATES			
A551183	Conference on Business Development Services (BDS): developing commercial markets for the poor (Amman, Jordan)	19/02/2007 21/02/2007	EN AR
A551514	Promoting WED in Morocco (Alyoun Moroccan Desert, Morocco)	23/04/2007 27/04/2007	FR AR
A551515	Promoting WED in Morocco (Al-Dakhlah Moroccan Desert, Morocco)	30/04/2007 04/05/2007	FR AR
A500968	Training of trainers of Iraqi business advisors on BDS and micro and small enterprise development (follow up to A551516)	30/07/2007 07/08/2007	AR
A501009	Training of Iraqi advisors and business counsellors	30/07/2007 08/08/2007	AR
A500901	Creating an enabling environment for small enterprise development	29/10/2007 09/11/2007	AR
A551528	Facilitators training in developing of enterprise (Casablanca, Morocco)	26/11/2007 30/11/2007	FR AR
INTERREGIONAL			
A951106	Generar procesos de desarrollo economico local mediante cooperativas (DELCOOP)	01/01/2007 30/04/2007	ES
A951370	Servicios de desarrollo empresarial orientados al mercado (SDE) / Diploma course on MOSBDS	02/05/2007 31/08/2007	EN ES
A900935	Managing Business Development Services for increased impact	14/05/2007 25/05/2007	EN
A900899	Strategies for local economic development	04/06/2007 15/06/2007	EN
A900896	Training course on SME export consortia development - UNIDO/ILO Turin joint programme	25/06/2007 29/06/2007	EN
A900893	Know About Business (KAB) workshop for promoters and master trainers	02/07/2007 13/07/2007	EN
A900897	The Boulder Microfinance Training Programme: European edition in association with the ILO (Training in best practices in microfinance with the option to study topics through electives)	16/07/2007 03/08/2007	EN FR PT
A951371	Generar procesos de desarrollo económico local mediante cooperativas (DELCOOP)	10/08/2007 31/12/2007	ES
A900987	Workshop for KAB key facilitators	20/08/2007 26/08/2007	EN
A951372	The eighth annual seminar on "Developing business services markets and value chains" (Chiang Mai, Thailand)	24/09/2007 03/10/2007	EN
A900898	Managing small business associations (SBA)	01/10/2007 05/10/2007	EN
A900900	Creating an enabling environment for small enterprise development	15/10/2007 26/10/2007	EN
A900917	Cooperatives policy and legislation	22/10/2007 26/10/2007	EN
A900894	Business skills for artists - Training of trainers	12/11/2007 23/11/2007	EN
A900903	Socially sensitive enterprise restructuring: how to mitigate the adverse effects on employment	26/11/2007 07/12/2007	EN
A900904	Improving enterprise performance through good practice in human resource management	26/11/2007 07/12/2007	EN

SOCIAL PROTECTION

AFRICA			
A100812	Améliorer le fonctionnement opérationnel de l'inspection du travail pour la sécurité et la santé au travail	05/03/2007 16/03/2007	FR
A100806	Atelier sur les régimes de pension et le financement de la sécurité sociale	07/05/2007 25/05/2007	FR

CODE	TITLE	DATES	LANGUAGE
A151655	Workshop on labour migration for integration and development in southern Africa (Gaborone, Botswana)	15/10/2007 17/10/2007	EN
AMERICAS			
A251409	Formación a distancia: formulación de políticas y gestión de la seguridad social en América Latina	04/06/2007 30/11/2007	ES
A200954	Taller sobre estrategias para mejorar la recaudación de la seguridad social	11/06/2007 20/06/2007	ES
A251338	Estrategias para la extensión de la protección social (San José, Costa Rica)	16/07/2007 27/07/2007	ES
A251337	Taller sobre regímenes de seguridad social (Cartagena de Indias, Colombia)	20/08/2007 31/08/2007	ES
ASIA			
A351438	Identifying health micro-insurance best practices (New Delhi, India)	19/02/2007 22/02/2007	EN
A351596	Participative approaches to improving working and employment conditions (Seong-nam City, Republic of Korea)	05/11/2007 09/11/2007	EN
A351605	Promotional framework on occupational safety and health (New Delhi, India)	12/11/2007 16/11/2007	EN
EUROPE			
A400936	International comparisons of pension schemes	26/02/2007 03/03/2007	RU
A451436	Improving occupational safety and health in the port sector: The ILO experience - P450265 (Novorossiysk, Russian Federation)	18/06/2007 22/06/2007	RU
A451437	Port security in the port sector: the ILO experience - P450265 (Novorossiysk, Russian Federation)	25/06/2007 28/06/2007	RU
A400986	Development of social insurance program: international experience	25/06/2007 29/06/2007	RU
A451439	Design and management of pension schemes: seminar with high-level officials of the Social Insurance Institution (SII) (ACTIVITY CANCELLED) (Durrës, Albania)	02/07/2007 05/07/2007	EN
A451101	Training of instructors on the Portworker Development Programme (PDP) - P450088 (St. Petersburg, Russian Federation)	15/10/2007 26/10/2007	EN RU
A401030	Pension schemes financing (Russian Pension Fund)	21/10/2007 28/10/2007	RU
ARAB STATES			
A500949	Occupational safety and health in garment and textile industries - P550101	07/05/2007 11/05/2007	AR
A500959	Promotion of labour standards for foreign workers (Jordan) - P550101	14/05/2007 17/05/2007	AR
A500840	Workshop on pension schemes and social security financing for Arab States	02/07/2007 13/07/2007	AR
INTERREGIONAL			
A900803	Workshop on social health insurance	12/03/2007 23/03/2007	EN
A900805	Workshop on governance and investment of public pension schemes	16/04/2007 27/04/2007	EN
A900918	International labour migration: enhancing protection and promoting development	16/04/2007 27/04/2007	EN
A900841	Occupational safety and health inspection systems	23/07/2007 03/08/2007	EN
A951408	Post-graduate course on "Occupational safety and health in the workplace"	17/09/2007 28/03/2008	EN
A901032	ILO SECSOC Technical Colloquium	24/09/2007 26/09/2007	EN

Information Annex II

CODE	TITLE	DATES	LANGUAGE
A900842	Workshop on pension schemes	01/10/2007 19/10/2007	EN
A900843	Strategies for the extension of social protection	26/11/2007 07/12/2007	EN
A900844	Stratégies pour l'extension de la protection sociale	26/11/2007 07/12/2007	FR

SOCIAL DIALOGUE			
AFRICA			
A151310	Processus et techniques de négociation pour les partenaires sociaux en Afrique francophone (phase 2) (Kigali, Rwanda)	26/03/2007 30/03/2007	FR
A100882	Gestão de recursos humanos na função pública	20/08/2007 14/09/2007	PT
A151471	Processus et techniques de négociation pour les partenaires sociaux (RDC) (Lubumbashi, RDC)	03/09/2007 07/09/2007	FR
A100884	Gestion des ressources humaines dans la fonction publique	01/10/2007 26/10/2007	FR
A100909	L'élaboration de la législation du travail: une approche participative	12/11/2007 16/11/2007	FR
AMERICAS			
A251475	Gestão pública (Brazil) (Rio de Janeiro and Brasilia)	02/07/2007 13/07/2007	PT
A251469	Dialogo social en las politicas de empleo para la igualdad (Cono Sur) (Montevideo, Uruguay)	01/08/2007 03/08/2007	ES
A200820	Curso para expertos latinoamericanos en relaciones laborales: la relación de trabajo	03/09/2007 21/09/2007	ES
A251584	Seminario sobre relaciones laborales en América Latina (Ciudad de Mexico)	19/11/2007 23/11/2007	ES
A251476	Reforma laboral: nuevas relaciones de trabajo (Lima, Peru)	26/11/2007 30/11/2007	ES
A251665	Formación bipartita sobre proceso y técnicas de negociación (Santiago, Chile)	03/12/2007 07/12/2007	ES
ASIA			
A351572	Pre-trial conciliation for labour judges (Philippines)	08/08/2007 10/08/2007	EN
A351573	Conciliation and mediation of labour disputes (Philippines)	13/08/2007 16/08/2007	EN
A351477	Strengthening social dialogue (New Delhi) (New Delhi, India)	24/09/2007 28/09/2007	EN
EUROPE			
A451253	Strengthening social dialogue in Ukraine - P450287 (Kiev, Ukraine)	24/04/2007 25/04/2007	EN
A451488	Technical course on negotiation skills (Ukraine) - P450287 (Kiev)	12/09/2007 14/09/2007	EN
A451487	Strengthening social dialogue in Ukraine: study visit to Brussels - P450287 (Brussels, Belgium)	23/09/2007 27/09/2007	EN
ARAB STATES			
A551124	Strengthening the national social dialogue mechanism: study tour (Palestinian Authority) - E510047 (Rome)	06/11/2007 09/11/2007	AR
INTERREGIONAL			
A900911	Experts' meeting on employment relationships	26/01/2007 26/01/2007	EN

CODE	TITLE	DATES	LANGUAGE
A900879	Public service reform: a participatory approach	28/05/2007 15/06/2007	EN
A900881	Joint union/management negotiation skills	18/06/2007 22/06/2007	EN
A900880	Conciliation and mediation of labour disputes	18/06/2007 22/06/2007	EN
A900923	Promoting pay equity: a tripartite approach	25/06/2007 29/06/2007	EN
A900937	Strengthening and reengineering labour administration to promote decent work	04/07/2007 06/07/2007	EN
A900883	Promoting social dialogue	08/10/2007 19/10/2007	EN
A900885	Participatory labour law-making (course A)	22/10/2007 26/10/2007	EN
A900886	Participatory labour law-making (course B - Advanced)	29/10/2007 02/11/2007	EN

WORKERS' ACTIVITIES

WORKERS' ACTIVITIES			
AFRICA			
A151251	Formation syndicale en ligne et sur la mondialisation avec un accent particulier sur les NTIC et la formation à distance	01/01/2007 26/01/2007	FR
A100846	Trade union training in ILS and the ILO Declaration on fundamental principles and rights at work and its follow-up	29/01/2007 23/02/2007	EN
A100851	Formation syndicale sur le renforcement des capacités en matière d'organisation	26/03/2007 20/04/2007	FR
A151213	Formation syndicale sur les normes internationales du travail et la Déclaration de l'OIT sur les principes et droits fondamentaux au travail avec un accent particulier sur la liberté syndicale (Kinshasa, Rép. Dém. du Congo)	25/06/2007 29/06/2007	FR
A151617	Séminaire de suivi et d'évaluation national pour les organisations syndicales congolaises (Kinshasa, Dem. Rep. Congo)	02/07/2007 03/07/2007	FR
A100979	Renforcement des organisations de travailleurs d'Afrique francophone dans le contexte d'une économie mondialisée	09/07/2007 20/07/2007	FR
A151620	Implementing the work plans on poverty reduction (Swaziland)	23/07/2007 27/07/2007	EN
A100853	Trade union training in training methodology	17/09/2007 12/10/2007	EN
A151666	Distance Education Course on Information Technology for the African Region - P950400	17/09/2007 21/12/2007	EN
A100854	Formation syndicale sur les technologies de l'information	15/10/2007 09/11/2007	FR
A100855	Formação sindical sobre tecnologia informática	15/10/2007 09/11/2007	PT
A151618	Suivi du plan d'action de la plateforme des travailleurs de l'Océan Indien et sur la liberté syndicale (Port Louis, Mauritius)	03/12/2007 07/12/2007	FR
A151619	Trade union training on organizing and the protection of workers in the informal economy (Malawi)	10/12/2007 13/12/2007	FR
A151646	Trade union training on ILS / Declaration and FOA (Asmara)	17/12/2007 20/12/2007	EN
AMERICAS			
A251492	Formación de formadores en línea para CUT, FS, y CGT de Brasil: Fase II	15/02/2007 15/11/2007	PT
A200946	Participación sindical en la adopción del nuevo convenio de la OIT sobre el trabajo en el sector de la pesca	05/03/2007 23/03/2007	ES
A251493	Formación en línea sobre el ciclo del trabajo y la salud para sindicatos andinos	19/03/2007 25/05/2007	ES

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CODE	TITLE	DATES	LANGUAGE
A200848	Formación sindical en organización y desarrollo sindical	26/03/2007 20/04/2007	ES
A251495	Formación de formadores en línea para CGT - Argentina: Fase II (Buenos Aires, Argentina)	23/04/2007 27/04/2007	ES
A251494	Formación de formadores en línea para petroquímicos de la CTM - Mexico: Fase II	23/04/2007 30/06/2007	ES
A251574	Sub-regional seminars on social protection for Andean countries - P250350 (Lima, Peru)	21/05/2007 25/05/2007	ES
A251634	Fortalecimiento de la formación en materia de Seguridad Social (Uruguay) - P250350 (Raigon, Uruguay)	08/06/2007 09/06/2007	ES
A251575	Sub-regional seminar on social protection for Mercosur countries - P250350 (Montevideo, Uruguay)	18/06/2007 22/06/2007	ES
A251576	Sub-regional seminar on social protection for Central American countries - P250350 (Santo Domingo)	16/07/2007 20/07/2007	ES
A251624	Formación de formadores en línea para CGI-Argentina (fase II)	16/07/2007 22/09/2007	ES
A251640	Seminario de seguimiento sobre libertad sindical y negociación colectiva para CTM y CROC Mexico (Mexico DF)	07/08/2007 10/08/2007	ES
A251577	Course on line on social protection for Mercosur countries - P250350	03/09/2007 09/11/2007	ES
A200852	Formación sindical sobre economía internacional, economía política e integración regional	10/09/2007 05/10/2007	ES
A251621	Formación sindical sobre libertad sindical para el sector del transporte rodoviario (Asunción, Uruguay)	10/09/2007 14/09/2007	ES
A251622	Formación sindical sobre el ciclo de trabajo y la salud para sindicatos centroamericanos	17/09/2007 23/11/2007	ES
A201004	Formación sindical sobre formación de formadores en línea para FS-Brazil	23/09/2007 05/10/2007	PT
A251637	Seminario sobre seguridad y salud laboral para la CTC de Cuba (La Habana, Cuba)	24/09/2007 27/09/2007	ES
A251623	Formación sindical en línea sobre la globalización y la salud	22/10/2007 23/11/2007	ES
A251641	Seminario sindical sobre mujeres migrantes trabajadoras del hogar (Asunción, Paraguay)	19/11/2007 23/11/2007	ES
A251468	Workshop on information technology - P950400 (Barbados, Caribbean)	08/12/2007 15/12/2007	EN
ASIA			
A300847	Trade union training in ILS and the ILO Declaration on fundamental principles and rights at work and its follow-up	29/01/2007 23/02/2007	EN
A300943	Trade union training for ACFTU on promotion and protection of workers rights in informal economy (China)	16/04/2007 27/04/2007	EN CH
A351600	Trade union training on labour relations and collective bargaining rights	25/06/2007 07/09/2007	EN
A300850	Trade union training in employment policies with a focus on youth employment	02/07/2007 27/07/2007	EN
A351662	Tripartite workshop on "Managing your work programme and project cycle strategically in the new results-based environment" (A351636) (New Delhi, India)	23/07/2007 27/07/2007	EN
A351594	Follow up and evaluation workshop for ACFTU on impact of Actrav-Turin courses on trade union policies and training activities (Beijing, China)	16/08/2007 17/08/2007	CH
A351599	Trade union training on migrant workers rights and promotion of social security - P910409 (Kuala Lumpur, Malaysia)	20/08/2007 24/08/2007	EN
A351595	Trade union training workshop for women union leaders on computer communications and networking (in cooperation with SNTUC) (Singapore)	27/08/2007 31/08/2007	EN
A351597	Trade union training on globalization, international trade and trade unions agenda for SPOCTU	03/09/2007 31/10/2007	EN

CODE	TITLE	DATES	LANGUAGE
A351663	Managing your work programme and project cycle strategically in the new results-based environment (Manila, Philippines)	03/09/2007 07/09/2007	EN
A300995	Trade union training for ACFTU on social protection policies	10/09/2007 20/09/2007	CH
A351667	Distance Education Course on Information Technology for the Asian Region - P950400	17/09/2007 21/12/2007	EN
A351642	Trade union workshop on organizing and collective bargaining in the era of globalization (Hanoi, Vietnam)	19/11/2007 23/11/2007	EN
A351645	FTUB Workshop on FOA and social protection (Bangkok)	17/12/2007 21/12/2007	EN
EUROPE			
A400940	Training of trainers seminar: strengthening social dialogue in the tourism industry - P410371	19/02/2007 23/02/2007	EN
A451586	Strengthening social dialogue in the construction industry - evaluation seminar - P410267 (Brussels)	07/05/2007 09/05/2007	EN
A451533	Strengthening social dialogue in the tourism industry (Hungary) - P410371 (Budapest, Hungary)	30/05/2007 01/06/2007	EN
A451531	Strengthening social dialogue in the tourism industry (Poland) - P410371 (Poland)	04/06/2007 05/06/2007	EN
A451534	Strengthening social dialogue in the tourism industry (Estonia) - P410371 (Estonia)	04/06/2007 05/06/2007	EN
A451536	Strengthening social dialogue in the tourism industry (Malta) - P410371 (Malta)	11/06/2007 12/06/2007	EN
A451598	Decent work for migrant workers: validation of trade union manual - P910409 (Moscow, Russian Federation)	20/06/2007 22/06/2007	EN RU
A400955	Political dimension of trade unions - capacity building for ICEM and IUF affiliates in Croatia and Serbia	25/06/2007 29/06/2007	EN
A451532	Strengthening social dialogue in the tourism industry - national seminar in Bulgaria - P410371 (Sofia, Bulgaria)	09/07/2007 10/07/2007	EN
A451530	Strengthening social dialogue in the tourism industry (Latvia) - P410371 (Latvia)	11/09/2007 12/09/2007	EN
A400950	Trade unions and sustainable development	13/09/2007 16/09/2007	EN
A400957	European labour educators network	21/09/2007 23/09/2007	EN
A400956	Young leadership training: 30th anniversary of Tripartite Declaration of principles concerning MNEs and Social Policy – Trade Union strategies in MNEs + organizing component	05/11/2007 09/11/2007	EN
A400958	Trade union strategies towards globalization	07/11/2007 10/11/2007	EN
ARAB STATES			
A500849	Trade union training in capacity building for organizing	14/05/2007 01/06/2007	AR
A551313	Follow up on employment policies (Damascus, Syria)	25/08/2007 27/08/2007	AR
INTERREGIONAL			
A901014	ACTRAV Global Meeting	14/10/2007 18/10/2007	EN
A900996	Trade union training on international trade agreements, development and trade union agenda	22/10/2007 02/11/2007	EN

EMPLOYERS' ACTIVITIES

AFRICA			
A151580	Effective employers' organizations in some African countries (Nairobi, Kenya)	14/05/2007 17/05/2007	EN

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CODE	TITLE	DATES	LANGUAGE
A151651	Atelier tripartite sur les migrations de travailleurs (Yaoundé, Cameroun)	03/09/2007 07/09/2007	FR
A151606	Gérer efficacement une organisation d'employeurs (Dakar, Senegal)	24/09/2007 27/09/2007	FR
A151610	The effective employers' organization in Rwanda (Kigali, Rwanda)	22/10/2007 25/10/2007	EN
A151607	Employers' organizations and employment policies, especially on youth employment (Africa)	12/11/2007 16/11/2007	EN
A101002	Mobilisation des ressources et gestion du cycle de projet	12/11/2007 16/11/2007	FR
A100999	Participer efficacement aux organismes nationaux tripartites et socio-économiques	03/12/2007 07/12/2007	FR
A101001	Women entrepreneurship	17/12/2007 21/12/2007	EN
AMERICAS			
A251483	Taller para organizaciones de empleadores: cómo representar y servir mejor a la PYME (Perú, Colombia, Ecuador) (Lima, Peru)	06/03/2007 08/03/2007	ES
A251484	Taller para organizaciones de empleadores: cómo representar y servir mejor a la PYME (Chile y Uruguay) (Santiago, Chile)	13/03/2007 15/03/2007	ES
A251601	The effective employers' organization in the Caribbean countries and the Caribbean Academy for the Management of Employers' Organizations (CAMEO) (Kingston, Jamaica)	25/06/2007 29/06/2007	EN
A251608	Técnicas de comercialización y estrategias de ingreso del producto pesquero latinoamericano en el mercado europeo (Bamio, Spain)	01/10/2007 05/10/2007	ES
ASIA			
A351568	How to reach out to SMEs (Ho Chi Minh, Vietnam)	27/03/2007 29/03/2007	EN
A351603	Sub-regional workshop for employers' organizations on Occupational Health and Safety (Hanoi, Vietnam)	18/04/2007 20/04/2007	EN
A351604	The effective employers' organization in Indonesia (Jakarta)	25/06/2007 28/06/2007	EN
A351636	Tripartite workshop on "Managing your work programme and project cycle strategically in the new results-based environment" (New Delhi, India)	23/07/2007 27/07/2007	EN
A351609	The effective employers' organization for the Pacific Islands (Sydney, Australia)	27/08/2007 30/08/2007	EN
A351661	Managing your work programme and project cycle strategically in the new results-based environment (Manila, Philippines)	03/09/2007 07/09/2007	EN
A351612	Employers' organizations and employment policies, especially on youth employment (Nepal)	08/10/2007 12/10/2007	EN
EUROPE			
A451491	Study visit: the BIA/OSH service in Stara Zagora - P450327 (Bulgaria)	07/03/2007 08/03/2007	EN
A451587	Workshop on CSR and the role of multinationals in EOs (Balkan countries) (Belgrade)	19/04/2007 20/04/2007	EN
A400971	Workshop on "Developing OSH strategies and providing OSH services to members" - P450327	23/04/2007 27/04/2007	EN
A400977	Employers' organizations and setting up - expanding and running training services for their members	18/06/2007 21/06/2007	EN
A451613	Training workshop on communication for employers' organizations (Split, Croatia)	03/07/2007 06/07/2007	EN
A451611	The effective employers' organization in the Balkan Countries (Zagreb, Croatia)	05/09/2007 07/09/2007	EN
A451615	Workshop on Occupational Safety and Health in the construction sector in Romania (Romania)	21/09/2007 21/09/2007	EN
A451616	Workshop on enlargement and industrial relations (Podgorica, Republic of Montenegro)	27/09/2007 28/09/2007	EN

CODE	TITLE	DATES	LANGUAGE
A451614	The effective employers' organization (Kiev, Ukraine)	01/10/2007 04/10/2007	EN RU
ARAB STATES			
A551391	Comment atteindre les PME (Tunis)	13/02/2007 15/02/2007	FR
A551564	How to reach out to SMEs (Cairo, Egypt)	16/04/2007 19/04/2007	EN AR
INTERREGIONAL			
A900933	Legal aspects and legal risk management related to the international framework agreement and other CSR instruments of the group (ARCELOR)	03/04/2007 04/04/2007	EN
A900984	Renforcement des organisations d'employeurs d'Afrique francophone dans le contexte d'une économie mondialisée	09/07/2007 20/07/2007	FR
A901000	Retreat of the Bureau for Employers Activities (ACTEMP)	17/09/2007 21/09/2007	EN
A901003	International trade negotiations and agreements: opportunities and implications for employers	10/12/2007 14/12/2007	EN

MANAGEMENT OF DEVELOPMENT			
AFRICA			
A151374	Formulation de micro-projets de développement au niveau local (Antananarivo, Madagascar)	14/06/2007 19/06/2007	FR
AMERICAS			
A201027	Corso di perfezionamento in affari europei per funzionari diplomatici latino-americani	17/09/2007 09/11/2007	IT
ASIA			
A351579	National training course no. 1 on public procurement management (2007) - P350318 (Dhaka, Bangladesh)	18/02/2007 08/03/2007	EN
A351581	National training course no. 2 on public procurement management - P350318 (Dhaka, Bangladesh)	25/02/2007 15/03/2007	EN
A351588	National training course no. 3 on public procurement management - P350318 (Dhaka, Bangladesh)	11/03/2007 29/03/2007	EN
A351592	National training course no. 4 on public procurement management - P350318 (Dhaka, Bangladesh)	18/03/2007 05/04/2007	EN
A351593	National training course no. 5 on public procurement management - P350318 (Dhaka, Bangladesh)	02/04/2007 19/04/2007	EN
A351647	National training course no. 6 on public procurement management - P350318 (Dhaka, Bangladesh)	08/04/2007 26/04/2007	EN
A351648	National training course no. 7 on public procurement management - P350318 (Dhaka, Bangladesh)	22/04/2007 10/05/2007	EN
A351649	National training course no. 8 on public procurement management - P350318 (Dhaka, Bangladesh)	29/04/2007 17/05/2007	EN
A351650	National training course no. 9 on public procurement management - P350318 (Dhaka, Bangladesh)	13/05/2007 31/05/2007	EN
A351406	Project design based on logical framework approach (Tonga)	09/07/2007 13/07/2007	EN
A351626	Project for providing technical assistance to facilitate Vietnam's accession to the WTO: Summer course on WTO studies - P350222 (Geneva)	09/07/2007 03/08/2007	EN
A351654	Selection and employment of consultants (Tehran, Iran)	21/07/2007 25/07/2007	EN
EUROPE			
A451402	Project cycle management in technical cooperation and investment projects (Dushanbe, Tajikistan)	22/01/2007 24/01/2007	RU

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CODE	TITLE	DATES	LANGUAGE
A400861	International financial reporting standards, financial management and disbursement procedures in investment projects	19/03/2007 30/03/2007	RU
A451565	Project management based on logical framework for the School of Public Health (Ministry of Health -Turkey) (Ankara, Turkey)	26/03/2007 30/03/2007	EN
A400951	On-the-job training in project cycle management for the officials from Ministry of Labour and Social Policy of the Republic of Bulgaria - P45090	07/05/2007 18/05/2007	RU
A400997	Project management in World Bank-funded projects: control of project delivery (time, scope, procurement, budget and resources)	28/05/2007 05/06/2007	RU
A400865	International procurement management	11/06/2007 22/06/2007	RU
A451566	Project management in World Bank-funded projects for the School of Public Health - Ministry of Health (Turkey): control of project delivery (time, scope, procurement, budget and resources) (Ankara, Turkey)	30/07/2007 03/08/2007	EN
A400872	Procurement management in investment projects	15/10/2007 26/10/2007	RU
A400875	Total quality management in procurement operations	26/11/2007 30/11/2007	RU
ARAB STATES			
A551466	Introduction to IsDB procurement (Jeddah, Saudi Arabia)	17/02/2007 21/02/2007	EN AR
A551496	Procurement of works in IsDB-funded projects (A551466) (Jeddah, Saudi Arabia)	24/02/2007 28/02/2007	EN AR
A551582	Procurement audit course for the Supreme Audit Institution in Iraq (Amman, Jordan)	09/04/2007 20/04/2007	EN AR
A551286	Procurement of goods and works for internationally-financed projects (Beirut, Lebanon)	30/04/2007 11/05/2007	EN AR
A500878	Financial management and disbursement in IFI-financed projects	03/12/2007 14/12/2007	EN
INTERREGIONAL			
A951482	Master in "Cultural Projects for Development" - final distance learning (A900708)	02/01/2007 15/03/2007	IT
A900859	Master's course on "Management of Development"	05/02/2007 01/06/2007	EN
A900925	Project cycle management for ILO officials (1st delivery)	05/03/2007 09/03/2007	EN
A900860	Financial management and disbursement in IFI-financed projects	12/03/2007 23/03/2007	EN
A900915	Sustainable procurement - social, economic and environmental considerations in public procurement	26/03/2007 30/03/2007	EN
A900862	Post-graduate course on "International Trade Law"	29/03/2007 22/06/2007	EN
A900863	Procurement of information systems in World Bank-funded projects (World Bank - ILO Turin)	16/04/2007 27/04/2007	EN
A900864	Project cycle management	07/05/2007 18/05/2007	EN
A900877	Works procurement management (World Bank - ILO Turin)	14/05/2007 01/06/2007	EN
A951633	Project management based on logical framework (for UNESCO officials) - E950402 (Paris)	21/05/2007 23/05/2007	EN
A900928	Project design and implementation planning	25/06/2007 29/06/2007	EN
A900867	Project management in World Bank-funded projects: control of project delivery (time, scope, procurement, budget and resources)	09/07/2007 13/07/2007	EN
A900868	Master's course on "Cultural projects for development"	27/08/2007 14/12/2007	EN
A900869	LL.M. (Master of Law) in "Intellectual property"	03/09/2007 14/12/2007	EN

CODE	TITLE	DATES	LANGUAGE
A900916	Master's programme on "Public procurement management for sustainable development"	03/09/2007 21/12/2007	EN
A900870	Procurement management in the public sector (OECD/SIGMA - World Bank - ILO Turin)	10/09/2007 28/09/2007	EN
A900927	Project cycle management for ILO officials (3rd delivery)	17/09/2007 21/09/2007	EN
A900985	Post-graduate specialization course on "Management of water resources"	24/09/2007 30/11/2007	EN
A900871	Project cycle management	01/10/2007 12/10/2007	EN
A900873	Equipment procurement management (World Bank - ILO/Turin)	15/10/2007 02/11/2007	EN
A900874	Selection and recruitment of consultants in World Bank-funded projects (World Bank - ILO Turin)	19/11/2007 23/11/2007	EN
A900876	Project management in World Bank-funded projects: control of project delivery (time, scope, procurement, budget and resources)	03/12/2007 07/12/2007	EN

EUROPEAN SOCIAL FUND PROJECTS UNIT

EUROPE			
A651489	Services publics pour l'emploi - analyse des compétences pour le marché du travail transfrontalier - P610271 (Saint Jean de Maurienne, France)	25/01/2007 26/01/2007	FR
A651506	Training of trainers II (E650365) - P650274 (Ankara, Turkey)	05/02/2007 09/02/2007	EN
A600942	Servizi pubblici per l'impiego - analisi delle competenze per il mercato del lavoro transfrontaliero - P610271	08/02/2007 09/02/2007	FR IT
A600982	Comitato di pilotaggio - Progetto TRANSALP - P610271	03/04/2007 03/04/2007	FR IT
A600989	Second study visit of Turkey project - P650274	07/05/2007 11/05/2007	EN
A651656	ITENETs - Campania - Seminario regionale di progettazione - P610372 (Napoli)	27/06/2007 28/06/2007	IT

DELTA (DISTANCE LEARNING AND TRAINING TECHNOLOGY APPLICATIONS)

A151411	Design, develop, deliver and evaluate a distance learning programme - Face-to-face workshop (Phase 1) (Mauritius)	16/04/2007 20/04/2007	EN
A101006	Training programme on implementation of a DL training programme	23/07/2007 06/08/2007	EN
AMERICAS			
A251421	Formación de formadores por competencias - ITU	01/01/2007 31/12/2007	ES
A251422	Diseñar un modelo integral y dinámico de gestión de recursos humanos por competencias - P250385 (El Salvador)	26/02/2007 02/03/2007	ES
A251423	Identificar y analizar competencias profesionales - P250385 (El Salvador)	19/03/2007 23/03/2007	ES
A251366	Servicios de desarrollo empresarial	02/04/2007 27/04/2007	ES
A251424	Analizar las necesidades de formación en una organización - P250385 (El Salvador)	07/05/2007 11/05/2007	ES
A200888	Gestión de recursos humanos por competencias	21/05/2007 01/06/2007	ES
A251360	Formación de formadores por competencias	01/06/2007 31/08/2007	ES
A251425	Evaluar los resultados de un programa de formación en una organización - INSAFORP F2F - P250385 (El Salvador)	18/06/2007 22/06/2007	ES

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CODE	TITLE	DATES	LANGUAGE
A251426	Analizar las necesidades de formación en un territorio - INSAFORP (F2F1) - P250385 (El Salvador)	18/06/2007 22/06/2007	ES
A251427	Identificar y analizar competencias profesionales - INSAFORP F2F - P250385 (El Salvador)	20/08/2007 24/08/2007	ES
A251358	Responsables de la gestión de recursos humanos: A.b - P250385	17/09/2007 31/12/2007	ES
A251395	Planificadores y evaluadores de la oferta formativa en las empresas y organizaciones: A.a - P250385	17/09/2007 31/12/2007	ES
A251628	Planificadores y evaluadores de la oferta formativa en un territorio: B.a - P250385	17/09/2007 31/12/2007	ES
A251629	Diseñadores curriculares: B.b - P250385	17/09/2007 31/12/2007	ES
A251630	Elaboradores de medios de formación: B.c - P250385	17/09/2007 31/12/2007	ES
A251428	Describir puestos y seleccionar personal por competencias - P250385 (El Salvador)	24/09/2007 28/09/2007	ES
A251429	Seleccionar modalidades de formación y diseñar un currículo basado en competencias - P250385 (El Salvador)	24/09/2007 28/09/2007	ES
A251430	Evaluar el logro individual de competencias - P250385 (El Salvador)	01/10/2007 05/10/2007	ES
A251363	Gestión de recursos humanos por competencias (Montevideo, Uruguay)	22/10/2007 26/10/2007	ES
A251431	Evaluar el desempeño y certificar personal por competencias - P250385 (El Salvador)	26/11/2007 30/11/2007	ES
A251432	Diseñar y desarrollar módulos de aprendizaje basados en competencias - P250385 (El Salvador)	26/11/2007 30/11/2007	ES
A251433	Evaluar el impacto de programas de formación para el mercado de trabajo - P250385 (El Salvador)	26/11/2007 30/11/2007	ES
A251365	Competency-based human resources management (Jamaica)	17/12/2007 21/12/2007	EN
ASIA			
A351631	Training of teachers workshop: Introducing QMS in Indonesian polytechnics (Bandung, Indonesia)	21/05/2007 30/05/2007	EN
A351632	Training of teachers workshop: Introducing QMS in Indonesian polytechnics (Bandung, Indonesia)	11/06/2007 20/06/2007	EN
A301008	Management of continuing education and distance learning (China)	10/09/2007 21/09/2007	EN CH
A351364	National validation workshop on competency standards for the training of trainers (Jakarta, Indonesia)	19/11/2007 23/11/2007	EN
EUROPE			
A451511	Development of distance learning modules for MLSP Bulgaria - P45090 (Sofia, Bulgaria)	26/02/2007 02/03/2007	EN
INTERREGIONAL			
A951359	Competency-based training of trainers	04/06/2007 31/08/2007	EN
A900890	Gestion des ressources humaines par compétences	24/09/2007 05/10/2007	FR
A951361	Competency-based training of trainers	01/10/2007 31/12/2007	EN
A951362	Formación de formadores por competencias	01/10/2007 31/12/2007	ES
A900891	Competency-based human resources management	08/10/2007 19/10/2007	EN
A901031	Resource mobilization	19/11/2007 23/11/2007	EN
A900889	Facilitate face-to-face learning	03/12/2007 07/12/2007	EN

CODE	TITLE	DATES	LANGUAGE
GENDER COORDINATION UNIT			
A151151	On-line learning course on gender, poverty and employment (South Africa) - P150280	01/01/2007 18/05/2007	EN
A151399	On-line learning course on mainstreaming gender equality in an organizational context (GMS 2007) - P150280	01/01/2007 18/05/2007	EN
A151625	Training on gender mainstreaming for the EU delegation to Angola (Angola)	21/05/2007 25/05/2007	PT
A100908	Training of gender audit facilitators - P150280	04/06/2007 08/06/2007	EN
A151509	Mainstreaming gender for TC-RAM ILO/NCP projects in Africa (Addis Abeba, Ethiopia)	02/07/2007 06/07/2007	EN
A151150	Training of gender audit facilitators (South Africa) - P150280 (Pretoria, South Africa)	22/10/2007 26/10/2007	EN
A351510	Gender mainstreaming workshop for ILO/NCP projects in Asia (Kathmandu, Nepal)	02/07/2007 06/07/2007	EN
A951340	Open virtual learning space on mainstreaming gender equality in the world of work	19/03/2007 13/10/2007	EN
A951341	Gender, poverty and employment (on-line course)	19/03/2007 13/10/2007	EN
A900856	Genre et développement: concepts et instruments pour l'intégration d'une perspective de genre dans les actions de développement	14/05/2007 25/05/2007	FR
A900922	ILO Gender interregional strategic consultation	17/09/2007 21/09/2007	EN
A900857	Mainstreaming gender equality: concepts and instruments	05/11/2007 16/11/2007	EN
A951643	Training on mainstreaming gender equality in development cooperation (E950416) (Brussels)	05/11/2007 06/11/2007	EN
A951644	Workshop for EuropeAid network of gender focal persons (E950416) (Brussels)	07/11/2007 09/11/2007	EN
A900858	An introduction to gender budgeting in organizations and institutions	19/11/2007 23/11/2007	EN
A901028	Advancing the decent work agenda: gender equality and social protection	04/12/2007 06/12/2007	EN

OTHER ACTIVITIES			
AMERICAS			
A251501	Taller políticas activas de empleo sector rural (actividad 3.6) - P250236 (Spain and Portugal)	26/03/2007 30/03/2007	ES
A251499	Taller validación - elaboración y publicación de material de formación políticas activas de empleo para poblaciones indígenas (C200080) - P250236 (Lima, Peru)	14/05/2007 16/05/2007	ES
A251498	Género, pobreza y empleo (actividad 3.3) - P250236	28/05/2007 15/11/2007	ES
A200948	Seminario sobre la sostenibilidad de la intervención de EUROSOCIAL (actividad 5.2) - P250236	08/06/2007 08/06/2007	ES
A251505	Encuentro de redes EUROSOCIAL (actividad 6.6) - P250236 (Antigua, Guatemala)	25/06/2007 29/06/2007	ES
A251500	Curso políticas activas de empleo poblaciones indígenas - P250236 (Lima, Peru)	23/07/2007 27/07/2007	ES
A251497	Taller final de evaluación de las metodologías de medición de indicadores del mercado de trabajo - P250236 (Lima, Peru)	10/09/2007 14/09/2007	ES
A200947	Taller sobre encadenamientos productivos de las PyMEs como potencial de desarrollo en una economía globalizada - P250236	08/10/2007 12/10/2007	ES

Information Annex II

CODE	TITLE	DATES	LANGUAGE
A251502	Seminario temático y visita de estudio sobre la reforma para los servicios públicos de empleo - P250236 (Rome and Venice)	22/10/2007 26/10/2007	ES
A251503	Taller sobre monitoreo y evaluación de resultado e impacto de políticas activas de empleo previa formación a distancia - P250236 (Buenos Aires, Argentina)	26/11/2007 30/11/2007	ES
ARAB STATES			
A501015	Municipal planning and management (Iraq) - P550414	25/06/2007 07/07/2007	AR
INTERREGIONAL			
A900981	UNDP/ILO executive workshop on mainstreaming the decent work agenda in UN System programmes at the country level	11/04/2007 13/04/2007	EN

NUMBER OF PARTICIPANTS FORESEEN FOR 2007 BY FIELD OF ACTIVITY

(All training activities, including distance learning)

FIELD OF ACTIVITY	2006 (final)	2007 (forecast)
Standards and Fundamental Principles and Rights at Work	2027	1380
Employment and Skills Development	642	870
DelNet*	678	720
Enterprise Development	1239	1430
Social Protection	733	720
Social Dialogue	408	640
Workers' Activities	1059	1360
Employers' Activities	420	850
Management of Development	994	1005
Post-graduate courses	145	145
European Social Fund Projects	1604	1270
Learning Technology	619	890
Gender Coordination	432	350
Other activities	255	310
TOTAL	11255	11940
* Moved to the Employment and Skills Development Programme on 01.01.2006		
REGION	2006 (final)	2007 (forecast)
AFRICA	2328	2710
AMERICAS	3127	3260
ASIA	1475	1990
EUROPEAN UNION	1939	1790
EUROPE* AND CENTRAL ASIA	1487	1200
ARAB STATES	375	560
INTERNATIONAL CIVIL SERVANTS	524	430
TOTAL	11255	11940
30/08/2007		
* Other than European Union		

INCOME FORESEEN FOR 2007 ACTIVITIES BY SOURCE OF FUNDING

(in US dollars)

	USD
ILO Regular Budget	2,600,000
ILO (other sources: UN Trust Funds, Bilateral Trust Funds, Subcontracts	3,110,000
Other UN agencies and institutions	1,315,000
European Union and related institutions	3,295,000
World Bank (direct and indirect sources)	1,550,000
Other multilateral sources	1,350,000
Italian government (Ministry of Foreign Affairs, multilateral voluntary contribution	8,500,000
Italian Ministry of Labour, Ministry of Foreign Affairs, other funds from Italy	3,815,000
Other bilateral sources/Direct trust funds	9,615,000
TOTAL FORESEEN FOR THE YEAR 2007	35,150,000

INCOME FORESEEN FOR 2008 ACTIVITIES BY SOURCE OF FUNDING

	USD	euro
ILO Regular Budget	2,700,000	1,998,000
ILO (other sources: UN Trust Funds, Bilateral Trust Funds, Subcontracts)	3,200,000	2,368,000
Other UN agencies and institutions	1,350,000	999,000
European Union and related institutions	3,450,000	2,553,000
World Bank (direct and indirect sources)	1,600,000	1,184,000
Other multilateral sources	1,400,000	1,036,000
Italian government (Ministry of Foreign Affairs, multilateral voluntary contribution)	8,750,000	6,475,000
Italian Ministry of Labour, Ministry of Foreign Affairs, other funds from Italy	3,900,000	2,886,000
Other bilateral sources/Direct trust funds	9,900,000	7,326,000
TOTAL FORESEEN FOR THE YEAR 2008	36,250,000	26,825,000

COMPARATIVE SUMMARY OF STAFF RESOURCES FOR 2007 AND 2008

(In US dollars and euro for 2008)

Grade	2008 Budget proposals USD		2008 Budget proposals Euro		2007 Latest estimates USD		2007 Approved budget USD	
	Work years/ months	Estimated cost	Work years/ months	Estimated cost	Work years/ months	Estimated cost	Work years/ months	Estimated cost
D.2	3/00	702,000	3/00	519,600	3/00	710,000	3/00	683,700
D.1	1/00	227,900	1/00	168,700	1/06	346,000	2/00	443,200
P.5	16/05	3,154,300	16/05	2,334,200	16/07	3,175,000	17/00	3,100,800
P.4	21/06	3,484,900	21/06	2,578,900	19/04	3,035,000	20/10	3,155,350
P.3	20/09	2,558,500	20/09	1,893,300	16/09	2,050,000	17/00	2,004,300
P.2	2/00	216,800	2/00	160,500	5/00	528,000	5/00	509,500
Total D + P	64/08	10,344,400	64/08	7,655,200	62/02	9,844,000	64/10	9,896,850
G.7	9/00	1,251,000	9/00	925,700	9/00	1,177,000	9/00	1,136,700
G.6	17/00	2,099,500	17/00	1,553,700	15/00	1,744,000	15/00	1,683,000
G.5	24/00	2,409,600	24/00	1,783,100	24/10	2,378,000	24/10	2,296,500
G.4	32/03	2,641,300	32/03	1,954,600	25/08	2,021,000	25/08	1,950,700
G.3	14/00	977,200	14/00	723,100	17/00	1,125,000	17/00	1,084,600
G.2	3/06	211,700	3/06	156,700	3/06	181,000	6/00	300,000
Total G	99/09	9,590,300	99/09	7,096,900	95/00	8,626,000	97/06	8,451,500
GRAND TOTAL	164/05	19,924,700	164/05	14,752,100	157/02	18,470,000	162/04	18,348,350

STAFF RESOURCES BY GRADE AND ORGANIZATIONAL UNIT FOR 2008

Organizational Unit	Professional category and above								Total P + D		General Service category							TOTAL G		Grand total	
	ADG	D2	D1	P5	P4	P3	P2	P1	Work Years/ months	Cost (euro)	G7	G6	G5	G4	G3	G2	G1	Work Years/ months	Cost (euro)	Work Years/ months	Cost (euro)
Director's Office		2/00							2/00	360,109			2/00					2/00	133,553	4/00	493,662
TOTAL		2/00							2/00	360,109			2/00					2/00	133,553	4/00	493,662
Training Department																					
Department Directorate		1/00			3/06	1/00			5/06	681,675		2/00		1/00				3/00	238,055	8/06	919,730
Programmes				12/05	15/00	8/09	1/00		37/02	4,369,154	1/00	3/00	9/00	11/00	6/00		30/00	2,043,455	67/02	6,412,609	
Training Support Service				1/00	2/00	4/00	1/00		8/00	853,646	3/00	5/00	3/00	9/09	3/00		23/09	1,679,216	31/09	2,532,862	
TOTAL		1/00		13/05	20/06	13/09	2/00		50/08	5,904,475	4/00	10/00	12/00	21/09	9/00		56/09	3,960,726	107/05	9,865,201	
Administration																					
Financial Services			1/00	1/00		1/00			3/00	420,247	3/00	2/00	4/00	1/00	2/00	1/00	13/00	1,080,120	16/00	1,500,367	
Internal Administration Service						2/00			2/00	175,600	2/00		3/00	6/00		2/06	13/06	905,273	15/06	1,080,873	
Medical Service												1/00			1/00		2/00	143,278	2/00	143,278	
Human resources Services				1/00		1/00			2/00	229,873		3/00	3/00	3/06	1/00		10/06	721,056	12/06	950,929	
Management Information Systems Section				1/00	1/00	3/00			5/00	564,801		1/00			1/00		2/00	152,861	7/00	717,662	
TOTAL			1/00	3/00	1/00	7/00			12/00	1,390,521	5/00	7/00	10/00	10/06	5/00	3/06	41/00	3,002,588	53/00	4,393,109	
GRAND TOTAL		3/00	1/00	16/05	21/06	20/09	2/00		64/08	7,655,105	9/00	17/00	24/00	32/03	14/00	3/06	99/09	7,096,867	164/05	14,751,972	