



INTERNATIONAL TRAINING
CENTRE OF THE ILO

CC 69/3/a
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69th Session

Board of the Centre

Geneva, 29-30 October 2007

THIRD ITEM ON THE AGENDA

REPORTS OF THE TRADE UNION TRAINING COMMITTEE

and of the

EMPLOYERS TRAINING COMMITTEE



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**TRADE UNION TRAINING COMMITTEE OF THE
INTERNATIONAL TRAINING CENTRE OF THE
INTERNATIONAL LABOUR ORGANIZATION**

Report of the twenty-sixth meeting held on 10 – 11 May 2007

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SUMMARY REPORT OF THE 26th MEETING OF THE TRADE UNION TRAINING COMMITTEE

HELD ON 10 AND 11 MAY 2007 AT THE
INTERNATIONAL TRAINING CENTRE OF THE ILO, TURIN

Members Present:

Cecilia Brighi (Member of the Workers' Group and Chairperson of the Committee)
Nitte M. Adyanthaya (Member of the Workers' Group)
Nair Goulart (Member of the Workers' Group)
Lyelmoi Otong Ongaba (Member of the Workers' Group)
Anne Holenweg (Consultant)

Anna Biondi (Secretary of the Workers' Group)
Raquel González (ITUC member)

Dan Cunniah (Acting Director ACTRAV - ILO Geneva)

F. Eyraud (Director, ILO Turin Centre)
Frans Lenglet (Director, Training Dept., ILO Turin Centre)
Enrico Cairola (Secretary of the Trade Union Training Committee)

Observers:

M. Bélanger	ACTRAV	D. Bertino	SOCIAL
C. Benitez	ACTRAV	B. Vacotto	NORMES
I. Dia	ACTRAV	V. Nebuloni	ESD
A. Kumar	ACTRAV	F. Marcon	AMERICAS
E. Toth	ACTRAV	Y. Tzvetkova	EUROPE
		R. Mossa	COORD
		J. Shalabi	ARAB STATES
P. Rademaker	PRODEV	P. Tomlinson	ENTDEV
A. De Koster	ACTEMP	L. Villacorta	SOCPRO
E. Maertens	DIR OFFICE	J. Lortie	GENDER

AGENDA

Wednesday 9 May 2007

- 17.00-19.00 Preparatory meeting of the Workers' group
20.00 Official Dinner

Thursday 10 May 2007: 09.00–13.00 and 14.30–17.30

Morning

- 09.00-09.15 1. Welcome address by the Chairperson of the Workers' Group and the Director of the Centre
 2. Approval of the Agenda
- 09.15-10.15 3. Introductory remarks from Dan Cunniah and Anna Biondi
- 10.15-11.30 4. Trade union training activities executed by the Turin Centre in 2006 and program for 2007
- General presentation (30 minutes)
 - Regional desks (Asia, Europe, Africa, Latin America); presentation 2006-2007 (5 minutes each)
 - Gender 2006-2007 (10 minutes)
 - IT 2006-2007 (10 minutes)
- 11.30–13.00 5. General discussion and deliberations

Afternoon

- 14.30-15.30 6. Proposals for 2008 and indicative plans for 2009:
- General presentation (20 minutes)
 - Regional Desks' proposals, 2008-2009 (Asia, Africa, Europe and Latin America – 5 minutes' each)
 - Gender, 2008-2009 (10 minutes)
 - IT, 2008-2009 (10 minutes)
- 15.30-17.30 7. General discussion and deliberations

Friday 11 May 2007: 09.00–13.00

Morning - Meetings with the Technical Regional Programmes:

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| 09.00-10.00 | 1. Social dialogue |
| 10.00-11.00 | 2. Enterprise development |
| 11.00-12.00 | 3. Employment and skills development |

Afternoon

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| 14.00-15.30 | 4. Close round-up meeting with the Director |
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Introduction

1. *The Chairperson* opened the meeting by welcoming the Director and the members of the Committee as well as the staff of the ILO Turin Centre. The Chairperson invited the Director to speak on behalf of the Centre.
2. *The Director* welcomed the members of the Committee and noted that he was looking forward to the results of the meeting in order to seek advice on the needs of trade unions and for the future development of the Centre's programs.
3. He expressed his satisfaction and interest for the possibility of listening to the concerns, views and orientations of the Committee towards the development of the Program for Workers' Activities. He also noted the importance of the integration between Turin and Geneva. He underlined that the functioning of ACTRAV and its integration with the Centre would facilitate the organization and implementation of projects and activities between Turin and Geneva.
4. He also raised the issue concerning the training of the social partners and, in this respect, he noted the importance of strengthening tripartism. The role of training within the ILO is aimed at supporting social dialogue by equipping the social partners with the level of knowledge and technical skills that they require, and thereby allow for more efficient engagement and dialogue between unions and other partners. Social dialogue would facilitate the development of a system of values and patterns of relations at the national level that would help to mediate and find compromises in the conflicts that arise in the context of labour relations. He stressed the importance of having equal and therefore equally equipped social partners in terms of knowledge and capabilities.
5. *The Chairperson* thanked the Director of the Centre for his remarks. She presented the agenda of the meeting. She then gave the floor to Dan Cunniah, Acting Director ACTRAV-ILO Geneva, to present some key points for the discussion.
6. *Mr. Cunniah* was pleased to address the meeting in his new capacity as Director ad interim of ACTRAV. He underlined that his first priority was to concentrate on the review of the duties and responsibilities of the ACTRAV staff at Headquarters. He announced that Mr. Cairola would be transferred to Geneva in charge of technical co-operation, project development and programming. He noted that the Directorate of ACTRAV will keep in the future a great interest in relation with the activities of ACTRAV Turin. He announced that this year would be important for labour education due to the labour education symposium organized in Geneva from the 8th to the 12th of October.
7. The major objective of the Symposium would be to assess labour education activities on a global level and to see what changes and orientations are required for the future. Leaders of trade unions, labour educators, directors of education centres, labour education experts, would be invited to this event to reflect with ACTRAV on the future of labour education and of its role in the labour movement. This exercise is also expected to have an impact on the work of ACTRAV Turin in the near future. He noted that a background document was under preparation for preparing the discussion and the works of the symposium.
8. He also underlined that the Workers' Group and ACTRAV were fully supporting the development of ILO Turin and as a centre of excellence in terms of training and education. He noted that the question of capacity building was a key issue for the workers and he interlined the need to retrain qualified trade union educators. He reaffirmed that the

immediate priority of ACTRAV would be to organise courses on techniques and methods of labour education and training of trainers in order to provide basic and intermediate education to trade union centres. He also noted that Turin should develop more advanced training courses for trade union leaders while basics and intermediate training should be developed by the respective national trade union centres.

9. In relation with tripartism, he noted that the reform process taking place within the UN system as well as the development of Decent Work Country Programs would offer a challenge with risks and opportunities. In terms of opportunities he underlined the possibility of further strengthening the concept of tripartism and the tripartite identity of the ILO. In this regard, he agreed with the Director that the Centre should explore how to better introduce tripartism in its training activities. In addition he noted that in relation with the UN reform and the ILO Decent Work Country Program, the Centre should design training activities able to focus on the issues and the methods related to a tripartite approach. In particular he underlined the need to have governments, employers and the workers together, for a training programme on the UN reform. He also referred to a recent course organised by the Centre where Directors of ILO offices and Resident Coordinators discussed with ACTRAV and the Secretary of the Workers' group the perspectives of tripartism in the whole process of the UN reform. He finally noted that tripartism is a way of working for building consensus and getting through the development agenda in the ILO and in the UN system at large.
10. *Ms. Biondi* thanked all the colleagues of ACTRAV Turin for the work done and for the developments that were achieved by the Program in recent years. She underlined that the Symposium will have an impact on the Program and on the future development of new courses. She agreed with Mr. Cunniah on the challenges that the ILO is facing in relation with the UN reform and on how to integrate the Decent Work Country Programs within the work of the UN. She also noted that the ILO Turin Centre should be working with the UN system and be used by the ILO to spread its values and principles in the UN system. In relation with ILS she mentioned that the work of the ILO is based on its main function, which is to operate as a global standard-setting Organisation relevant at all levels, from national countries to the regional and global level. She emphasized that standards should not be developed with a regional focus, with the risks of lowering the international perspective and their capacity to defend working conditions worldwide. On the issue of tripartism she also agreed that it is a working method and that ILO should focus its staff training on this working methodology. In relation with the issue of developing projects within ACTRAV Turin and at the Centre at large, she agreed that these new avenues should be explored for better using the resources of technical cooperation in the area of training and capacity building as well as for stabilizing the financial situation of the Centre.
11. *The Chairperson* thanked Mr. Cairola for his contribution and his work. She underlined his commitment and the role that he played, via the Italian trade unions, for introducing the Centre in the list of the Olympic venues. This operation paved the way for the restructuring of the campus and its use during the winter Olympic Games. She then invited him to act as Secretary of the Committee and to report on the trade union training Programs for 2006 and 2007 in accordance with the agenda.
12. *The Secretary* also thanked the Director, the management of the Centre and the regional and technical managers for the support, advice and skills provided to the Program, and introduced the Report of activities for 2006-2007. Regional and topic presentations were also made by the ACTRAV staff on the activities delivered in 2006-7.
13. *The Chairperson* thanked the staff of ACTRAV and the Secretary for their presentations and opened the discussion with the Committee.

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14. **Mr. Lenglet** noted that some important issues were raised in the presentations of the ACTRAV's staff and he commented on the dynamism and the variety of the training offer of ACTRAV. He also underlined that the "internal" link between ACTRAV Turin and ACTRAV Geneva was certainly essential as well as the linkages between ACTRAV Turin and the rest of the Centre. He suggested that the linkages of ACTRAV with the other regional and technical departments should be further strengthened, in particular in the area of IT and also in relation with the Labour Education Symposium and the work carried out by ACTRAV on training methodologies. He encouraged this collaboration between the different teams and he noted that ACTRAV was greatly supported in his technical work by several departments of the Centre.
 15. From the presentation of the ACTRAV's report *Mr Lenglet* noted that there were still some problems in identifying the right profile of course participants in bi-tripartite courses. The Social Partners Support Facility, which was encouraging the participation of workers' and employers' representatives in other technical programs, was not fully used due to the lack of qualified participants. He proposed to establish a working group to analyse all the issues and problems related to the selection procedure in order to better use the resources made available by the Social Partners Support Facility. He hoped that an improvement of the selection procedure would facilitate the work of the Centre and its effectiveness.
 16. *Ms Diallo* noted that she was trained by the Centre in '92. She expressed her concern on the financing of the Centre and on the selection criteria. She expressed her appreciation for the international experience and the comparative approach carried out by the Centre, due to the gathering of participants with very different backgrounds. She also underlined the risk of preferential treatment in the selection of participants by their own organizations. She suggested introducing a system of sanctions for such cases, like for instance denying further access to future courses at the Centre to those unions unable to carry out proper selections of participants. She also suggested strengthening the alumni network of the Centre in order to use former participants as national or regional trainers. Regarding the action plans developed by the participants at the end of each course, she suggested setting up a funding mechanism for the best projects drafted by the participants. She also stressed the greater effectiveness of residential courses over distance education courses for Africa, due to the lack of IT facilities in the region.
 17. *Mr. Adyanthaya* thanked the Director and the staff of ACTRAV for the work accomplished and for his will to better coordinate the activities of the Centre with the Institute in Geneva. He noted that the number of bipartite as well as tripartite training activities decreased from 56 to 49. He asked the Director to take some measures for increasing the number of participants from workers' organisations as well as the number of bi-tripartite courses. He agreed on the need to revise and improve the selection criteria and he supported the position and the concern expressed by the Secretary of the Workers' group. He insisted on the need to invite national trade union centres selected by the Secretary of the Workers' group; they should be at the core of the selection process. He expressed also some concerns in relation with the distribution of participants by region and in particular on the need to increase the number of participants from Asia-Pacific. In relation with IT training he noted that the large majority of workers do not have access to these technologies. For this reason ACTRAV Turin should gradually introduce these new technologies. He finally suggested to improve the regional balance of the resource people invited to teach in the Program.
 18. *Mr. Ongaba* thanked the staff of ACTRAV Turin for its work and requested to link the Centre with the national University for Labour Studies of Uganda. He agreed on the comments made by Mr. Cunniah and he noted that a priority for unions was to train young educators, because the old ones were actually phasing out. He agreed on the

comments made by the Director about the connection and the integration between Geneva and the Turin centre and the promotion, via training, of the Decent Work agenda.

19. On the selection procedures he underlined the need to train only workers' representatives and trade union leaders in ACTRAV.
20. He explained that East Africa was moving towards a political federation, with a common market and a monetary union. Trade unions were contributing to this process of integration by putting in place the East African Trade Union Confederation. These new sub-regional structures need specific training, especially on globalization, and on how to connect with European trade union.
21. On IT he noted that the Program should concentrate its efforts in Africa because some trade unions still do not have websites. The efforts of the Program should be aimed at fighting the digital divide and bring Africa closer to IT and information sharing.
22. *The Chairperson* thanked the ACTRAV staff for their presentations. She also noted that the new Director will bring new ideas and strategies in the work of the Centre as well as a stronger link with Geneva. The transfer of Mr. Cairola to Geneva in the area of technical co-operation will also contribute to build the capacity of better linking Geneva with Turin. In relation with the UN reform she noted that the ILO and its training centre should have a common strategy for designing their future. The ILO and Turin should keep their priorities and the Centre should be used to channel the values and the policies related to Decent Work within the UN family.
23. In relation with the Labour Education Symposium she noted that it should be used to reorient the Program and also to bring new ideas to the Board of the Turin Centre. The Program in Turin should be focused on sub-regional activities where a process aimed at developing networks on key issues should be put in place. National training Programs should be delivered by the regional staff of ACTRAV. She recommended the creation of lists of experts within trade union on different issues such as economics, collective bargaining, social dialogue and organizing.
24. She underlined the need to focus on quality and on the results of training instead of maximising the number of courses or participants trained; what counts is to govern the "output of training" and be able to follow up on the impact of training and on the development of permanent regional/sub-regional networks.
25. On the selection process she noted that the criteria adopted by ACTRAV should be supported by the political leadership of trade unions and by ITUC.
26. *Ms Goulart* thanked the staff of ACTRAV for their work at the Centre. She highlighted that the transfer of Mr. Cairola to Geneva might improve the relationship between ACTRAV Turin and Geneva in the area of technical co-operation. Regarding the activity of the Centre she stressed the importance of the concept of "training based on experience" and not on academic theories, because unlike labour colleges in Brazil, she noted that the added value of tripartism allows the courses organized by the Centre to be more far-reaching, complete and extensive. Through a tripartite approach participants develop a broader overview on labour issues. She also expressed some criticism on the TUTC schedule, which leaves just five minutes for the presentation of all the annual regional training activities, stressing the fact that in this way it becomes very difficult to have a complete and clear idea of the progress being made by the Program. Commenting the regional presentations, she firstly noted some good general improvements in terms of contents, participation and level of in-depth analysis of the courses. Secondly, she complimented ACTRAV staff on the amelioration of the selection of participants and,

thirdly, she pointed out the need for a better use of the training tools that are provided with the courses, in order to make them more effective in terms of practical results. She explained this last point by giving examples of the situation in Latin America, where governments were generally becoming more democratic and committed on labour and social issues, but on the other hand they were not making any concrete efforts to implement their national plans. She therefore suggested that the Turin Centre's courses, with their added value of tripartism, should give participants more specific and practical tools to improve social dialogue in their own countries. She also underlined the importance of distance education. At the same time she noted the lack of IT facilities (such as PCs, Internet connections, etc.) in the inland parts of the Latin American continent. Finally, she suggested giving some kind of reward, in terms of financing for local implementation, to those participants who make the best action plans at the end of their courses.

27. *Mr. Cunniah* thanked all the members of the WG for their constructive comments and advice provided to the Committee. He suggested that the best test that could be made to see whether a training program is effective was to ask a simple question: is training going to assist workers in improving their conditions of work, their conditions of life? If the reply is yes the work of ACTRAV is meaningful.
28. He underlined that his work in ACTRAV was to make sure that whatever ACTRAV does, it responds to the immediate concerns and needs of the trade unions and workers' organizations.
29. He underlined that he listened carefully to all the presentations made by the ACTRAV Turin team, very skilled and talented in labour education. He noted that the ACTRAV team might carry out practical and useful training but they never spoke on decent work, on organizing workers in the export processing zones as well as on organizing workers in the informal economy.
30. The methodologies and methods used by ACTRAV Turin were not focusing on the issues related to their interest. The impressive figures presented by the Program are not enough; as an example, gender issues were not only related to the number of women trained by the Program. For instance, he noted that he would have liked to see what the Program was doing on maternity protection and on sexual harassment.
31. He underlined that he wanted the real labour issues introduced and taught in the Program. In relation with information technology he noted that in Africa today there were less than 10 countries which could provide electricity 24 hours a day. IT was an important and interesting subject, but for people leaving in this region it doesn't mean anything because they cannot use the technology. ACTRAV cannot develop or use a technology beyond the capacity that is available in developing countries.
32. He underlined the need to introduce some adjustments in the Program. In relation with the target groups invited to the courses, he stressed that the Workers' Group has the political control and responsibility for the selection of participants. The Workers' Group comprises the ITUC, the OATUU, the WFTU and all trade unions that were not affiliated to those organizations. The GUFs are part of national trade union centres and they are not affiliated to the ITUC. Affiliates of the GUFs are part of national centres and they are part of ITUC. For this reason, the selection of organizations made by the Secretary of the Workers' group was also covering participants from the GUFs.
33. He agreed on the need to develop participants' networks at the condition that they do not become "political networks". He noted that international networks already exist in many different areas. He gave the example of the OSH network organized by ITUC. He also

mentioned the Francophone network for Africa where ACTRAV should only provide some technical assistance, while ITUC should carry out its political responsibility within the network.

34. He requested the Program to introduce some results-based management concepts, in order to have outcomes for each program based on indicators and targets. He noted that ACTRAV had to move into this direction.
35. This approach should be applied to all areas, such as gender, standards and OSH. The Program should redesign its courses that focus on too many issues and change them towards some specialized, higher level training for union people who were going to work in their trade union on specific functions, such as organizing trade union in the export processing zone, where millions of workers were still not organized.
36. He underlined that courses that were just given one talk on labour standards or on HIV/AIDS plus other issues were not interesting for ACTRAV. Participants could get some basic information elsewhere. The Program should better relate training with the work that has to be carried out at the national level by the trade union. As an example, he underlined that the links between research and education were not clearly developed. In ACTRAV the Global Union Research Network, which has taken a very important step in disseminating the results of research, includes the Global Unions, the ITUC, the TUAC and also ACTRAV facilitating the network. This research should be linked with the Program. He noted that participants trained by the Program should be informed about the existence of the GURN and become part of it. This could be also the case for other regional research networks, such as the African Labour Research Network. He underlined that networks were already in place and that there was no need to create additional ones.
37. On the issue of distance education, he supported Mr. Adyanthaya's observation on the great value of face-to-face education. Distance education could help, but it will not substitute the residential training in our Program. Union people should continue to come to the Centre and share their experiences and contacts.
38. In relation with the issue of selection of participants, he noted that some improvements could be made, such as strengthen the criteria of selection, specify the type of participant required and what sort of experience was needed. He also recommended to prepare particular invitation letters specifying the requirements of the course. He noted that national trade union organizations have the right to choose their participants. He concluded by underlying that he was not criticizing the Program, but only trying to provide advice and guidance to the Program for its improvement.
39. *Ms Holenweg* opened her intervention seeking some clarification on the expression "work on a project", previously used in conversations during the morning session. She noted that all ACTRAV residential and distance education courses were aimed at "reinforcing tripartism". She underlined the fact that in many regions of Central and Eastern Europe tripartism did not exist at all, because there was no co-ordinated action between the different social partners and institutions. She therefore brought the attention of the Workers' Group on the need to keep constantly in mind the objective of tripartism when organizing new curricula and courses. On the subject of distance education she suggested to use it mainly as a post-course tool, because distance education was more effective after a residential course had taken place. She concluded by underlining the need for a more in-depth selection process of participants. She suggested setting up a two-level selection procedure: on the first stage a general indirect selection made by the trade union national centres and on the second stage a more direct investigation on the

participants' skills via a questionnaire directly sent to those who have been appointed by the organizations.

40. *Ms. Biondi* made some general observations on the selection procedure where the main idea was to have a coherent policy within the ILO for the selection of workers' organizations. The database provided to the Secretariat of the Workers' group would further facilitate the collect and the management of the information regarding the selection process.
41. She mentioned the challenge to further integrate the activities of the ILO at different levels, from the national trade unions to the regional and global level. In relation with the Decent Work Country Programs, she underlined the need to strengthen fundamental workers' rights. This new framework was focusing at the country level all the efforts made by the ILO in a more coherent and organized manner.
42. She related to the observation of the Chairperson on how to better link the Program to the ILO and to the priorities that are presented through the Workers' Group. The ILO develops policies through standards that were translated at the national level in social and economic policies. The goal of the ILO was to change legislation, strengthen unions that can influence policies at national level. She mentioned as an example her participation to two regional meetings that have decided targets. In this case, results would be measured and compared.
43. She underlined the priority to organize training on trade and in general on economic policy integration. The Program should be fully involved in designing new training activities in this new area of work.
44. On IT she agreed that there was a need for trade unions to expand their capacity in this field of work. A discussion on this issue should be organized at the symposium on how to use these technologies for improving the work of the trade unions.
45. On the issue of selection she noted that sometimes the Program did not get the right profile of participants. She underlined that some trade union organizations did not have basic capacities and enough people to be assigned to specific trade union functions and responsibilities because they were basically striving to survive.
46. She stressed the need to link the Program with the ILO and its fields structure because DWCP will become the ILO framework within which operations will be carried out.
47. On the plan of action prepared by course participants at the end of a course, she noted that the Centre and the ILO could not cover the cost for their implementation. Resources should be mobilized within the trade unions and for this reason these projects should be focused and feasible.
48. *The Secretary* noted that the role of this Committee was to guide and orient the work of the Program and his role was to incorporate the proposals and the suggestions of the Committee in the work plan for 2008-2009. With regard to the observations of Mr. Lenglet, he underlined the capacity and the role of ACTRAV for developing tripartism and contribute to the development of bipartite and tripartite programs. He also reassured the Management that ACTRAV was willing to share its knowledge and contribute to the training program of the Centre. With regard of the the Labour Symposium, he noted that the Centre should be invited to contribute to the discussion on how to strengthen the training capacity of the social partners. He also noted that he Symposium should raise the issue of how to retrain officers working in educational departments of national centres as well as how to strengthen trade union training systems. The effective development of

an educational Program depends from the definition of a training policy and of a clearly defined training structure. Even if financial and human resources were very scarce, a national trade union centre could put in place an effective educational structure. Another outcome of the Labour Symposium would be the possibility of mapping education, with the support of a database. If the Program would have a more clear idea about the development of labour education activities in the different regions, it would be easier to refocus the content and methodologies of courses.

49. In relation with the participation of the colleagues from the regions in the Turin based Programs, he noted that it helped to create a link between the Program and the field work that participants should carry out after the course.
50. The observations of Mr. Adyanthaya were related to the figures that were presented this morning on the participation of workers in bipartite general activities. The Centre put in place a new system called Social Partnership Support Facility, which was the former Central Fund. This new mechanism should help the Centre to have better results, in terms of workers' participation in 2008.
51. He also noted that it was difficult to put in place joint projects with labour oriented universities that might be interested in developing joint curricula with ACTRAV. In the near future, the Program will try to finalize agreements leading to the certification of the training activities of ACTRAV.
52. An additional observation was on the fact that the Program should support, via training, regional processes of integration, such as the one presented by Mr. Ongaba. The Program should deliver training for subregional organizations involved in processes of regional integration.
53. On the reform of the UN and role of the ILO Turin, he noted that at the Centre there were two UN agencies, UNICRI and Staff College. He hoped that the campus would continue to be an ILO training centre and more used for training the social partner. At the same time, he noted that it would be extremely positive to see the development of other UN agencies in Turin; their development should not have a negative impact on the ILO but, on the contrary, further strengthening the influence of the ILO within the UN family. He also recalled the political effort of ACTRAV and of the Workers' group to keep the Centre under the umbrella of the ILO in the 90s.
54. He noted the observations that were raised by Ms. Nair Goulart on the importance of decent work in Brazil and he explained that the program and the delivery of courses were built on this concept.
55. On networks' development, he reassured the Committee on the fact that Turin is engaged in the development of educational networks. The Program would like to extend the impact of its work by providing, after the course, an "educational space" offered by SoliComm that would enable course participants to share their experiences and continue to carry out educational work. He finally noted that the modalities for the delivery of educational activities will be based on mixing the different components of residential training and distance education.
56. *The Chairperson* thanked Mr Cairola for the explications provided on the program delivered in 2006-7. She then invited him to report on the trade union training programs for 2008 and 2009 in accordance with the agenda.

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57. *The Secretary* introduced the Report of activities for 2008-2009. Regional and topic presentations were also made by the ACTRAV staff on the activities proposed for 2008-2009.
58. *The Chairperson* thanked all the staff and Management of the Centre who attended the Committee as well as the Secretary and his staff for their presentations and opened the discussion within the Workers' Group.

Conclusions

59. Committee consensus was achieved on the following points:

- 1) Supporting the integration of the Centre into the ILO.
- 2) Continue to improve gender balance and the profile of course participants by applying the selection criteria established by the Committee (participants should preferably be members of executive committees of trade unions, or hold specific responsibilities related to the subject area of the course, and be less than 45 years of age) combined with the direct selection of the Secretary of the Workers' group of course participants invited to attend specific courses such as ILS.
- 3) Continue to engage ACTRAV Turin in project development with the coordination of the Directorate of ACTRAV and the support of the Regional Desk Officers.
- 4) Recognizing the role and the responsibilities of ACTRAV Turin in the area of labour education within the Bureau for Workers' Activities.
- 5) The development of labour education networks is associated with need to provide follow up support to former participants as well as an assessment of the impact of the Programme on trade union capacity building in the area of labour education. Labour education networks must be connected with the international labour movement.
- 6) Continue to support the international trade union movement with an appropriate and updated Programme in the area of labour education designed to strengthen the unity of the labour movement.
- 7) Monitoring the balance of the Program in terms of delivery at the Centre, in the field and by distance education. Core activities should continue to take place in Turin. Activities in the field should be regional/sub-regional training activities coordinated and executed with the ACTRAV field specialists.
- 8) Increase the involvement of workers' education specialists in the ACTRAV Turin Program, in particular in relation with training activities organised in the regions.
- 9) Improve the exchange of information between field specialists and ACTRAV Turin via the regional desk officers.
- 10) Revising and producing more, and better, training manuals and materials for labour education.
- 11) Contributing to the development of the Symposium on labour education. The proposals that will be submitted to this Committee next year will be influenced by the strategic orientations provided by the Symposium and the challenges ahead facing labour education. The training activities on labour education and training methodology planned for 2008 will be used for implementing some of the outcomes of the Symposium and for strengthening the process of capacity building of labour education activities and structures.
- 12) Strengthen and consolidate the activities in the European region in view of the creation of a permanent European ACTRAV desk in ACTRAV Turin.

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- 13) Reviewing and updating the curricula of the different courses on a regular basis in order to make them respond adequately to the needs of workers' organizations. This review will revise and reduce the number of cross-cutting issues presented in the regular courses.
 - 14) Following the approval of the Program by the Committee, curriculum development should be a joint exercise among ACTRAV Turin, officials dealing with technical issues and the regional desks of ACTRAV Geneva. The Secretary of the Workers' Group, via the Directorate of ACTRAV, should also be consulted. The final outcome of this process would be the publication of course curricula on the ACTRAV Web page before the November ITC Board meeting.
 - 15) The Secretary of the Workers' Group will carry out the selection process of workers' organisations; in the case of courses on ILS she will nominate directly course participants. The nomination process will be organised as follows: all nominations for the Program for 2008 would be sent by September; a list of substitutes of at least five organizations would be added for each course; ACTRAV Turin would send invitation letters at least four months prior to the course; selection criteria such as language proficiency and gender balance (a target of 50% women on Turin-based courses) would be applied. The number of nominations requested by ACTRAV Turin from each selected organisation should be kept flexible in view of the nature of the course (from a minimum of two to a maximum of four). The Program would also try to implement those criteria in joint co-funded training activities. This selection procedure would facilitate the development of a preparatory on-line phase for residential courses, as well as better selection of course participants.
 - 16) In line with the deliberations of this Committee the Programme will consult, via the Directorate of ACTRAV, the regional desk officers for developing the operational programme for 2008. Consultations will also take place on the design of training activities that will be delivered in 2008 with the ACTRAV's officials dealing with technical issues related to the course subjects of the Turin programme.
 - 17) Consolidating gender mainstreaming in consultation with the ACTRAV focal point on gender in order to continue to support gender mainstreaming in course design, delivery and evaluation.
 - 18) The development of bi-tripartite Programs should be increased. The new fund established by the Centre should produce some positive results that should be evaluated by the Committee. The Committee reaffirmed the need to continue developing a Centre policy on bi-tripartite courses with increased representation of constituents and mutually agreed curricula.
 - 19) Giving the Program the financial resources needed to achieve the target set by the Board in the fourth development plan.
 - 20) Further developing and expanding the Program in the Arab Region.
 - 21) Continuing discussions with labour oriented universities for the delivery of university degrees via a system of credits/on-line education.
 - 22) The Committee will continue to receive for the next meeting, a paper indicating confirmed and proposed activities in the pipeline for 2009, in addition to the proposed list of regular courses.
 - 23) The attached list of activities proposed for 2008 was examined and approved. Duration of these Turin based courses will range between three and four weeks. Based on the recommendations of the Symposium, which will take place from 8-12 October 2007, the activities in the next biennium will be revised and adjusted accordingly.

ANNEX A

PROGRAM FOR 2006

Programme for Workers' Activities

2006 PROGRAMMES FOR WORKERS' ACTIVITIES

UPDATED ON 12/03/07

A1	Africa	A5	Arab States
A2	Latin America	A9	Inter-regional
A3	Asia	E	Projects in the field
A4	Europe		

ACTIVITIES IN TURIN

CODE	TITLE	DATES	WEEKS	PART.	LANG.	STUDY VISITS	SPONSOR
A1-00601	Union training on capacity building for organizing	06/03 31/03	4	15 (9)*	En	Germany FES 28-31/3 Geneva 26-28/3	RBTC/AFRICA/TC ITALY+Others
A1-00603	Trade union training on social security and social protection	10/04 06/05	4	18 (11)*	Fr	Canada FTQ 29/4 – 5/5	RBTC/AFRICA/TC ITALY+Others
A1-00606	Trade union training on OSH and HIV/AIDS	04/09 29/09	4	13(5)*	Por	Portugal – UGTP 24-29/9	RBTC/AFRICA/TC ITALY+Others
A1-00607	Trade union training on employment policies and PRSP	11/09 06/10	4	15(5)*	Fr	ILO Geneva 1-3/10 CGT-FO Paris 3-6/10	RBTC/ACTRAV/TC
A1-00814	Sectoral workers' education programme (GUFs) (labour education focus)	09/10 13/10	1	8 (5)*	Fr	----	RBTC/ACTRAV/TC
A1-00815	Sectoral workers' education programme (GUFs) (labour education focus)	09/10 13/10	1	8 (4)*	En	----	RBTC/ACTRAV/TC

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CODE	TITLE	DATES	WEEKS	PART.	LANG.	STUDY VISITS	SPONSOR
A1-00609	Trade union training on information technology with a special focus on training methodology and labour education	06/11 01/12	4	13 (7)*	En	----	RBTC/ACTRAV/TC
A2-00610	Trade union training on OSH and HIV/AIDS	13/03 7/04	4	16 (10)*	Sp	Geneva 2-4/04 Madrid, CC.OO 5-7/04	RBTC/ACTRAV/TC
A2-00608	Trade union training on employment policies including youth employment	23/10 17/11	4	14 (7)*	Sp	Geneva 12-14/11 Spain 14-17/11-UGT	RBTC/AL/TC ITALY+Others
A3-00602	Union training on capacity building for organizing	06/03 31/03	4	16 (8)*	En	SNTUC Singapore 25-31/3	RBTC/ACTRAV/TC
A3-00605	Trade union training on OSH and HIV/AIDS	03/07 28/07	4	15 (8)*	En	Japan – JILAF 24 – 28/7	RBTC/ASIA/TC ITALY+Others
A5-00604	Trade union training on ILS and the ILO Declaration on fundamental principles and rights at work and its follow-up	15/05 09/06	4	20 (10)*	Ar	Norway 05 -09/6	ITALY+Others

ADDITIONAL ACTIVITIES IN TURIN

CODE	TITLE	DATES	WEEKS	PART.	LANG.	STUDY VISITS	SPONSOR
A2-00789	Trade Union training on FOA and Collective Bargaining for Mexican Workers' Organizations	17/07 28/07	2	15 (5)*	Sp	Madrid UGT (24-28/7)	ITALY/ACTRAV FOA
A2-00760	Ratification, promotion and control of the Maritime Conventions for their practical implementation	21/08 8/09	3	20(6)*	Sp	Bamio	Ministry of Labour and Social Affairs of Spain
A2-00790	Trade Union training on FOA with a special focus on Conventions 151-154 for Colombian Workers' Organizations	02/10 13/10	2	6(2)*	Sp	CC.OO (España)	ITALY/ACTRAV
A3-00739	Trade union training for NWJ on the globalization and its impact	28/05 08/06	2	16(6)*	Eng/ Jap	Geneva (1-3 June)	NWJ-Japan
A3-00747	Trade Union Training for ACFTU on promoting social dialogue for workers rights	11/09 22/09	2	18 (4)*	En/ Ch	FES Germany	ITALY/ASIA-China (US\$25,000) + Others (US\$25,000)
A3-00813	Trade union training for ACFTU on Trade Union Organizing	6/11 17/11	2	16(3)*	En/ Ch	SAK Finland	ITALY/ASIA-China Others
A4-00724	Devising training activities on Europe and globalization	16/03 19/03	4d	32(12)*	En/Fr	----	ETUI-REHS
A4-00791	Training of trade union representatives in social security (pensions) boards	5/06 9/06	1	17(6)*	En/Rus	----	ITALY + ILO Trust Fund France

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A4-00777	TRACE (Trade Union Anticipating Change in Europe) review workshop	15/06-17/06	3d	33(9)*	En/Fr	----	ETUI-REHS
A4-00801	Devising training activities on globalization	14/09-17/09	4d	28(10)*	Fr/En	----	ETUI-REHS
A4-00802	Trade union training on sustainable development	26/10-29/10	4d	31 (11)*	Fr/En/Sp	----	ETUI-REHS
A4-00792	Young Workers – Makers of Tomorrow’s Unions: New Approaches to Organising	4/12-8/12	1	14 (8)*	En	----	LO Denmark plus others
A9-00769	Trade Union Training on Labour Education(ICFTU-WCL-ACTRAV)	7/05-10/05	4d	26(7)*	EN/Fr/Sp	----	ITALY

ACTIVITIES IN THE FIELD

CODE	TITLE	DATES	WEEKS	PART.	LANG.	VENUE	SPONSOR
A1-51317	National follow up (7 national centres)	13/11-14/11	2 d	17 (5)*	En	Addis Ababa	RBTC/AFRICA/TC
A1-51314	Sub-regional programme on FOA for the informal economy (Seychelles, Comores, Maurice)	6/11-10/11	1	18 (4)*	En	Antananarivo	RBTC/AFRICA/TC – FOA Turin
A1-51416	Follow-up on PRSP and the Recommendations of African Head of States with the Social Partners	6/12-8/12	3d	9 (3)*	En	Swaziland	ITALY

A2-51272	El rol de la Educación en el proceso de unificación sindical (The role of education in the process of unification of the international labour movement)	28/06 29/06	2d	40(7)*	Sp	Santo Domingo	ACTRAV/ITALY
A2-51255	Seminario sobre seguridad y salud laboral para sindicatos centroamericanos	10/07 15/07	1	15(5)*	Sp	San José	ACTRAV/ITALY
A2-51250	Follow up and evaluation seminar on distance education/OSH for CUT- FS- CGT from Brazil	05/12 08/12	4d	21(13)*	Port	Sao Paulo	ACTRAV/ITALY
A3-51323	Trade Union Training on Globalisation, Labour Law reforms and TU. Agenda	9/10 13/10	1	20 (11)*	En	Suva	Project or ITALY ACTRAV
A3-51324	Training programme on information technologies with a focus on networks development	11/12 15/12	1	13 (6)*	En	Bangkok	RBTC/ASIA/TC (US\$20,000) + OTHERS (US\$20,000) FES
A3-51325	Trade Union Training on Freedom of Association and Migrant Workers Rights for FTUB	18/12 22/12	1	20(7)*	En	New Delhi	FOA, Turin(US\$10,000) + RBTC/ASIA/TC (US\$ 5,000) + ITALY ACTRAV
A4-51118	Training of trainers on social dialogue in the construction industry (Florence)	6/02 10/02	1	13 (4)*	En	Florence	EU project
A4-51217	Strengthening Social Dialogue in the Construction Industry. Training of trainers seminar.	20/05 23/05	4d	22(10)*	En	Lithuania	EU project

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A4-51218	Strengthening Social Dialogue in the Construction Industry. Training of trainers seminar.	25/05 28/05	4d	21(7)*	En	Latvia	EU project
A4-51219	Strengthening Social Dialogue in the Construction Industry. Training of trainers seminar.	19/06 21/06	3d	27(8)*	En	Poland	EU project
A4-51220	Strengthening Social Dialogue in the Construction Industry. Training of trainers seminar.	27/06 29/06	3d	23(2)*	En	Malta	EU project
A4-51221	Strengthening Social Dialogue in the Construction Industry. Training of trainers seminar.	5/07 8/07	4d	24(14)*	En	Estonia	EU project
A4-51223	Strengthening Social Dialogue in the Construction Industry. Training of trainers seminar.	31/08 01/09	2d	41(9)*	En	Hungary	EU project
A4-51222	Strengthening Social Dialogue in the Construction Industry. Training of trainers seminar.	05/09 08/09	4d	16(7)*	En	Slovenia	EU project
A4-51367	Sub regional trade union seminar on trade unions strategy in South East Europe in the period of transition and European enlargement towards policy coherence	26/10 28/10	3d	23 (3)*	En	Budapest (Hungary)	ILO, ITC, ETUC
A4-51224	Strengthening Social Dialogue in the Construction Industry. Training of trainers seminar.	29/11 1/12	1	20(1)*	En	Cyprus	EU project
A9-51173	Joint meeting ICFTU-WCL Women's Committees	20/03 24/03	1	23(23)*	EN/Fr/ Sp	Brussels	ITALY

DISTANCE EDUCATION

CODE	TITLE	DATES	WEEKS	PART.	LANG.	ACTIVITY MANAGER	SPONSOR
A1-51266	Distance education on IT and web-site development for Anglophone Africa (preparatory course for the residential programme)	5/06 25/08	6	13 (8)	En	I.DIA/ BELANGER	RBTC/ACTRAV/TC
A1-51251	Education à distance pour les organisation syndicales d'Afrique sur la mondialisation	20/11/06 26/01/07	9	12 (4)*	Fr	I. DIA	RBTC ACTRAV
A2-51248	Formación de Formadores en línea para la CGT-Argentina	19/06 25/08	7	17(4)*	Sp	C.BENITEZ	ACTRAV/ITALY
A2-51251	Formación de Formadores en línea para la CTM-México (FASE II)	5/07 18/08	7	26 (10)*	Sp	C.BENITEZ	ACTRAV/ITALY
A2-51247	Formación de Formadores en línea para CUT-FS-CGT de Brasil	10/07 25/08	7	26(12)*	Sp.	C. BENITEZ	ACTRAV/ITALY
A2-51264	Union Training on the international labour movement , Caribbean	4/09 15/12	9	11 (4)*	En	M. BELANGER	ACTRAV/ITALY
A2-51262	Formación en línea sobre el ciclo de trabajo y la salud para FS-Brasil	09/10 08/12	2	30(12)*	Pt	C.BENITEZ	ACTRAV/ITALY
A3-51322	Distance education for trade unions in Asia/Pacific on Globalization and Trade Unions Strategies	23/10 15/12	8	13(6)*	En	A.KUMAR	ACTRAV/ITALY + OTHERS (US\$5,000)
A2-51252	Formación sindical en línea sobre la globalización y la salud (red SST)	06/11 08/12	8	42(23)*	Sp	C.BENITEZ	ITALY/TC

**PIPELINE
NETWORK**

CODE	TITLE	DATES	WEEK S	PART.	LANG.	SPONSOR	Activity manager
	Former participants network from Asia / Pacific on ILS						
	Former participants network from Latina America on OSH						

PROJECTS

CODE	TITLE	DATES	WEEKS	PART.	LANG.	STUDY VISITS	SPONSOR
P4-10267	Building and construction workers EFBWW						EU
P9-50283	Building a global computer communication network for labour organisations	1/01 31/12					ILO/ITALY ACTRAV Geneva/Turin

PUBLICATIONS

CODE	TITLE	DATES	WEEKS	PART.	LANG.	STUDY VISITS	SPONSOR
	Labour Education Review – Special issue on trade union training				Eng / Fr / Sp		
	Trade Union Manual on OSH				Sp / It		
	Manual Do(A) Monitor(A): Formação Sindical Sobre Ensino-Aprendizagem Em Linha)				Port		
	Open source software for unions				Eng		
	ILS: a Trade Union Training Guide (3rd revised edition)				En/Fr/S p		
	Manual de Formación sobre el Fordismo y el Post-Fordismo: cómo organizar a los trabajadores en el lugar de trabajo				Sp		
	Formación Sindical Sobre La Globalización				Sp		
	Manuel de Formation sur le Fordisme et le Post-Fordisme:Organisation des Travailleurs sur le lieu de travail				Fr		
	Formation Syndicale sur la Mondialisation				Fr		

ANNEX A

A case study of online collaborative learning for the staff of unions in developing countries	En
Formación sindical sobre la globalización y la salud (adaptación)	Sp
Manual on Industrial Relations	Eng

ADVISORY SERVICE

CODE	TITLE	DATES	WEEKS	PART.	LANG.	STUDY VISITS	SPONSOR
E950284	Building a global computer communication network for labour organisations	20/02 15/12	43				ITALY

ANNEX B

PROGRAM FOR 2007

Programme for Workers' Activities

2007 PROGRAMMES FOR WORKERS' ACTIVITIES

UPDATED ON 30/04/07

A1	Africa	A5	Arab States
A2	Latin America	A9	Inter-regional
A3	Asia	E	Projects in the field
A4	Europe		

ACTIVITIES IN TURIN

CODE	TITLE	DATES	WEEKS	PART.	LANG.	STUDY VISITS	SPONSOR
A1-00851	Trade union training on capacity building for organizing	26/03 20/04	4	15 (9)*	Fr	16-20/04 FTQ Canada	RBTC/ACTRAV/TC
A1-00846	Trade union training on ILS and the ILO Declaration on fundamental principles and rights at work and its follow-up	29/01 23/02	4	12 (4)*	En	18-20/02 ILO Geneva 21-23/02 OGB Vienna	RBTC/ACTRAV/TC
A2-00852	Formación Sindical sobre economía internacional, economía política e integración regional	10/09 5/10	4	15	Sp	30/09-2/10 ILO Geneva 3-5/10 CCOO Madrid	RBTC/ACTRAV/TC
A3-00847	Trade union training on ILS and the ILO Declaration on fundamental principles and rights at work and its follow-up	29/01 23/02	4	13 (7)*	En	18-20/02 ILO Geneva 21-23/02 FES Bonn	RBTC/ACTRAV/TC
A1-00854	Trade union training on information technology	15/10 13/11	4	15	Fr	11-13/11 FO Paris	RBTC/AFRICA/TC ITALY+Others
A1-00853	Trade union training on training methodology	17/09 12/10	4	15	En	8-12/10 ILO Geneva Symposium	RBTC/AFRICA/TC ITALY+Others
A1-00855	Trade union training on information technology	15/10 9/11	4	15	Por	5-9/11 UGTP Portugal	RBTC/AFRICA/TC ITALY+Others
A2-00848	Trade union training on capacity building for organizing	26/03 20/04	4	14 (5)*	Sp	15-17/04 ILO Geneva 18-20/04 UGT Madrid	RBTC/AL/TC ITALY+Others

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A3-00850	Trade union training on employment policies with a focus on youth employment	2/07 27/07	4	15	En	23-27/07 Japan	RBTC/ASIA/TC ITALY+Others
A5-00849	Trade union training on capacity building for organizing	14/05 8/06	4	15	Ar	1-6/06 Alger (UGTA)	ITALY+Others

ADDITIONAL ACTIVITIES IN TURIN

CODE	TITLE	DATES	WEEKS	PART.	LANG.	STUDY VISITS	SPONSOR
A1-00979	Mondialisation, droits des travailleurs et NIT	09/07 20/07	2	15	Fr	Geneva 15-17/7 Paris 18-20/07	Coopération Française
A2-00946	Participación sindical en la adopción del nuevo Convenio de la OIT sobre el Trabajo en el Sector de la Pesca	5/03 23/03	3	19 (1)*	Sp	19-23/03 Instituto de Bamio	Spanish Gov.
A2-	Training of trainers on-line for FS	1/10 13/10					
A3-00943	Trade Union Training for ACFTU on Promotion and Protection of Workers Rights in Informal Economy	16/04 27/04	2	19 (4)*	En/Ch	23-27/04 Bonn-Berlin - FES	ITALY ASIA/ACFTU/ OTHERS
A3-	Trade Union Training for ACFTU on Social Protection Policies	17-28 Sept	2	20	En/Ch	To be decided	ITALY ASIA/ACFTU/ OTHERS
A4-00940	Strengthening Social Dialogue in the Tourism Industry – Training of Trainers	19/02 23/02	1	17(9)*	EN		EC
A4-00955	Capacity building for ICEM/IUF Affiliates - company level collective bargaining	25/06 29/06	7	27	EN		ICEM/IUF and other sponsors

A4-00950	Trade Unions and Sustainable Development	13/09 16/09	5	35	EN/FR/S PA		ETUI-REHS
A4-00957	European Labour Educators Network	20/09 23/09	5	35	EN/FR		ETUI-REHS
A4-00956	Young leadership training: 30 th anniversary of Tripartite Declaration of principles concerning MNEs and Social Policy	05/11 10/11	5	20	EN/FR	Turin	RBTC/EUROPE/TC LO Denmark
A4-00958	Trade union strategies towards globalisation	07/11 10/11	4	35	EN/FR		ETUI-REHS
A9-	Trade Union Training on International Trade Agreements, Development and Trade Union Agenda	22/10 02/11	2	18	En	Geneva	RBTC/ACTRAV/TC/ OTHERS

ACTIVITIES IN THE FIELD

CODE	TITLE	DATES	WEEK S	PART.	LANG.	VENUE	SPONSOR
A1-51213	Trade Union Training on the procedures concerning FoA and ILS.	25-29/06	1	30	Fr	Kinshasa	Walloon Region
A1	National follow up (7 national centres)		2J	20	F	Kinshasa	RBTC/AFRICA/TC
A1	Suivi du plan d'action de la plateforme des travailleurs de l'Océan Indien et sur la Liberté syndicale		1	18	F	Maurice	FOA/ILO TANA/RBTC AFRICA TC

ANNEX B

A1	Trade union training on organizing and the protection of workers in the informal economy		1	20	F	Malawi	Italy / ACTRAV
A1	Implementing the work plans on Poverty Reduction			18	E	Swaziland	ILO Pretoria ACTRAV / Pretoriq
A2-51468	Workshop on IT	To be decided	1	12	Eng	Barbados	
A2-51495	Formación de Formadores de cursos en línea para CGT Argentina	23/04 - 27/04	1	20	Sp		
E250404 A2-51574	Sub-regional seminars on social protection for Andean countries (*)	21/05-25/05	1	15	Sp	Lima	Project Spanish Government
E250404 A2-51575	Sub-regional seminar on social protection for Mercosur countries (*)	18/06-22/06	1	20	Sp	Montevideo	Project Spanish Government
E250404 A2-51576	Sub-regional seminar on social protection for Central America countries (*)	16/07-20/07	1	15	Sp	Santo Domingo	Project Spanish Government
A2-	Trade union course on FOA for the road transport	6/8 11/8					
A3-	Follow up & Evaluation Workshop for ACFTU on Impact of Actrav-Turin Courses on Trade Union Policies & Training Activities	13-15 Aug	3 days	20	En/Ch	China	ITALY/ACTRAV/ ACFTU

A3-	Trade Union Training on Migrant Workers Rights and Promotion of Social Security	20-24 Aug	1	20	En	Kualalampur	
A3-	TU Training Workshop for Women Union leaders on Computer Communications & Networking (<i>in cooperation with SNTUC</i>)	27-31 Aug	1	20	En	Singapore	
A4-51533	Strengthening Social Dialogue in the Tourism Industry	30/05-01/06	3d	15-18	EN	Hungary	EC
A4-51535	Strengthening Social Dialogue in the Tourism Industry	Oct	3d	15-18	EN	Cyprus	EC
A4-51536	Strengthening Social Dialogue in the Tourism Industry	11/06-12/06	2d	15-18	EN	Malta	EC
A4-51531	Strengthening Social Dialogue in the Tourism Industry	04/06-06/06	3d	15-18	EN	Poland	EC
A4-51529	Strengthening Social Dialogue in the Tourism Industry	October	3d	15-18	EN	Slovenia	EC
A4-51534	Strengthening Social Dialogue in the Tourism Industry	04/06-05/06	2d	15-18	EN	Estonia	EC
A4-51530	Strengthening Social Dialogue in the Tourism Industry	18/09-19/09	2d	15-18	EN	Latvia	EC
A4-51532	Strengthening Social Dialogue in the Tourism Industry	09/07-10/07	2d	15-18	EN	Bulgaria	EC
A4-	Decent Work for Migrant Workers: Validation of Trade Union Manual	18-20 June	3d	24	EN/RUS	Moscow, Russian Federation	DUTCH TC-RAM, Migration Project, ITC-ILO

ANNEX B

A4-51589	Strengthening Social Dialogue in Construction Industry: Evaluation Workshop	7-9 May	3d	36	EN	Brussels, Belgium	EC
A5-51313	Follow up activity on Employment Policies					Damascus	LO Norway

DISTANCE EDUCATION

CODE	TITLE	DATES	WEEKS	PART.	LANG.	ACTIVITY MANAGER	SPONSOR
A1-51251	Education à distance pour les Org. Synd. d'Afrique sur la mondialisation	20/11/06 26/01/07	9	12 (4)*	Fr		
A2-51492	Formación de Formadores en Línea para CUT, FS, y CGT de Brasil: Fase II	15/02- 15/11		20	Sp		
A2-51494	Formación de Formadores en Línea Para Petroquímicos –CTM: Fase II	09/04- 17/06	10	35	Sp		
A2-51493	Formación en Línea sobre el Ciclo de Trabajo y la Salud para Sindicatos Andinos	19/03- 25/05	10	25	Sp		
E250405	Sub-regional course on social protection for Mercosur countries (*)	3/09 9/11	10		Sp		Spanish Government
A2-51577							
A2	Course on OHS for Central American Unions						
A2	Course on line about globalization and OSH						
A2	Course on training of trainers for CGT Argentina: fase II						

A3-	Course on Globalization, International Trade and Trade Unions Agenda for SPOCTU	3 Sept-31 Oct	8	20	En
A3-	Course on Labour Relations & Collective Bargaining Rights	25/06 - 07/09	11	20	En

NETWORK

CODE	TITLE	DATES	WEEKS	PART.	LANG.	SPONSOR
	Former participants network from Latin America on OSH					

PROJECTS

CODE	TITLE	DATES	WEEKS	PART.	LANG.	STUDY VISITS	SPONSOR
P4-10371	Strengthening social dialogue in Tourism Industry (EFFAT)	1/12/06 30/11/07					
P2-50350	Strengthening of trade union action on social security	1/01/07-31/12/08	2 years	Sp			Spanish Government

ANNEX C

COURSES PROPOSED FOR 2008

Programme for Workers' Activities

A1	Africa	A5	Arab States
A2	Latin America	A9	Inter-regional
A3	Asia	E	Projects in the field
A4	Europe		

PROGRAMME for 2008**ACTIVITIES IN TURIN**

CODE	TITLE	DATES	WEEKS	PARTICIP.	LANG.	STUDY VISITS	SPONSOR
A1-	Trade union training on training methodology including distance education		4	15	Fr		RBTC/ACTRAV/TC
A1-	Trade union training on training methodology including distance education		4	15	En		RBTC/ACTRAV/TC
A2-	Trade union training on training methodology including distance education		4	15	Sp		RBTC/ACTRAV/TC
A3-	Trade union training on training methodology including distance education		4	15	En		RBTC/ACTRAV/TC
A9 -	Interregional trade union training on skills development with a focus on employment and decent work		2	15			RBTC/ACTRAV/TC
A1-	Trade union training on ILS and the ILO Declaration on fundamental principles and rights at work and its follow-up		4	15	Fr		RBTC/AFRICA/TC ITALY+Others

ANNEX C

CODE	TITLE	DATES	WEEKS	PARTICIP	LANG.	STUDY VISITS	SPONSOR
A1-	Trade union training on research and employment policies		4	15	En		RBTC/AFRICA/TC ITALY+Others
A1-	Trade union training on training methodology including distance education		4	15	Por		RBTC/AFRICA/TC ITALY+Others
A2-	Trade union training social security		4	15	Sp		RBTC/AL/TC ITALY+Others
A3-	Trade union training on comparative labour relations		4	15	En		RBTC/ASIA/TC ITALY+Others
A5-	Trade union training on training methodology including distance education		4	15	Ar		ITALY+Others

ANNEX D

INDICATIVE PLANS FOR 2009

Programme for Workers' Activities

2009 PROGRAMMES: INDICATIVE PLAN

A1	Africa	A5	Arab States
A2	Latin America	A9	Inter-regional
A3	Asia	E	Projects in the field
A4	Europe		

ACTIVITIES IN TURIN

CODE	TITLE	DATES	WEEKS	PARTICIP	LANG.	STUDY VISITS	SPONSOR
A1-	Trade union training on information technology with a special focus on distance education		4	15	Fr		RBTC/ACTRAV/TC
A1-	Trade union training on social security and social protection		4	15	En		RBTC/ACTRAV/TC
A2-	Trade union training on international economics, political economy and regional integration		4	15	Sp		RBTC/ACTRAV/TC
A3-	Trade union training on information technology		4	15	En		RBTC/ACTRAV/TC
A9-	Interregional trade union training		4	15			RBTC/ACTRAV/TC
A1-	Graduate course		4	15	Fr		RBTC/AFRICA/TC ITALY+Others

ANNEX D

CODE	TITLE	DATES	WEEKS	PARTICIP	LANG.	STUDY VISITS	SPONSOR
A1-	Trade union training on information technology with a special focus on distance education		4	15	En		RBTC/AFRICA/TC ITALY+Others
A1-	Trade union training on capacity building for organizing		4	15	Por		RBTC/AFRICA/TC ITALY+Others
A2-	Trade union training on ILS and the ILO Declaration on fundamental principles and rights at work and its follow-up		4	15	Sp		RBTC/AL/TC ITALY+Others
A3-	Trade union training on employment policies		4	15	En		RBTC/ASIA/TC ITALY+Others
A5-	Trade union training on OSH and HIV-AIDS		4	15	Ar		ITALY+Others



INTERNATIONAL TRAINING
CENTRE OF THE ILO

CC 69/3/b
69th Session

Board of the Centre

Geneva, 29 – 30 October 2007

**EMPLOYERS' TRAINING COMMITTEE OF THE
INTERNATIONAL TRAINING CENTRE OF THE
INTERNATIONAL LABOUR ORGANIZATION**

Report on the Twenty-fifth Meeting, held on 25 May 2007

SUMMARY REPORT ON THE 25th MEETING OF THE EMPLOYERS' TRAINING COMMITTEE

**Held on 25 May 2007 at the
International Training Centre of the ILO, Turin**

Members present:

Mr. I.P. Anand
Mr. B. de Arbeloa
Mr. A. M'Kaissi
Mr. C. Renique
Mr. F. Muia
Mr. J.F. Retournard
Ms. D. Rousseau
Mr. M. Traoré

Mr. F. Eyraud
Mr. D. Arrigotti
Mr. F. Lenglet
Mr. A. De Koster

Observers:

Mr. X. Beaudonnet
Mr. E. Cairola
Mr. M. DuJardin
Mr. P. Glynn
Ms. S. Lysak
Ms. B. Maino
Mr. T. Marchandise
Mr. F. Martin Daza
Ms. N. Mukhi
Ms. C. Muretto
Mr. V. Nebuloni
Ms. M. Pacheco
Mr. R. Poppe
Mr. P. Rademaker
Mr. P. Salvai
Ms. R. Zingara

Opening remarks

1. *Mr C. Renique, Chairperson*, opened the meeting and presented the agenda. The Chairperson singled out the following items:
 - Presentation by Mr. De Koster of the results of the Employers' Activities Programme for 2006, and following discussion.
 - Presentation on planning of employers' activities for 2007-08, and following discussion.
 - General views on the Centre's development and any other points raised by members.
2. *Mr F. Eyraud, Director of the Turin Centre*, warmly welcomed the members of the Committee and emphasized the importance of such meetings for an exchange of views.

Report on the Employers' Activities Programme for 2006 / employers' activities planned for 2007-2008

3. *Mr Renique* gave the floor to Mr De Koster, who introduced the Employers' Activities team. He then reported on activities conducted by the Programme in 2006. He went through the four main objectives of the Programme and the extent of their achievement in 2006:
 - maintain the level of 2005 in terms of delivery and quality
 - invest in the future in terms of staff, training material and increased financial resources
 - increase involvement with national constituents
 - corporate social responsibility (CSR).

Mr. De Koster went through each of those objectives. He stressed the importance of the increase in the number of participants (420) by almost 60%, although the number of employer participants in courses run by other Technical Programmes of the Centre had fallen. He said there would be a strong future emphasis on the development of training material.

In terms of new professional staff within the team, Mr. De Koster presented Mr. Peter Glynn, stressing that administrative staff reinforcement was very much needed as well. Mr. De Koster noted the (30%) increase and diversification of funding in 2006. He said that it was very important for the Turin Programme to be demand-driven; it had therefore tried to increase its visibility. In addition, the Programme was continuously expanding its network of national constituents. Mr De Koster also reported on the survey of the training needs of national employers' organizations (EOs), which had elicited a relatively high rate of replies (40%). The results had been fed into the development of the Programme's work plan.

Mr De Koster stressed the importance of corporate social responsibility (CSR) and mentioned that it was a voluntary initiative which employers should take. CSR was an important theme in the Centre's Development Plan. Mr De Koster stressed that the Employers' Activities Programme was the CSR coordinating unit within the Centre and had already run an innovative course on IFAs at the beginning of 2007. It was also developing training materials on CSR.

Concluding the presentation of results for 2006, Mr. De Koster told the Committee about the huge potential of the Programme and the high expectations of EOs. The Programme still needed to increase both its quantity and its quality.

Mr De Koster followed up by describing the development objectives for 2007, which were to:

- increase delivery
- increase and diversify funds
- invest in training materials and innovation
- improve quality
- further strengthen links with ACTEMP Geneva, the IOE, national EOs and other units at the Centre.

Mr. De Koster presented the plan of activities for 2007, the Programme's work plan for that year, and its long-term outlook. The focus was on strengthening employers' organizations in terms of their functioning and policies. The bedrock of this strategy was a standard course on "The Effective Employers' Organization". It covered basic rules of governance, strategy, lobbying and revenue-building. Concerning functioning, the accent was on services and the political role of an EO. Service topics included OSH, project cycle management, training and finance. Political role training (to influence the business environment and become representative) included specialist courses on strategy and planning, membership management, and communication.

The Programme was developing training materials on the service role of EOs. Regarding EO management skills, Mr De Koster underlined the Programme's plans to provide training in running meetings effectively, giving presentations, negotiation skills and leadership. The Programme also planned to meet the knowledge needs of EO personnel through training in ILS and microeconomic concepts. Mr De Koster stressed that the strengthening of EOs in policy areas included training in employment, globalization, social protection, social dialogue and CSR. He then presented the Programme's approach to quality and impact development in its training courses.

To conclude, Mr De Koster underlined the main features of the Programme, namely high potential and demand, fast growth, an integrated view of future development and a strong need for resources to achieve the 2007 objectives. He thanked the employers' world and its constituents for their openness and strong support to the Programme.

Please refer to Annex I, “Presentation by Mr. De Koster”, for more information on the Programme for Employers’ Activities in 2006-2007.

4. *Mr. Eyraud* then took the floor. He stressed the importance of tripartism and presented the Centre’s strategy, which had the following four dimensions: cost reduction, strengthening of the Centre’s image, fundraising, and strengthening of the permanent funds. With regard to cost reduction, Mr Eyraud pointed to the reduction in staff and their concentration in the training units. He stressed the importance of a clear image of the Centre, new technology and making the Centre more attractive by advertising its products. Concerning fundraising and the Programme’s request for an increase in funds, Mr Eyraud said that the Italian package (Italy’s voluntary contribution) had remained the same and the Centre needed absolutely an increase in that general package for further funding. To resolve the issue, a Project Development unit had recently been created at the Centre. Its tasks included lobbying for funds and helping the Technical Programmes to integrate their activities in order to enhance skills and the impact of training. With regard to permanent funds, Mr. Eyraud noted the need for long-term programming: knowing that funds were available for four or five years ahead would release technical units from spending so much time on searching for them.

Conclusions and closing remarks

5. After a discussion which involved all those present, *Mr C. Renique* drew the following conclusions:

- 5.1. A review of the past 12 months found the Programme’s performance consistent with targets, which had mostly been twice the volume of the previous period.

The work plan for 2007 contained a further strong increase in training activities, development of training material, innovation, funding and funding diversification.

The Employers’ Training Committee therefore wished to congratulate the staff of the Programme on the results and to encourage them to continue to progress.

The Employers’ Training Committee also noted the huge potential of the Programme, both for employer constituents and for donors. It was convinced that support by the management in terms of further resources would benefit both employers and the Centre.

- 5.2. Although the Programme had successfully fulfilled its business plan, more could be achieved with an increase in resources and funds.

Staff resources needed further reinforcement, especially on the secretarial side, where the regular budget only covered one person; hence a new G3 position should be created.

In spite of an increase in the funds allocated to the Programme from the Italian voluntary contribution, it remained under-funded. When compared with other Programmes, a wide gap remained, which impeded its advancement.

The Employers' Training Committee must insist that a programmed phasing-out of the different treatment be set in motion by the management of the Centre, with the objective of granting the Employers' Programme its fair share of budgetary resources.

- 5.3. Global participation by employers' representatives at the Centre remained low. The management was hence called upon to promote a further increase in employers' participation in all the programmes of the Turin Centre and to ensure that their content and conditions reflected employers' needs and constraints. The Programme for Employers' Activities was called upon to work more closely with the other units of the Centre to ensure more employer participation, thereby reflecting the tripartite nature of the Centre in its training for constituents.
6. *Mr Eyraud* was then given the floor. He stressed the importance of such meetings of employers and workers, both separately and together during the Board. He expressed his appreciation of the opportunity to participate and share views at the current meeting.
7. *The Chairperson* called the meeting to a close at 12.55.

ANNEX I

Presentation by Mr De Koster at the ETC Review Meeting, 25 May 2007



ETC REVIEW MEETING

Arnout De Koster, ACTEMP Turin
25 May, 2007

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CONTENTS

A. Programme for Employers' Activities 2006

1. Objectives and realizations
2. Conclusions and lessons learnt
3. Summary

B. Programme for Employers' Activities 2007

1. Objectives
2. Plan of activities 2007
3. Workplan 2007
4. Difficulties

C. Long-term views

- a) Strategy Development
- b) Quality Development
- c) Impact increase

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PROGRAMME FOR EMPLOYERS' ACTIVITIES 2006

1. OBJECTIVES AND REALISATIONS

- A. Assure training delivery in 2006 commensurable with the year 2005 and maintain the quality level;
- B. Start to invest in the future by developing new training material and increasing the capacity of the programme, both in terms of manpower and financially;
- C. Involve the national constituents and other partners more: target national employers' organizations and develop strong partnerships with ACTEMP Geneva, the IOE, employer specialists in the field, and other Centre Programmes;
- D. Stronger involvement of ACTEMP Turin in representing employers' interests at the Centre and ensuring an important role for employers in CSR-related activities;

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PROGRAMME FOR EMPLOYERS' ACTIVITIES 2006

2. CONCLUSIONS AND LESSONS LEARNT



1. High potential for further development and high expectations

2. Interest in training covers wide range of topics

3. Both the quality and quantity of training offer should be increased, this requires availability of necessary resources

4. There is a mutual willingness and openness from the part of the constituents to help ACTEMP Turin to fulfil its role in training

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PROGRAMME FOR EMPLOYERS' ACTIVITIES 2006

3. SUMMARY

- the number of participants increased remarkably by 51 %;
- the quality of training remained at a high level;
- successful initiatives were taken to achieve a more needs-oriented programme;
- the visibility of the Programme and its roots amongst employers were strongly enhanced;
- a fair regional balance in participation was largely achieved;
- the systematic development of training material was started;
- cooperation and collaboration with the Bureau for Employers' Activities (ACTEMP Geneva), the International Organization of Employers (IOE) and other Turin Programmes was extended and improved;
- funding was increased significantly +29%, and became more diversified, to include funding from several new partners.

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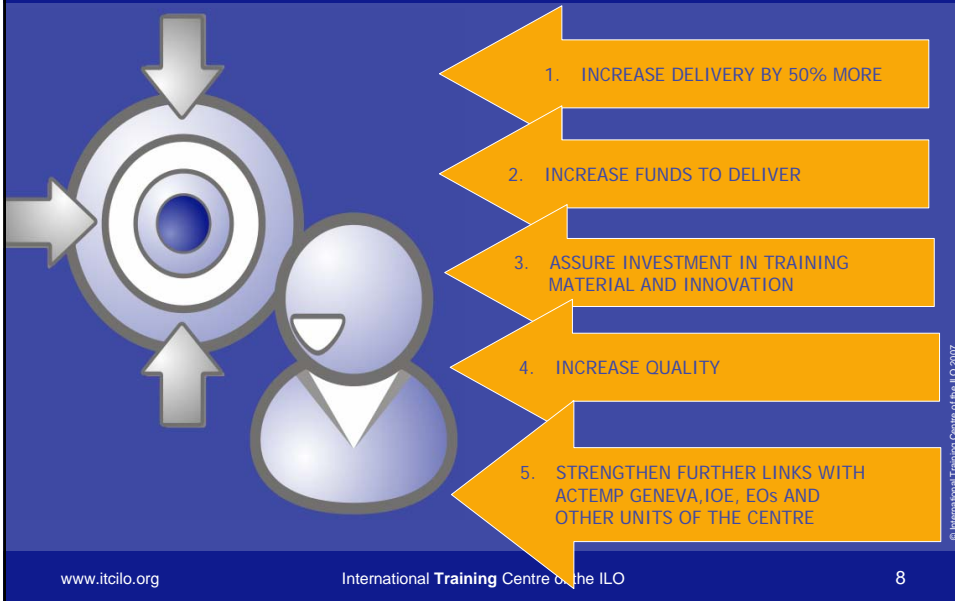
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B. PROGRAMME FOR EMPLOYERS' ACTIVITIES 2007 PROGRAMMING



PROGRAMME FOR EMPLOYERS' ACTIVITIES 2007



1. OBJECTIVES



PROGRAMME FOR EMPLOYERS' ACTIVITIES 2007

2. PLAN OF ACTIVITIES

Est. total number of activities: 32

Region	N	Themes
 Africa	7	Effective Employers' Organization (GEOE); EOs and employment policies; Resource mobilisation and PCM; Effective participation in national tripartite bodies; Women entrepreneurship
 Americas	4	EOs and SMEs; GEOE in Caribbean countries; Técnicas de comercialización y estrategias de ingreso del producto pesquero latinoamericano en el mercado europeo
 Arab States	2	EOs and SMEs
 Asia and Pacific	6	EOs and SMEs; OSH; Resource mobilisation and PCM; EOs and employment policies
 Europe	9	CSR: role of multinationals in EOs; OSH; EOs and training services; EOs and communication; GEOE; Enlargement and industrial relations
Interregional	4	CSR: IFAs; Globalized Economy: strengthening of EOs in French speaking countries in Africa; Globalization: international trade negotiations and agreements.

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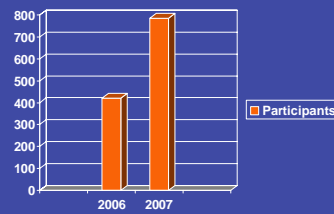
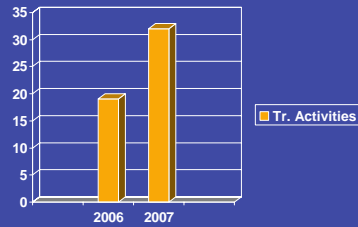
PROGRAMME FOR EMPLOYERS' ACTIVITIES 2007

3. WORKPLAN 2007

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3.1 DELIVERY INCREASE

INCREASE DELIVERY BY 50% MORE



Comparison	2006	2007 est.
Training Activities	19	32
Participants	420	786

3.2 FUNDS INCREASE AND DIVERSIFICATION

INCREASE FUNDS TO DELIVER

INCREASING FUNDS

DIVERSIFICATION:

ACTEMP - significant increase
 VNO DECP – significant increase
 Spain
 France - new
 TC RAM Netherlands – new
 ILO (PCM - RBM)
 Norway (youth employment)
 FEB

3.3 INVESTMENT IN TRAINING MATERIAL

ASSURE INVESTMENT IN TRAINING MATERIAL AND INNOVATION

In progress, 2006-2007	To be developed
EOs and setting up of training services	OSH Services and policies
CSR: state of play	Lobby, in depth course
CSR: International Framework Agreements	EOs combat HIV/AIDS, development
CSR and conditionality	Communication
EOs and educational policies and skills	EOs and international trade
Basic macroeconomic conceptions and effective participation in socio-economic dialogue	
EOs and Child Labour /together with ACTEMP Geneva	
Total number of activities - 7	Total number of activities - 5

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2007

INCREASE QUALITY

- Improvement of training material
- More experts with national cases, practitioners
- Multicultural training team
- Demand driven (Market Test)
- Extension of cases (Testimonials)

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2007

STRENGTHEN LINKS

- National EOs - more involved (experts for training, development of training material)
- Increase visibility of the Programme - publicity

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4. DIFFICULTIES

1. RESOURCES
2. FUNDS
3. COLLABORATION WITH OTHER UNITS OF THE ITC
ILO – EMPLOYERS' PARTICIPATIONS
4. SELECTION OF THE PARTICIPANTS

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DIFFICULTIES

1. RESOURCES

- Number of professional staff to be increased (associate experts or other formulas)
- Secretariat – reinforcement is strongly needed (G3)

DIFFICULTIES

2. FUNDS

- Increase in Italy funds but substantial gap remains
- Solution: further increase Italy funds through Turin Centre

DIFFICULTIES

3. COLLABORATION WITH OTHER UNITS OF THE ITC ILO

- Augment rate of employers' participation in other ITC ILO Programmes
- **increase** of employers' participations in ACTEMP Turin courses alongside with **decrease** of employers' participations in other ITC ILO Programmes – should be avoided
- Solution: Enhance collaboration with other Programmes of the ITC ILO.

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DIFFICULTIES

4. SELECTION

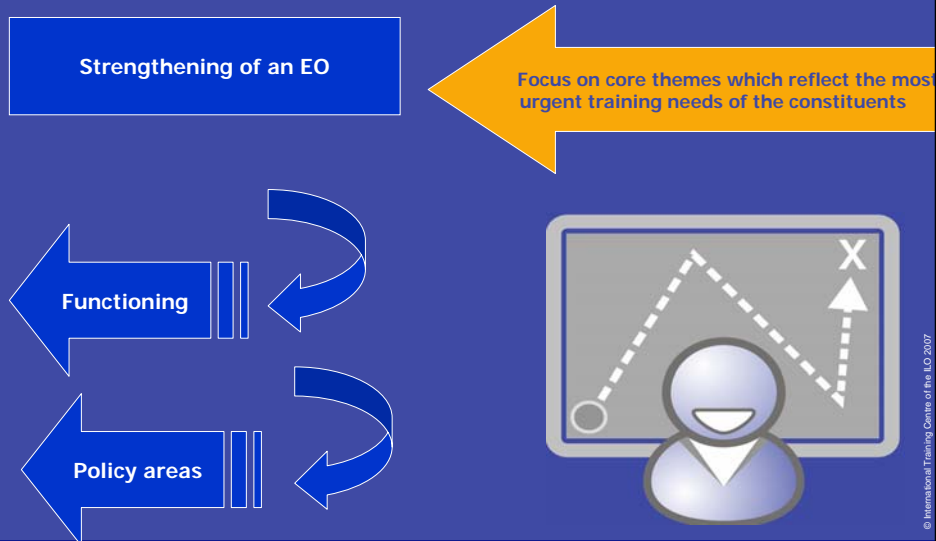
- National EOs - necessity of better collaboration
- Send right people
- Spread more broadly possibility of training amongst APEX and sector/regional organizations

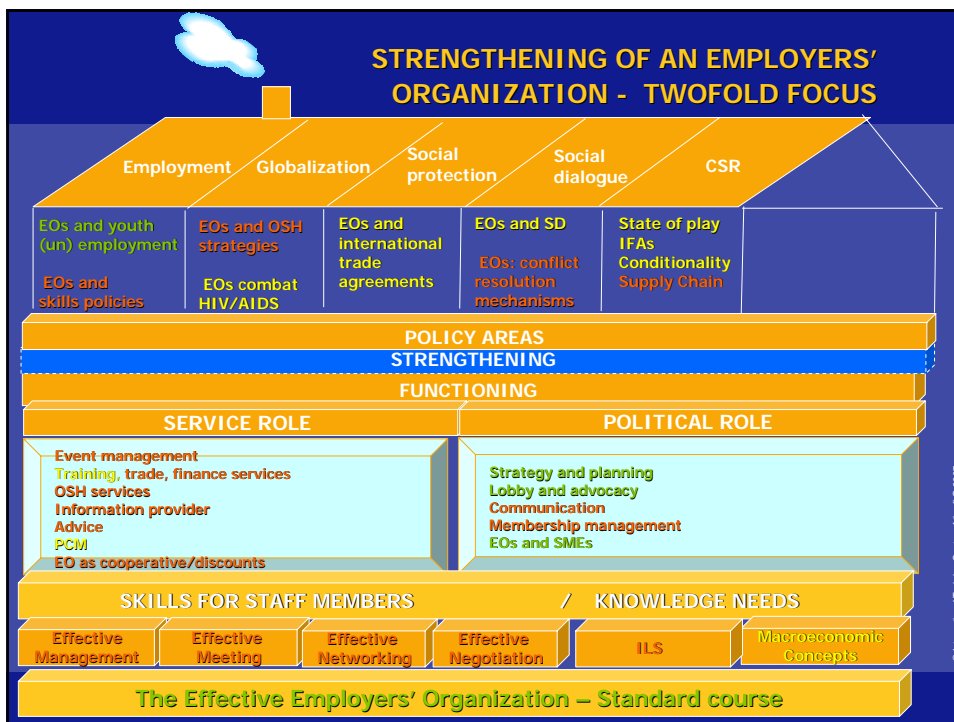
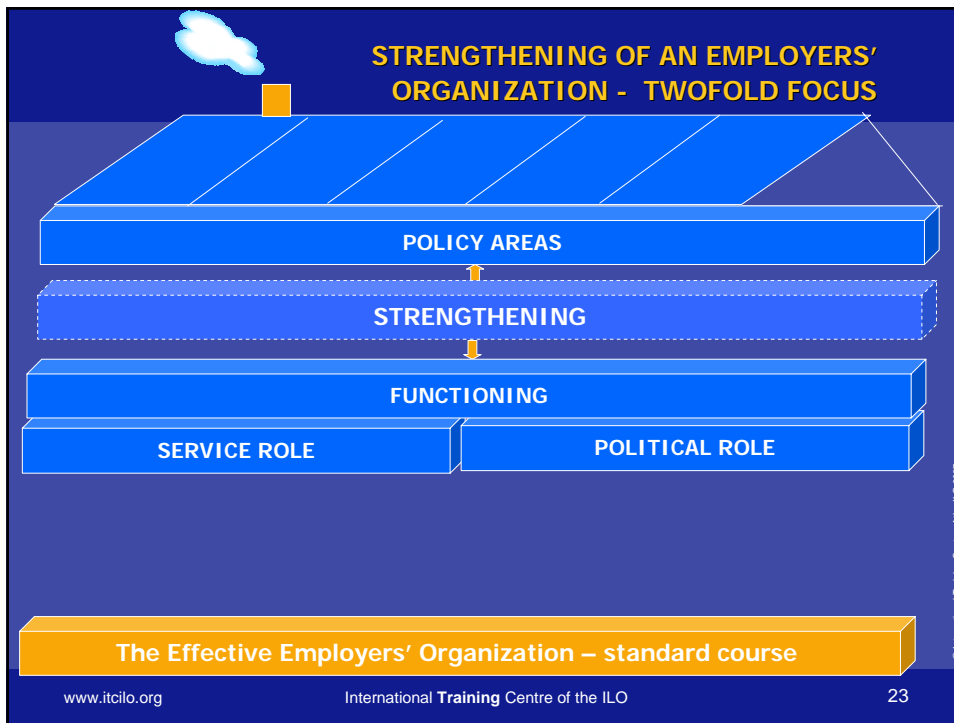
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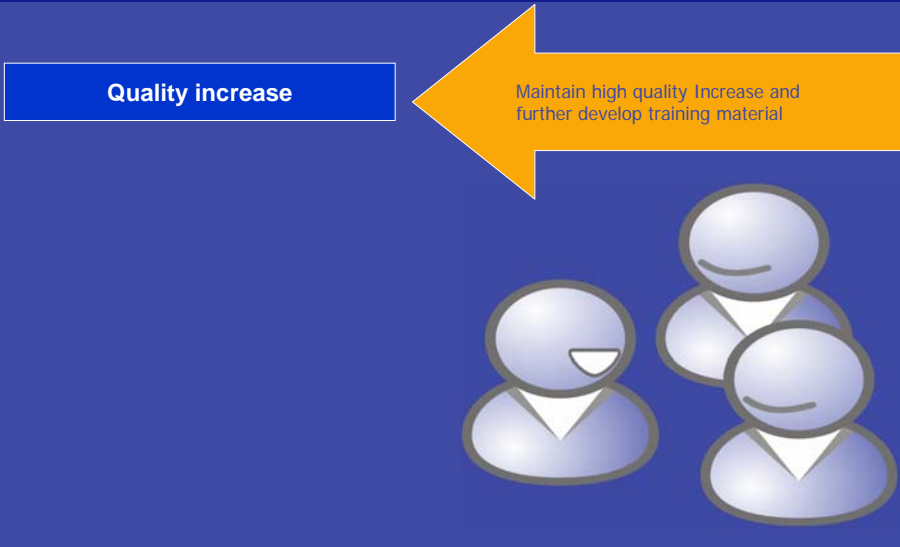
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- C. Long-term views**
 - a) **Strategy Development – Focus of the Programme**
 - b) **Quality Development**
 - c) **Impact increase**

LONG-TERM DEVELOPMENT a) FOCUS OF THE PROGRAMME – TRAINING AND DEVELOPMENT OF TRAINING MATERIALS

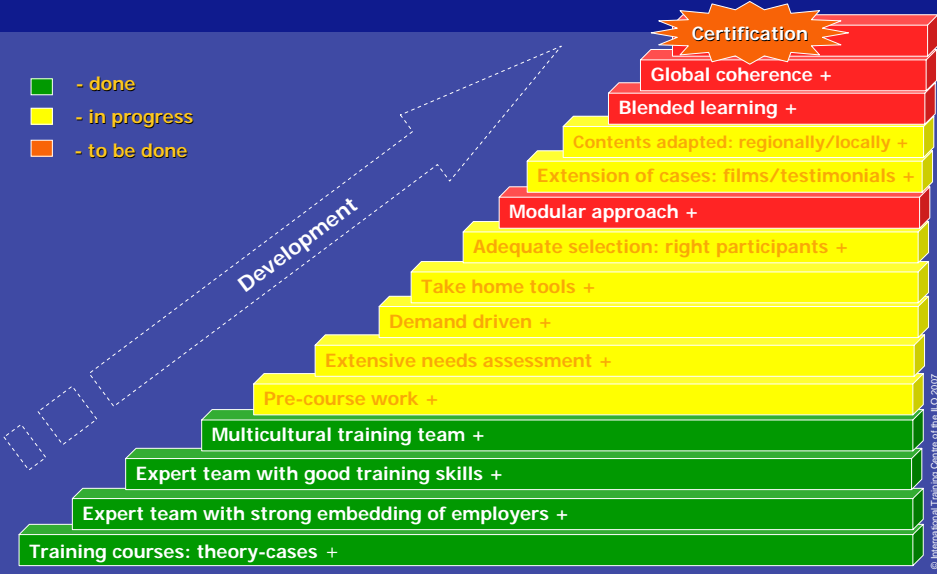




b) QUALITY DEVELOPMENT IN TRAINING COURSES



B) QUALITY DEVELOPMENT IN TRAINING COURSES



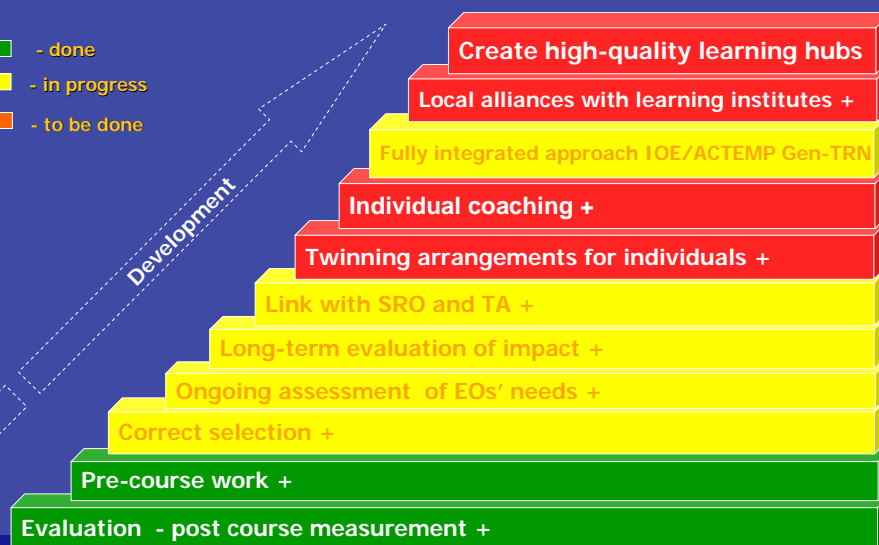
c) IMPACT INCREASE IN TRAINING COURSES

Impact increase



C) IMPACT INCREASE IN TRAINING COURSES

- - done
- - in progress
- - to be done



CONCLUSIONS

