



INTERNATIONAL TRAINING
CENTRE OF THE ILO

CC71/4
71st Session

Board of the Centre

Turin, 5-6 November 2009

FOR INFORMATION

FOURTH 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 on the twenty-eighth meeting, held on
12 – 13 May 2009**

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Summary Report on the 28th Meeting of the Trade Union Training Committee

**Held on 12 and 13 May 2009 at the
International Training Centre of the ILO, Turin**

Members Present:

Abdelmadjid Sidi Saïd (Chairperson of the Workers' Group)

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

Arnaldo Souza Benedetti (Member of the Workers' Group)

Cinzia Del Rio (Member of the Workers' Group)

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

Guagping Jiang (Substitute member of the Workers' Group)

Raquel González (Secretary of the Workers' Group)

Dan Cunniah (Director ACTRAV – ILO Geneva)

Raghwan Raghwan (ACTRAV – ILO Geneva)

François Eyraud (Director – ILO Turin Centre)

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

Giacomo Barbieri (Secretary of the Trade Union Training Committee)

Observers:

Mr R. Poppe – Distance Education and Learning Technology Applications

Ms M. Cerdeiro – Programme Development and Regional Cooperation

Ms C. Diop – Programme Development and Regional Cooperation

Ms Y. Tzvetkova – Programme Development and Regional Cooperation

Ms D. Bertino – Social Dialogue

Mr. F. Fonseca – Social Dialogue

Mr. A. Chiarabini – Standards and Fundamental Principles and Rights at Work

Mr T. Marchandise – Employers' Activities

Ms G. Forgues – Social Protection

Mr N. Serrière – Employment and Skills Development

Mr V. Nebuloni – Sustainable Development and Governance Cluster

Mr M. Bacha – Coordination

AGENDA

Monday May 11

- 18.00-19.00 Checking of the agenda and preparation of the meeting
20.00 Official dinner at the Centre's Restaurant

Tuesday May 12

- 09.00-11.00 Session of the Workers' group on perspectives and challenges for the Programme
11.00-11.15 Coffee break
11.15-11.30 Welcome address by the Chairperson of the Workers' Group and the Director of the Centre, and approval of the agenda
11.30-12.00 Introductory remarks by Dan Cunniah and Raquel Gonzalez
12.00-13.30 Report on training programmes conducted in 2008 and general discussion
13.30-14.30 Buffet lunch at the Centre's Restaurant
15.15-16.00 Report on training programmes for 2009 with proposals for 2010 and provisional plans for 2011
16.00-16.15 Coffee break
16.15-17.45 General discussion and deliberations
20.00 Dinner

Wednesday May 13

- 09.00-11.00 Meetings with Technical Programmes:
Enterprise, Microfinance and Local Development 30'
Social Protection 30'
ILS 30'
Programme Development and Regional Cooperation 30'
11.00-11.15 Coffee break
11.15-12.15 Summing-up session of the Workers' Group
12.15-13.15 Round-up meeting with the Director
13.30 Buffet lunch at the Centre's Restaurant

Introduction

1. *The Chairperson, Mr. Abdelmadjid Sidi Saïd*, opened the meeting by welcoming the Director and all the members of the Committee, as well as the staff of the ILO Turin Centre. In particular, he welcomed Mr. Giacomo Barbieri to his first Trade Union Training Committee meeting as Manager of the Programme for Workers' Activities.
2. He remarked on the importance of this first meeting of the TUTC since the Joint Statement by the Employers' and Workers' Groups on the International Training Centre of the ILO had been submitted to the Governing Body in Geneva in March 2009. He also stated that at many meetings, both in Geneva and in Turin, the same problems were always raised about the funding of the Centre's activities and its full integration with ILO Headquarters. He pointed out that the time had come for a different vision of the future of the Centre, especially now that the voluntary contribution by the Italian Government had decreased and certain governments lacked motivation towards the Centre. He confirmed that the Committee was aware of the risks involved in a process of increasing privatization of the Centre. He stressed the importance of training offered by Turin to trade union organizations around the world. He therefore stated the need, during the next Governing Body meeting in November 2009, to present concrete proposals supported by pressure from the Workers' Group on the ILO decision-making process, without mincing words, in order to ensure a stable and predictable flow of resources to the Centre.
3. He recalled that, as mentioned in the Joint Statement by the Employers' and Workers' Groups, the Director of the Centre had been asked to submit a document to the Board of the Turin Centre in November 2009, outlining a coherent strategic plan of capacity-building for ILO constituents. The Workers' Group demanded to be part of that process. The Chairperson invited the Director to speak on behalf of the Centre.
4. *The Director, Mr. François Eyraud*, welcomed the new Committee and the new Manager of the Turin Programme for Workers' Activities. He thanked the Workers' Group for its continuous, strong, unqualified support. He reiterated that support to the Workers' Group was part of the mandate of the ILO and, for that reason, the Turin Centre attached great importance, especially in terms of financing, to ACTRAV's training activities.
5. He asked for comments by the Committee on the new programme on labour administration and inspection (LAB/ADMIN) which had been set up in Geneva. That programme could support the three constituents (employers, workers and governments) with probable additional resources.
6. The Director informed the Committee of the present financial situation of the Centre. He confirmed the cut in Italian funding for the next two years. Thanks to savings from the previous year and the end of the biennium, the situation for the current year seemed to be under control. The situation looked more problematic for 2010. He confirmed that if complementary funding could be found this year, the Workers' Activities Programme would benefit from it, as would happen with the RBSA resources.

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7. He said that all staff at the Turin Centre highly appreciated the fact that, thanks to the Joint Statement by the Employers' and Workers' Groups, the ILO Regular Budget had seen an increase of 500,000 euros in the contribution to the Turin Centre. That decision was a clear signal that the Turin Centre was a high priority on the agenda of the ILO. Nevertheless, he pointed out that the Regular Budget of the ILO could not solve the financial problems of the ITC and that the real solution should be found through technical cooperation with funds that could compensate for the cut in the Italian contribution.
 8. He expressed his full understanding of the need to focus on ILO values, which was the Centre's mandate, and support activities, like those of the Workers' Programme, that were less attractive for market-oriented contributions. But that, he stated, must be within the framework of a decision by the Centre to respond to market-oriented demands as well.
 9. On the strategy paper that he had been asked to prepare in line with the Joint Statement by the Employers' and Workers' Groups, the Director stated that he hoped to have a first draft ready for the ILC, and that it would mainly lay the groundwork for discussions during the Board meeting in November 2009, when all the alternatives would be examined.
 10. *The Chairperson* thanked the Director of the Centre for his remarks, presented the agenda of the meeting and then gave the floor to the Director of ACTRAV Geneva to present the key points for discussion.
 11. *The Director of ACTRAV Geneva, Mr. Dan Cunniah*, thanked the Director for the overview of the financial situation of the Centre and his effort to mobilize resources for the Workers' Education Programme. He said that the Committee had met in the morning to brainstorm on the consequences and constraints that the changed financial situation could generate not only for the Workers' Programme but for the Centre in general. He said that the Committee had decided to complement the document that would be presented by the Director to the Board of the Centre with another document outlining the mid-term strategy on workers' education.
 12. On the mobilization of resources, he confirmed that, after the efforts to increase the contribution from the Geneva Regular Budget, it was clear that the only possibility was resources from technical cooperation. He stressed the importance of the initiative taken by the Workers' Secretariat to pull together employers and workers. Mr. Cunniah also pointed out that direct contributions from governments would be difficult because they already contributed to the ILO RB, the RBSA (Regular Budget Supplementary Account) and voluntary extra-budgetary resources. Therefore it would hardly be viable for them to contribute to a fourth line. He stated that part of the resources that the governments were contributing to technical cooperation should therefore be channelled to Turin. With regard to the RBSA, he affirmed that the authority to use this money was in the hands of the Regional Directors and Turin should adjust its strategy towards the Regional Offices. About extra-budgetary resources, which were decentralized and channelled through Decent Work Country Programmes, he said that without a training component for DWCPs being approved, the Turin Centre could face problems obtaining resources. Mr. Cunniah also stressed the importance of the Staff Development Fund, which

amounted to 2% of the ILO budget, and the need to assess how much of this money was spent in Turin on staff training.

13. He said that in addition to the permanent contribution from the Regular Budget and the surplus at the end of the 2006-2007 biennium, ACTRAV Geneva was now initiating joint programmes with other departments that would bring training to Turin. They would include training for focal points in child labour and HIV-AIDS. He confirmed that ACTRAV Geneva would continue to try to mobilize resources for Turin, and also invited the ITUC and the ETUC to hold activities in Turin, while other trade union organizations were contributing in kind.
14. On the Programme's development, he emphasized the need to focus more on quality than on quantity, in order to have flagship courses that would raise the visibility of the Centre. He said that new activities and ideas for the Programme would come in the light of the Social Justice Declaration, from responses to the global economic and financial crisis and also as a consequence of the new Strategy Policy Framework of the ILO, which had just been adopted. He confirmed that the Programme would continue to focus on developing new training materials and online education materials.
15. *Ms. Raquel Gonzalez, Secretary of the Workers' Group*, said that the Turin Centre played a central role for the Secretariat of the Workers' Group, and stressed that training provided by the ITC-ILO had to remain centred on the mandate of the ILO and on the Decent Work Agenda. There was a need to emphasize the added value of the ILO, compared to other training institutions.
16. In relation to the financial difficulties that the Centre was facing, Ms. Gonzalez underlined that privatizing the Turin Centre's training and aligning the training programmes with the needs of the market was the wrong approach. She said that this would lead the Centre away from its mandate, away from training that was relevant and important to trade union organizations, and that it would make it more and more difficult for trade union representatives to attend training courses.
17. She pointed out the need to find a way to give effect to the recommendations in the Joint Statement by the Employers' and Workers' Groups, which came after at least two years' hard work by the GB and the PFA commission. Now, PARDEV needed to find a way of channelling more donor money to Turin, and the Centre needed to make proposals for accessing the Supplementary Account through a training component in DWCPs.
18. She stressed the importance of training trade union organizations in DWCPs in order to strengthen their capacity to be involved in the DWCP process and to negotiate the inclusion of trade union priorities and issues. She also asked for more resources specifically for that.
19. She described the difficulties in approaching governments, but she argued that there was room to channel more funds to the Turin Centre through voluntary contribution programmes, ideally not earmarked. She explained that many governments, including one sitting on the Board of the Centre, were happy with the Joint Statement by the Employers' and Workers' Groups after it had been distributed, and they had expressed their interest in the Turin Centre. Governments

should be approached to check whether they were willing to put resources into the Centre's activities, integrating these approaches with increased pressure on Geneva to find ways to channel more resources to training in Turin.

20. She welcomed the fact that there would be a draft of the strategic paper available and ready for the ILC and she invited the Director of the Centre to draft it in consultation with the Manager of Turin's Programme for Workers' Activities.
21. On how to improve tripartism at the Centre, in terms of both quantity and quality, and on how to use the Central Fund to allow workers and employers to participate in other activities of the Centre, she reminded the Committee that tripartism was not only about numbers, it was also about including tripartism in the design, implementation and evaluation of courses and about identifying key courses to which workers and employers could add their perspectives. She asked that the Programme for Workers' Activities and the Programme for Employers' Activities be much more closely involved in the development of tripartite curricula and that they participate in the courses as resource persons.
22. Finally, Ms. Gonzalez recalled the urgency of stabilizing the European Desk post in the Programme for Workers' Activities this year.
23. *The Secretary of the Committee, Mr. Giacomo Barbieri*, stressed the urgency of taking action to avoid declining visibility of workers and employers at the Centre. Otherwise, the distance from the fundamental objective of integration with the ILO would increase. He also emphasized that the success of the Centre in marketing its products was linked to the label given by the ILO, which was the core added value of the Centre itself. He recalled that the time factor was important and that some of the recommendations in the Joint Statement by the Employers' and Workers' Groups had already been taken on board by the PFA and, therefore, only needed to be implemented.
24. He pointed out the importance of ACTRAV's contribution, which represented **over one third** of the amount of Regular Budget for Technical Cooperation (RBTC) coming to the Centre, and that it was the consequence of a decision taken by ACTRAV to move the educational committee to Turin and invest in the Centre. This good practice must be brought into the mainstream of the ILO's internal debate because not everybody at the ILO followed that approach.
25. He also recalled that the Workers' Programme was in the forefront of new experiences at the Centre, in distance education as in projects funded by external donor institutions. He asked for extra human resources for the training programmes of the Centre, especially as staff were retiring.
26. *The Director of the Centre, Mr. Eyraud*, replied by addressing the issue of financial and human resources in the training units and reassured the audience that the issue was of constant concern to the management, though there were certain limits to what was feasible. The auditors, for instance, each year recommended more staff for the Finance Department.
27. On the RBSA, he said that, as from next year, it would be possible to present global projects. He would like to see Turin included at that global level.

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28. In relation to the governments that might provide direct resources to the Centre, Mr. Eyraud explained that this possibility had been explored many times without success. The only strategy was to reach the right political level with certain countries, like Italy, France, Spain and maybe Germany.
 29. On tripartism at the Centre, Mr. Eyraud agreed with the Secretary of the Workers' Group that there was room for improvement.
 30. On the European Desk, he reminded those present that it was not the best moment to create new posts, bearing in mind the financial difficulties that the Centre was facing, and he pointed out that the desk should be seen in a wider picture, linked with the strategy of ACTRAV, which was a regional one, and maybe a reinforcement of pedagogical capacity should be considered, too.
 31. On quality, the Centre was highly motivated to improve the quality of all training, not only the Workers' Programme, explained Mr. Eyraud, and a series of staff training courses sought to improve and refresh individual skills. Moreover, the Training Department had been strengthened to support the technical units better. Mr. Eyraud then invited the Workers' Programme colleagues to use DELTA to prepare and run its activities and to make use of the staff development programme.
 32. He said that he was surprised by Mr. Barbieri's statement on the possible decline in numbers of workers and employers at the Centre. His information was that the funds allocated to those two categories had not been reduced. He reiterated that it was not the intention of the Centre to reduce the importance of the Workers' Programme or the Employers' Programme, which it saw as strong pillars. There was a debate on the fact that certain Programmes contributed more than others to the functioning of the Centre.
 33. *The Chairperson* thanked the Director and gave the floor to the Secretary of the Committee to present the 2008 Programme.
 34. *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 Workers' Programme, and introduced the report on activities in 2008. He pointed out the high quality and dedication of every person in the Turin Workers' Programme team, which had made his new duties easier to fulfil.
 35. *The Chairperson* thanked the staff of the Programme and the Secretary for the presentation and opened the discussion with the Committee.
 36. *Mr. Guagping Jiang* noted that Asia had been low in terms of both financial support for activities and number of participants. He asked for an effort next year to remedy that.
 37. *Ms. Cinzia Del Rio* expressed her concern over the Centre's role and the changing priorities. In the light of the joint declaration with the employers, she stressed the need to improve tripartite activities and, especially, bipartite activities, which added value to the Programme. She pointed out the need for strong political action by the Director and the management of the Centre to involve the Centre in devising programmes carried out in Geneva with donors, and in preparing technical cooperation programmes and DWCPs. She said that everybody was aware that it

would be difficult to get more resources, partly because governments focused more on other international organizations, such as the World Bank, to tackle the consequences of the crisis. She asked the Director's opinion, as she was aware that there was resistance to the Turin Centre in Geneva.

38. *Mr. Eyraud* stressed that there were no changes to the priorities of the Centre. The capacity of the Workers' Programme had been reinforced, and if the reference was to the cut in the Central Fund Facility, this was only because fewer financial resources were available.
39. He explained that the strategy was to convince Geneva to give the Turin Centre, through the RBSA and as part of a global project, enough resources for the biennium to compensate fully for the reduction of Italian funding. That was what had been requested.
40. With reference to the World Bank, he said that the Centre was developing its relationship with the Employment Programme of the World Bank with the aim of reaching participants who otherwise would be unreachable. He gave the example of an activity on labour market information, organized in conjunction with the World Bank, whose participants had come from Ministries of Finance. That was a way to bring the ILO message to a different audience.
41. *Mr. Cunniah* thanked Mr. Barbieri for his presentation and for the changes that he had made to the report, which was now more user-friendly. Mr. Cunniah also thanked the staff of the Turin Workers' Programme for their efforts during the year.
42. He stressed the importance of the European Region, which had become the second largest region in terms of activities for ACTRAV. Because of its potential, a formal proposal to consolidate the European Desk position would be submitted to the Director at the end of the meeting.
43. Considering that the World Bank had already secured money for social protection, he asked the Centre to try to use that money for training, using the expertise of the ILO. ACTRAV was ready to assist in that process.
44. *The Director of Training, Antonio Graziosi*, explained that the Centre had increased its collaboration with the World Bank in two directions. One was with the World Bank Institute, which, for the Bank, was the equivalent of the Turin Centre to the ILO. The WB Institute, together with a German agency, INVENT, led a group of international development training institutions of which we were part. It was a very important multilateral forum that could channel the direction of international development training towards issues that were of concern to the ILO. He explained that the Centre was holding a first "learning week" in Turin, which would bring representatives of many international multilateral and bilateral training organizations to Turin to discuss issues of common concern. The Centre had also stepped up its dialogue with the technical departments of the WB and run a series of courses with them. The intention was to repeat that next year.
45. On the issue of tripartism and the Central Fund, Mr. Graziosi was very much in favour of the Fund. This year, due to problems raised by the Technical Programmes, and also by the Managers of the Workers' Programme and the Employers' Programme, the Centre had decided to revise the process and come up

with a different strategy. The new focus was on fewer courses, with an equal number of worker and employer participants to guarantee a visible, explicit tripartite dimension. A check list had also been devised for activity managers, indicating what should be taken into account when designing a tripartite activity. Courses that received fellowships underwent more serious scrutiny. In addition, the Centre had now introduced a process called “peer review” on a pilot basis.

46. Mr. Graziosi pointed out that the Central Fund had expanded dramatically last year. This was mainly due to the need to speed up the delivery of Italian funds before they were cut. This year, there would be fewer funds available, due to two main circumstances: first of all, the Centre would like to test the new process and strategy adopted by the Central Fund; and secondly, with fewer captive funds it would be difficult to increase that type of facility. He argued that it was too soon to understand the impact that would have on the figures. On the other hand, the Centre had a variety of tripartite activities. The Centre would only be able to fully understand the impact of all the new instruments and strategies at the end of the year.
47. Mr. Graziosi stated that new curricula with a tripartite dimension had been developed and tested in very close collaboration with the ILO, for instance on CSR and on “green jobs”. The ILO response to the financial crisis was entirely tripartite and confirmed that whenever the opportunity arose, the Centre systematically followed a tripartite approach.
48. *Cinzia Del Rio* expressed her concern that certain European governments were pushing for the involvement of the World Bank because they were unwilling to address social conditions, as had emerged from the meeting the TU had had with the G8 and the G20.
49. *The Chairperson* pointed out that the very political nature of those sensitive issues was strictly related to the need for more coordination within the international trade union movement in the ILO. That, in itself, had consequences for Turin. If we wanted to have a stronger impact, the question of training for ILO constituents, especially for trade unions, its quality and the future of the Turin Centre itself should involve not only the small group of people forming the Turin Board but all the groups on the Governing Body. He suggested that at the meeting of the GB in November 2009, the Director of the Centre should address all the members of the Workers’, Employers’ and Government Groups to advocate broad consultation and deeper awareness of the issue. He then gave the floor to the Secretary of the Committee for a report on activities in 2009 and perspectives for 2010 and 2011.
50. *Mr. Giacomo Barbieri* pointed out that activities both in the field and at a distance would increase in 2009, and that, for the first time, a core course for the Europe Region had taken place. He also informed those present of the postponement of the second phase of the social security project for Latin America.
51. He also explained that if the Programme wanted to cover all the subjects in the mandate of the ILO, yet at the same time give more focus to specific issues within each core course, it would have to start covering the core contents of residential courses during a pre-course online phase. Consequently, core courses would become blended courses with a stronger mix of online and residential phases.

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52. He pointed out that the Workers' Programme would like to draw on the recent experience of a tripartite course on wage policy to run a worker-specific activity.
 53. A decision was still pending on how and when training activities would accompany the topics discussed at the ILC, like domestic workers, which would be on the ILC agenda next year.
 54. He informed the Committee that an analysis of DWCPs to see if there were cross-cutting issues that could be addressed through training had begun. It would result in an increase in the capacity of the Programme to offer training to trade unions and to strengthen their involvement in the design, implementation and assessment of DWCPs.
 55. In 2009, the intention was to work on DWCPs to generate effective responses to the crisis and favour the inclusion of workers' priorities. The aim was to use the capacity of the Turin Centre to offer training on such priorities and make it possible to access RBSA funding.
 56. He illustrated some crisis response ideas such as including a module on the Declaration on Social Justice in all courses, and addressing key issues like social protection for all, with a special focus on the most vulnerable sectors of the labour market and on the reduction of inequalities.
 57. On the Programme's human resources, he reiterated the need to consolidate the European Desk position and to fill the vacant post that had originally been occupied by an information technology specialist and which called for training skills.
 58. Regarding tripartism and the changed role of the Central Fund, he wanted to work together with the Employers' Programme and Social Dialogue to broaden and improve tripartite courses at the Centre. This could be done, he argued, by analysing recent experience with CSR, green jobs, wage policy and crisis response, even though it was difficult to reconcile the demands of employers and workers with the decisions of the Technical Programmes concerned.
 59. He pointed out that the presence of Workers' Activities resource people in non-Workers' Activities courses was very low, even though it was a way to implement a tripartite approach at the Centre
 60. As to the strategic approach of the Programme, he noted that there was a need to have a medium-term planning capacity rather than a year-by-year one. Specific modules should be designed on specific topics to diversify and meet different needs. He stated that the Programme had started working in this direction on social security. He stressed the need for more permanent cooperation and a flow of information and participation among Turin, Geneva and the field experts. That was a pre-condition for proper medium-term planning.
 61. *Mr. F. Eyraud* reiterated the importance of the online part of courses and appreciated the willingness of the Programme to work more closely with the other Technical Programmes, in particular with DELTA.

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62. *Mr. Dan Cunniah* acknowledged the effort made to move towards quality courses, but there was still much work to do. His major concern related to the standard courses, which were too general in nature and too diverse in content. The standard courses should be more specific and participants should be people who dealt with the issues concerned.
 63. He would like to see courses in 2010 which would provide skills and knowledge concerning trade union administration and organizing techniques. The Programme should provide high-level training with a number of standard courses for trade unionists on specific subjects.
 64. He asked for more information on how pre- and post-course online activities would be organized.
 65. *The Chairperson* pointed out that the Programme should slowly move towards regional courses, linked to the specific nature of each region. For instance, in the Arab Region, the crucial points would be migration, gender equality, tripartism and freedom of association.
 66. *Ms. Raquel Gonzalez* reiterated the importance of the Centre for the Workers' Group and the importance of the Centre focusing on the Decent Work Agenda. She noted that training in Turin should be better linked to the political work that the Group was doing in Geneva, and national centres should be helped to advance their political agendas through the training that they get in Turin. She submitted ideas about training activities for national centres with the aim of building capacity concerning the key elements in each strategic objective of the DWA - ones that the workers would like to include.
 67. She welcomed the idea of an inter-regional dimension in courses, in order to share good practice and experience. Topics could include: the employment relationship, wage policy, collective bargaining (based on the symposium to be held in October), globalization of industrial relations and trade union strategy towards multinational companies. She proposed organizing a joint Workers' Programme - Employers' Programme activity in 2010, bringing key people from the trade union movement together with employers for a brainstorming session.
 68. About training on ILC topics, she recommended focusing on what to do after the ILC, rather than focusing on what happens before the ILC, making sure that the outcomes are translated into action at the national level.
 69. *Mr. Raghwan Raghwan* stated that to plan activities better, more detailed knowledge of regional needs was needed. He pointed out that education was not only about sharing information but about providing skills that met the needs of trade union organizations. It would be useful to set objectives at regional level in order to assess better the impact of training on those organizations.
 70. *Ms. Rabiadou Diallo* stressed the importance of greater participation by women and young people in the courses. She welcomed the idea of improving the interaction between education and research, and suggested promoting wide dissemination of the contents and implications of the Social Justice Declaration

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71. *Mr. Guagping Jiang* pointed out that the education programmes must promote the mandate and values of the ILO and meet the demands of the member organizations, but he also stressed the importance of constantly updating the contents of training, which should cover current topics and stimulate participants' interest.
 72. *Ms. Cinzia Del Rio* asked for clarification of how the training activities approached the trade union response to the crisis, of the procedures for selecting priorities given declining resources, and of the prospects of European projects being funded by the European Commission.
 73. *The Secretary* reacted to the comments from the Committee members and stressed the full commitment of the Workers' Education Programme to taking all those valuable contributions into account.
 74. *The Chairperson* then called on four Technical Programmes (EMLD, Social Protection, ILS and PRODEV) to present their activities to the Committee. After the presentations and the subsequent debate, he gave the floor to the Secretary of the Committee for the conclusions of the Committee meeting.
 75. *The Secretary* thanked the Committee for the fruitful meeting. He summarized the draft conclusions, which can be found in this report, and asked for the approval of the Committee.
 76. *Mr. Eyraud*, following the synthesis given by the Secretary of the Committee, expressed his satisfaction with the focus on collaboration with other units and quality of training, which was what made the difference. He supported Mr. Cunniah's idea of standard courses on trade union organization. Indeed, the Centre tried to have standard courses specific to each Technical Programme.
 77. On the upgrading of trade unionists' knowledge, Mr. Eyraud launched the idea of an event based on specific modules that the participants could choose according to their needs.
 78. He reiterated the importance of the support of the Centre to the Workers' Programme and to the training activities for trade unionists, and confirmed that the Centre would continue to work in that direction.
 79. *The Chairperson* also expressed his satisfaction with the meeting and thanked the Director and his staff for their active participation. He thanked the Workers' Programme team for its dedication and Mr. Barbieri for his innovative vision of trade union training.
 80. He thanked the members of the Committee, and Mr. Cunniah and Ms. Gonzalez, for their continuous support and, lastly, he thanked the interpreters. He then gave the floor to Mr. Cunniah and Ms. Gonzalez for final comments.
 81. *Mr. Cunniah* expressed his satisfaction with the meeting itself. He thanked Mr. Barbieri for the innovative approach to the management of this meeting. He found the presentations by the Technical Programmes very useful for him as well as for the members of the Committee. Those presentations should provide a background for their debate during the Board of the Centre. He thanked the Secretary of the Committee for drafting the conclusions of the meeting. He informed the Committee

that coming personally to this two-day meeting together with the Secretary of the Workers' Group had demonstrated their link to the Programme and their willingness to improve its quality and visibility. For the staff of the Programme, it was true that it was very demanding, but they needed to be polyvalent. He then expressed his gratitude. He invited the staff of the Turin Workers' Programme to take part in staff development training to improve their competencies. ACTRAV staff in Geneva were also encouraged to participate in Turin courses in order to improve their knowledge. Finally, he thanked the members of the Committee, the staff of the Programme and other colleagues from the Centre who were present at the meeting.

82. *Ms. Gonzalez* thanked the staff of the Programme for the work they carried out. She wanted to point out that Esther Busser, who was not present this year because of other commitments, would most certainly participate next year. This practice had been initiated by Ms. Anna Biondi, former Secretary of the Workers' Group, and it was important that the two members of the Secretariat of the Workers' Group be present at this meeting because there were important links to be made with the Board meeting in November. She thanked the Director and the Director of Training once again for their continuous support.

Conclusions

83. Committee consensus was reached on the following points:
- a) Expressing its concern over the growing structural imbalance in the resources available for the Turin Centre after the decision of the Italian government to reduce its voluntary contribution.
 - b) Following up the joint Workers' and Employers' Declaration on the Turin Centre, the Committee asks the Director of the Centre to draw up a strategy document aimed at strengthening the integration of the Centre into the ILO, through enhanced reference to ILS and the values, principles and tripartite approach of the Organization.
 - c) Through consultation with the constituents, this document should emphasize the role of training in building the capacity of the social partners in the implementation of the Strategic Policy Framework and of the Social Justice Declaration with proposals for enhanced synergy between the Centre and the technical cooperation and other means of action of the ILO in order to mobilize more and predictable resources.
 - d) Continuing the development of a Centre policy on bi-tripartite courses with increased representation of social partners and mutually agreed curricula through stronger cooperation by the Programme for Workers' Activities with other Technical Programmes and a greater focus on the quality and added value of the tripartite contribution.
 - e) The Programme for Workers' Activities in Turin, in conjunction with ACTRAV Geneva and in consultation with the Secretary of the Workers' Group, should draw up a strategy paper on planning and provision of high

quality training on the basis of the draft strategy paper discussed by the Committee and following up the conclusions of the 2007 ACTRAV Symposium.

- f) This paper should consider the provision of high quality training, balancing the quantity of activities with the need for time for staff development, reflection on the identity of core courses, with better setting of priorities through research and involvement of ACTRAV staff, in Geneva and in the regions, and in consultation with the Secretary of the Workers' Group.
- g) Improving the capacity to identify and meet training needs and mobilize resources through stronger integration with ACTRAV Geneva and regional workers' education specialists and the involvement of the trade union organizations at all levels, through the Secretary of the Workers' Group, and also through regular participation by the Turin Programme in ACTRAV TC programming, as its training component tool.
- h) Developing training courses based on curricula that focus more on specific issues, with the aim of implementing consolidated training processes with modules addressing diversified training needs at different geographical levels in each area of our Programme, including trade union administration and organization techniques.
- i) Making an effort to strike the right balance between Turin-based and field-based training activities, in collaboration with ACTRAV Geneva and field staff.
- j) Assessing the impact of training on organizations by strengthening the establishment of networks of focal points on the issues addressed by our training programme, such as child labour, HIV-AIDS and trade union rights.
- k) Exposing all regions as much as possible to core topics, such as the employment relationship, wage policies, collective bargaining and social security, and continuing to work on the agenda items of the ILC and the priorities of the ILO Workers' Group in order to offer training activities and contribute to the dissemination of knowledge and information.
- l) Developing a trade union manual on the Social Justice Declaration.
- m) Designing a programme to assist trade unions to integrate workers' priorities, based on the four pillars of the Decent Work Agenda, into DWCPs and into UNDAFs.
- n) Providing an appropriate number of interregional courses, taking into account costs and language limitations.
- o) Establishing and keeping up-to-date a list of resource persons for each issue relevant to Turin Workers' Activities courses, with more people from ACTRAV Geneva, the field, national and international trade union organizations and academia.

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- p) Creating a permanent European Desk position within the Programme for Workers' Activities.
 - q) Following up activities in the Regions on labour education methodology and on the establishment of labour education systems, and continuing to improve the quality and innovation of our training methods as a core priority of our Programme.
 - r) Developing the Trade Union Information System (TUIS) database as an instrument for labour education as well as other activities, and improving our cooperation with the relevant Programmes of the Centre in the area of IT.
 - s) Continuing and expanding the development of training materials, with a greater focus on regular updating of the contents. Addressing issues other than the current core issues.

ANNEX A

PROGRAMME FOR 2008

CORE COURSES HELD IN 2008

	Code	Title	Venue	Dates	No. Part	Part Days	Lang	Sponsor
1	A101021	Formation syndicale sur la méthodologie de formation	C	14/04/2008 02/05/2008	13	195	FR	ILO RBTC/TC/ACTRAV
								FES GERMANY
2	A101020	Trade union training in training methodology	C	14/04/2008 30/04/2008	13	169	EN	ILO RBTC/TC/ACTRAV (08-09)
								FES GERMANY
3	A100991	Trade union training on research and youth employment policies(*)	C	19/05/2008 06/06/2008	22	330	EN	ILO RBTC/TC/ACTRAV (08-09)
								ILO TRUST FUND NETHERLANDS
								FES GERMANY
4	A101022	Formation syndicale sur les normes internationales du travail et la Déclaration de l'OIT sur les principes et droits fondamentaux au travail et son suivi	C	09/06/2008 27/06/2008	16	240	FR	ILO RBTC/TC/AFRICA (08-09)
								FES GERMANY
								ITALY MAE (VC) 2008
5	A100992	Formação sindical sobre metodologias de formação	C	01/09/2008 19/09/2008	15	225	PT	ITALY MAE (VC) 2008
SUBTOTAL 'Africa'					79	1159		
6	A201019	Formación sindical sobre metodologias de la formación	C	09/06/2008 27/06/2008	15	225	ES	ILO RBTC/TC/ACTRAV (08-09)
7	A201024	Formación sindical en seguridad social	C	06/10/2008 31/10/2008	16	320	ES	ILO RBTC/TC/AMERICAS (08-09)
								ITALY MAE (VC) 2008
SUBTOTAL 'Latin America'					31	545		
8	A301018	Trade union training in training methodologies including distance education	C	10/03/2008 02/04/2008	13	260	EN	ILO RBTC/TC/ACTRAV (08-09)
9	A301023	Trade union training in comparative labour relations	C	07/07/2008 25/07/2008	15	225	EN	ILO RBTC/TC/ASIA (08/09)
								ITALY MAE (VC) 2008
								FES GERMANY
SUBTOTAL 'Asia'					28	485		
10	A501025	Trade union training in training methodology	C	10/11/2008 21/11/2008	10	150	AR	ITALY MAE (VC) 2008
								FES GERMANY
SUBTOTAL 'Arab States'					10	150		
11	A901029	Building the international trade union network on human and trade union rights	C	10/11/2008 21/11/2008	24	240	EN	ITALY MAE (VC) 2008
								ACV-CSC BELGIUM
								SOLIDARNOSC POLAND
SUBTOTAL 'Interregional'					24	240		
TOTAL OF 11 CORE COURSES IN TURIN					172	2579		

ACTIVITIES IN TURIN, 2008, EXCLUDING CORE COURSES & PROJECTS

	Code	Title	Venue	Dates	No. Part	Part Days	Lang	Sponsor
1	A101183	Formation syndicale sur la recherche et les politiques d'emploi	C	19/05/2008 06/06/2008	13	195	FR	ILO RBTC/TC/ACTRAV (08-09)
SUBTOTAL 'Africa'					13	195		
2	A301158	Trade union training for ACFTU on social protection and re-employment policies - first course (China)	C	14/04/2008 22/04/2008	19	133	EN CH	ITALY MAE (VC) 2008 ACFTU (IN KIND)
3	A301206	Trade union training for ACFTU on workers' participation in democratic management (China)	C	17/11/2008 25/11/2008	20	140	EN CH	ITALY MAE (VC) 2008
SUBTOTAL 'Asia'					39	273		
4	A401149	Trade union strategies towards decent work - capacity-building for ICEM-IUF affiliates and national trade union organizations in Croatia, FYR Macedonia and Serbia	C	23/06/2008 27/06/2008	27	135	EN	ILO RBTC/TC/ACTRAV (08-09) ITALY MAE (VC) 2008 SELF-PAYING CROATIA
5	A401225	Young leadership: decent work for youth	C	29/09/2008 03/10/2008	25	125	EN	ITALY MAE (VC) 2008 LO DENMARK ILO RBTC/TC/ACTRAV (08/09)
6	A401210	Trade union training on Europe and globalization	C	08/10/2008 10/10/2008	30	90	EN FR ES	ETUI REHS
7	A401200	9th international trade union women's school	C	27/10/2008 29/10/2008	66	198	EN FR RU	ITUC PERC (BELGIUM) ITALY MAE (VC) 2008 SELF-PAYING
8	A401199	PERC women's conference	C	30/10/2008 31/10/2008	70	140	EN FR RU	ITUC PERC (BELGIUM) ITALY MAE (VC) 2008 SELF-PAYING
SUBTOTAL 'Europe'					218	688		
9	A901143	GURN workshop on social security	C	01/04/2008 03/04/2008	21	63	EN ES	ILO RBTC OTHER ITALY MAE (VC) 2008
10	A901405	ITUC-ACFTU workshop on multinational enterprises and organizing	C	08/12/2008 09/12/2008	31	62	EN FR CH	ITUC ITALY MAE (VC) 2008
SUBTOTAL 'Interregional'					52	125		
TOTAL OF 10 ACTIVITIES					322	1281		

ACTIVITIES IN THE FIELD, EXCLUDING PROJECTS

	Code	Title	Venue	Dates	No. Part	Part Days	Lang	Sponsor
1	A151801	Importancia das convenções fundamentais da OIT na criação de empregos decentes e redução da pobreza (Luanda, Angola)	F	19/02/2008 23/02/2008	49	245	PT	ILO-SWEDEN PARTNERSHIP PROGRAMME
2	A151825	Atelier sous-régional sur la liberté syndicale et la négociation collective (Moroni, Comores)	F	17/03/2008 21/03/2008	23	115	FR	ITALY MAE (VC) 2008 ILO RBTC OTHER
3	A151996	Formation syndicale sur le VIH SIDA pour les points focaux en charge du Sida en Afrique Francophone (Lomé, Togo)	F	29/09/2008 03/10/2008	21	105	FR	ITALY MAE (VC) 2008 ILO AIDS GENEVA
4	A151995	Trade union training on HIV/AIDS with the focal points in Anglophone Africa (Addis Ababa, Ethiopia)	F	13/10/2008 17/10/2008	18	90	EN	ITALY MAE (VC) 2008 ILO AIDS GENEVA
5	A151976	Contribution des syndicats à la promotion de l'adoption de la convention sur le travail domestique (Dakar, Senegal)	F	20/10/2008 24/10/2008	24	120	FR	ITALY MAE (VC) 2008 ILO ACTRAV GENEVA
6	A151978	Information management for labour educators and researchers (Nairobi, Kenya)	F	03/11/2008 07/11/2008	20	100	EN	ITALY MAE (VC) 2008
SUBTOTAL 'Africa'					155	775		
7	A251942	Formación sindical en seguridad y salud (SST) en el trabajo para sindicatos de America Latina: estrategia iberoamericana sindical en SST (Panama)	F	04/08/2008 08/08/2008	17	85	ES	ITALY MAE (VC) 2008
8	A252045	Libertad sindical y trabajo decente para todos y todas (Ciudad de Guatemala)	F	07/10/2008 09/10/2008	58	174	ES	ITALY MAE (VC) 2008
9	A251981	Information management for labour educators and researchers (Barbados)	F	01/12/2008 05/12/2008	18	90	EN	ITALY MAE (VC) 2008
10	A252076	Trade unions and the informal economy: policy issues and organizing strategies (Barbados)	F	01/12/2008 04/12/2008	12	48	EN	ITALY MAE (VC) 2008
11	A251940	Libertad sindical, negociación colectiva y los medios de comunicación (Lima, Peru)	F	01/12/2008 05/12/2008	26	130	ES	ITALY MAE (VC) 2008
12	A251980	Taller juridico sindical - Organización Internacional del Trabajo - Confederación Sindical de los Trabajadores y Trabajadoras de las Americas (OIT-CSA) (Sao Paolo, Brazil)	F	04/12/2008 09/12/2008	44	220	ES	ITALY MAE (VC) 2008
13	A251941	Seminario sindical de evaluación y seguimiento sobre jóvenes y empleo (Paraguay)	F	08/12/2008 12/12/2008	12	60	ES	ITALY MAE (VC) 2008
SUBTOTAL 'Latin America'					187	807		

	Code	Title	Venue	Dates	No. Part	Part Days	Lang	Sponsor
14	A351793	Trade union training on promoting decent work in the informal economy with a focus on organizing (Kathmandu, Nepal)	F	12/05/2008 16/05/2008	21	105	EN	ITALY MAE (VC) 2008
15	A351853	Trade union training on understanding company financial information for collective bargaining (Singapore)	F	04/08/2008 08/08/2008	18	90	EN	ITALY MAE (VC) 2008
16	A351977	Training for Pacific island countries on decent work for youth and labour migration in the Pacific (Samoa, Fiji)	F	22/09/2008 26/09/2008	19	95	EN	ITALY MAE (VC) 2008
SUBTOTAL 'Asia'					58	290		
17	A951979	ILO/ACTRAV workshop on the rights of migrant workers (Amman, Jordan)	F	03/12/2008 05/12/2008	19	57	EN AR	ILO RBTC/TC/ACTRAV (08-09)
SUBTOTAL 'Interregional'					19	57		
GRAND TOTAL REPORT					419	1929		

PROJECT ACTIVITIES, 2008, BY REGION

	Code	Title	Venue	Dates	No. Part	Lang	Sponsor
1	A251816	Formación sindical en línea sobre seguridad social - linked to E250387 - linked to P250350	D	10/03/2008 02/05/2008	14	ES	MINISTERIO DE TRABAJO Y ASUNTOS SOCIALES (ESPAÑA)
2	A251826	Protección social: Normas internacionales e intervención sindical - linked to P250350 (Lima, Peru)	F	10/03/2008 14/03/2008	37	ES	MINISTERIO DE TRABAJO Y ASUNTO SOCIALES (ESPAÑA)
3	A251865	Protección social: normas internacionales e intervención sindical - linked to P250350 (Bogotá, Colombia)	F	21/04/2008 25/04/2008	33	ES	MINISTERIO DE TRABAJO Y ASUNTO SOCIALES (ESPAÑA)
4	A201174	Curso sindical sobre la seguridad y salud en el trabajo para el sector pesquero	C	28/04/2008 16/05/2008	19	ES	INSTITUTO SOCIAL DE LA MARINA (SPAIN)
5	A251844	Seminario sub-regional para el fortalecimiento de redes sindicales - Region Andina y Espana - linked to E250485 - linked to P250350 (Lima, Peru)	F	26/05/2008 28/05/2008	38	ES	MINISTERIO DE TRABAJO Y ASUNTO SOCIALES (ESPAÑA)
6	A251934	Formación sindical en línea sobre pensiones - linked to P250350	D	16/06/2008 08/08/2008	38	ES	MINISTERIO DE TRABAJO Y ASUNTOS SOCIALES (ESPAÑA)
7	A251990	Actividad de capacitación y seguimiento del equipo técnico-sindical en seguridad social de la CTA Argentina - I - linked to P250350 (Buenos Aires, Argentina)	F	03/07/2008 04/07/2008	10	ES	MINISTERIO DE TRABAJO Y ASUNTO SOCIALES (ESPAÑA)
8	A201214	Fortalecimiento de las organizaciones sindicales en el sector de la pesca	C	18/08/2008 22/08/2008	14	ES	INSTITUTO NACIONAL DE LA MARINA (SPAIN)
9	A252005	Seminario subregional para el fortalecimiento de redes sindicales para una mejor participación en los procesos de integración subregional y en la promoción de los programas nacionales de trabajo decente, especialmente en materia de protección social - linked to P250350 (San José, Costa Rica)	F	18/08/2008 21/08/2008	30	ES	MINISTERIO DE TRABAJO Y ASUNTOS SOCIALES (ESPAÑA)
10	A251989	Formación tripartita para el fortalecimiento institucional de los constituyentes de la OIT y la promoción del convenio 188 sobre el trabajo en el sector de la pesca (Bamio, Spain)	F	25/08/2008 29/08/2008	42		INSTITUTO NACIONAL DE LA MARINA (SPAIN)
11	A252034	Taller de planificación sindical para la campaña por la ratificación del convenio 183 - linked to P250350 (Lima, Peru)	F	24/09/2008 26/09/2008	25	ES	MINISTERIO DE TRABAJO Y ASUNTO SOCIALES (ESPAÑA)
12	A251943	Seminario sindical sobre seguimiento en seguridad social (Proyecto SSOS) (Montevideo, Uruguay)	F	29/09/2008 10/10/2008	16	ES	ITALY MAE (VC) 2008 MINISTERIO DE TRABAJO Y ASUNTO SOCIALES (ESPAÑA)
13	A252035	Encuentro de centrales sindicales del Cono Sur - linked to P250350 (Montevideo, Uruguay)	F	10/10/2008 11/10/2008	10	ES	MINISTERIO DE TRABAJO Y ASUNTO SOCIALES (ESPAÑA)
14	A252033	Formación sindical en línea sobre el diálogo social en seguridad social - linked to P250350	D	13/10/2008 19/12/2008	13	ES	MINISTERIO DE TRABAJO Y ASUNTO SOCIALES (ESPAÑA)

	Code	Title	Venue	Dates	No. Part	Lang	Sponsor
15	A252084	Seminario taller nacional y primer encuentro regional: La perspectiva de la protección social, seguridad social y salud laboral ante la crisis económica - linked to E250485 - linked to P250350 (Montevideo, Uruguay)	F	11/11/2008 12/11/2008	67	ES	MINISTERIO DE TRABAJO Y ASUNTO SOCIALES (ESPAÑA)
16	A252087	Formación de formadores en línea - linked to E250387 - linked to P250350	D	17/11/2008 19/12/2008	12	ES	MINISTERIO DE TRABAJO Y ASUNTO SOCIALES (ESPAÑA)
17	A252093	Hacia la conformación de la Comisión de Seguridad de la CTA - linked to E250485 - linked to P250350 (Buenos Aires, Argentina)	F	27/11/2008 27/11/2008	34	ES	MINISTERIO DE TRABAJO Y ASUNTO SOCIALES (ESPAÑA)
18	A252088	Taller de planificación sindical para la campaña por la ratificación del convenio 183 - linked to E250485 - linked to P250350 (San Pedro Sula, Honduras)	F	01/12/2008 05/12/2008	38	ES	MINISTERIO DE TRABAJO Y ASUNTO SOCIALES (ESPAÑA)
TOTAL LATIN AMERICA					490		
19	A401147	Decent work for metalworkers: capacity-building for successful social dialogue in metal industry in new Member States and candidate countries - linked to P450469	C	18/02/2008 22/02/2008	23	EN	EUROPEAN COMMISSION
20	A451811	Decent work for metalworkers: capacity-building for successful social dialogue in metal industry in Hungary and Romania - linked to P450469 (Bucharest, Romania)	F	14/04/2008 16/04/2008	23	EN	EUROPEAN COMMISSION
21	A451846	Decent work for metalworkers: capacity-building for successful social dialogue in metal industry in Bulgaria, Macedonia and Turkey - linked to P450469 (Sofia, Bulgaria)	F	21/04/2008 23/04/2008	22	EN	EUROPEAN COMMISSION
22	A451810	Decent work for metalworkers: capacity-building for successful social dialogue in metal industry in Croatia and Slovenia - linked to P450469 (Slovenia)	F	12/06/2008 14/06/2008	20	EN	EUROPEAN COMMISSION
23	A451866	Decent work for metalworkers: capacity-building for successful social dialogue in metal industry in Cyprus and Malta - linked to P450469 (Malta)	F	18/06/2008 20/06/2008	18	EN	EUROPEAN COMMISSION
24	A451867	Decent work for metalworkers: capacity-building for successful social dialogue in metal industry in Czech Republic, Poland and Slovakia - linked to P450469 (Slovakia)	F	16/09/2008 18/09/2008	20	EN	EUROPEAN COMMISSION
25	A451954	High-level European Social Dialogue Conference: Social dialogue in metal industry in new EU Member States and candidate countries - The way forward - linked to P450469 (Zagreb, Croatia)	F	05/11/2008 07/11/2008	38	EN	EUROPEAN COMMISSION
26	A452031	Decent work for metalworkers: Follow-up on-line conference - linked to P450469	D	17/11/2008 12/12/2008	9	EN	EUROPEAN COMMISSION
TOTAL EUROPE					173		
27	A951638	Trade union training on information technology - follow-up course - linked to P950400 (Accra, Ghana)	F	18/02/2008 29/02/2008	16	EN	COMPAGNIA DI SAN PAOLO
TOTAL INTERREGIONAL					16		

DISTANCE LEARNING ACTIVITIES, 2008

	Code	Title	Venue	Dates	No. Part	Part Days	Lang	Sponsor
1	A151876	Formación de formadores en línea para sindicatos de CPLP	D	16/06/2008 19/09/2008	15	420	PT	ITALY MAE (VC) 2008
SUBTOTAL 'Africa'					15	420		
2	A251492	Formación de formadores en línea para CUT, FS, y CGT de Brasil: Fase II (year 2008)	D	01/01/2008 31/01/2008	31	124	ES	ITALY MAE (VC) 2007
3	A251624	Formación de formadores en línea para sindicatos de América Latina (fase II - year 2008)	D	01/01/2008 31/01/2008	48		ES	ITALY MAE (VC) 2007
4	A251816	Formación sindical en línea sobre seguridad social - linked to E250387 - linked to P250350	D	10/03/2008 02/05/2008	14	112	ES	MINISTERIO DE TRABAJO Y ASUNTOS SOCIALES - ESPAÑA
5	A251934	Formación sindical en línea sobre pensiones - linked to P250350	D	16/06/2008 08/08/2008	38	608	ES	MINISTERIO DE TRABAJO Y ASUNTOS SOCIALES DE ESPAÑA
6	A251991	Formación a distancia para sindicatos de America Latina (Fase II)	D	21/07/2008 27/10/2008	73	2774	ES	ITALY MAE (VC) 2008
7	A252033	Formación sindical en línea sobre el diálogo social en seguridad social - linked to P250350	D	13/10/2008 19/12/2008	13	208	ES	MINISTERIO DE TRABAJO Y ASUNTO SOCIALES (ESPAÑA)
8	A252087	Formación de formadores en línea - linked to E250387 - linked to P250350	D	17/11/2008 19/12/2008	12	144	ES	MINISTERIO DE TRABAJO Y ASUNTO SOCIALES (ESPAÑA)
SUBTOTAL 'Americas'					229	3970		
9	A351872	Training on collective bargaining and corporate social responsibility - labour indicators of CSR	D	01/09/2008 31/10/2008	14	252	EN	ITALY MAE (VC) 2008
SUBTOTAL 'Asia'					14	252		
10	A452031	Decent work for metalworkers: Follow-up on-line conference - linked to P450469	D	17/11/2008 12/12/2008	9	72	EN	EUROPEAN COMMISSION
SUBTOTAL 'Europe'					9	72		
11	A951868	Trainers' evaluation on SoliComm - linked to E910488	D	08/09/2008 31/10/2008	18	288	EN ES	ITALY MAE SAVINGS 2007
12	A951922	Distance education conference on website development (year 2008)	D	03/11/2008 31/12/2008	21	336	EN	ITALY MAE (VC) 2008
13	A951869	Users' evaluation on SoliComm - linked to E910488	D	03/11/2008 19/12/2008	21	252	EN ES	ITALY MAE SAVINGS 2007
SUBTOTAL 'Interregional'					60	876		
GRAND TOTAL REPORT					327	5590		

ANNEX B

PROGRAMME FOR 2009

2009 PROGRAMME CORE COURSES

	Code	Title	Venue	Dates	No. Part	Part Days	Lang	Sponsor
1	A101270	Formation syndicale sur les relations professionnelles	C	23/03/2009 09/04/2009	16	224	FR	ILO RBTC/TC/ACTRAV (08-09) FES
2	A101271	Formation syndicale sur la sécurité et la protection sociale	C	11/05/2009 29/05/2009	15	225	FR	ILO RBTC/TC/AFRICA (08-09) ITALY MAE (VC) 2009 Study Visit (in kind)
3	A101273	Trade union training in social security and social protection policies	C	29/06/2009 15/07/2009	15	225	EN	ILO RBTC/TC/ACTRAV (08-09) Study visit (in kind)
4	A201272	Formación sindical sobre las Normas Internacionales del Trabajo de la OIT y la Declaración sobre principios y derechos fundamentales en el lugar de trabajo y su seguimiento	C	18/05/2009 05/06/2009	15	225	ES	ILO RBTC/TC/ACTRAV (08-09)
5	A201275	Formación sindical sobre economía internacional, economía política e integración regional	C	31/08/2009 18/09/2009	15	225	ES	ILO RBTC/TC/ACTRAV (08-09)
6	A301269	Trade union training in information management for trade union research and education	C	09/03/2009 25/03/2009	16	208	EN	ILO RBTC/TC/ACTRAV (08-09) Study visit (in kind)
7	A301274	Trade union training in social security and social protection policies	C	29/06/2009 17/07/2009	15	300	EN	ILO RBTC/TC/ASIA (08-09) ITALY MAE (VC) 2009 Study visit (in kind)
8	A401268	Labour education methodology for development of labour education systems	C	16/02/2009 27/02/2009	19	190	EN RU	ILO RBTC/TC/ACTRAV (08-09) ITALY MAE (VC) 2009
9	A501277	Trade union training in occupational safety and health and HIV/AIDS	C	28/09/2009 16/10/2009	15	225	AR	ITALY MAE (VC) 2009 OTHER
11	A901278	Trade union training in human rights and international labour standards	C	21/09/2009 02/10/2009	20	200	EN FR ES	ITALY MAE (VC) 2009 OTHERS
12	A901276	Formação sindical sobre capacitação para a organização	C	28/09/2009 16/10/2009	15	225	PT	ILO RBTC/TC/AFRICA (08-09) ITALY MAE (VC) 2009 Study visit (in kind)

ACTIVITIES HELD OR TO BE HELD IN 2009, EXCLUDING CORE COURSES BY REGION, AS OF JUNE 2009

Code	Title	Venue	Dates	No. Part	Part Days	Lang	Sponsor
AFRICA							
A152126	Suivi du réseau des syndicalistes points focaux Sida sur la formulation de projet (Dakar, Senegal)	F	23/02/2009 27/02/2009	21	105	FR	ITALY MAE (VC) 2009 ILO SIDA GENEVA ILO ACTRAV GENEVA
A152182	Trade union training on labour migration (Nouakchott, Manritania)	F	20/07/2009 24/07/2009	20	100	EN	ILO ACTRAV GENEVA
A152118	Follow-up trade union course for HIV/AIDS focal points (Johannesburg, South Africa)	F	27/07/2009 31/07/2009	20	100	EN	ITALY MAE - ILO GENEVA SIDA - ONU SIDA
A152125	Déclaration, crise internationale et justice sociale (Lomé, Togo)	F	07/09/2009 11/09/2009	20	100	EN FR	ITALY MAE 2009 - ACTRAV/TC - CSI AFRIQUE
A152121	Suivi sur les NIT, la Déclaration et la liberté syndicale (Kinshasa)	F	26/10/2009 30/10/2009	20	100	FR	WALLON REGION
A152114	Capacity-building in leadership skills for trade unions in Africa (Nairobi, Kenya)	F	01/12/2009 04/12/2009	18	90	EN	ITALY MAE (VC) 2009 ILO RBTC/TC/ACTRAV (08-09)
A151974	Leadership skills in trade unions, ILO conventions and Freedom of Association (Asmara, Eritrea)	F	07/12/2009 11/12/2009	20	100	EN	ILO ACTRAV GENEVA ITALY MAE (VC) 2009
A170051	Distance education course on website development	D	30/12/2009 31/12/2009	20		EN	ITALY MAE (VC) 2009
AMERICAS							
E250573	Fortalecimiento de la formación en materia de seguridad social, en particular respecto de la viabilidad de los sistemas de protección social, de los agentes sindicales en América Latina - Coordinación (year 2009) - linked to P250350	F	01/01/2009 31/03/2009			ES	MINISTERIO DE TRABAJO E ASUNTOS SOCIALES - ESPAÑA
A270061	Conferencia de seguimiento en línea sobre formación de formadores en línea (A252087 - 2008) - linked to P250350	D	19/01/2009 30/01/2009	12	48		MINISTERIO DE TRABAJO E ASUNTOS SOCIALES (ESPAÑA)
A270057	Conferencia final del seminario sindical de evaluación y seguimiento sobre jóvenes y empleo (linked to activity A251941-2008)	D	19/01/2009 20/02/2009	6	60		ITALY MAE (VC) 2008
A270062	Conferencia de seguimiento en línea para libertad sindical, negociación colectiva, y los medios de comunicación (linked to A251940 - 2008)	D	26/01/2009 27/02/2009	6	60		ITALY MAE (VC) 2008
A270056	Formación sindical en línea sobre el dialogo social en seguridad social - linked to P250350	D	02/02/2009 27/03/2009	5	80	ES	MINISTERIO DE TRABAJO Y ASUNTO SOCIALES (ESPAÑA)
A270058	Formación de formadores en línea	D	02/03/2009 08/05/2009	30	540	ES	ITALY MAE (VC) 2009

Code	Title	Venue	Dates	No. Part	Part Days	Lang	Sponsor
A252115	Foro público: la reforma de la seguridad social con enfoque de género - linked to P250350 (Lima, Peru)	F	04/03/2009 04/03/2009	63	63	ES	MINISTERO DE TRABAJO E ASUNTOS SOCIALES (ESPAÑA)
A252198	Taller nacional en Paraguay sobre seguridad social para organizaciones sindicales - linked to E250573 - linked to P250350 (Paraguay)	F	09/03/2009 12/03/2009	30	150	ES	MINISTERO DE TRABAJO E ASUNTOS SOCIALES (ESPAÑA)
A252184	Reunión regional cierre proyecto - linked to E250573 - linked to P250350 (Lima, Peru)	F	16/03/2009 20/03/2009	35	175	ES	MINISTERO DE TRABAJO E ASUNTOS SOCIALES (ESPAÑA)
A270064	Formación sindical en línea sobre pensiones y seguridad social para sindicatos de Mexico y Chile	D	30/03/2009 22/05/2009	30	480	ES	ITALY MAE (VC) 2009
A252154	Formación sindical para el desarrollo de competencias sindicales para la promoción del Trabajo Decente y la Declaración de la Justicia Social 2008 en el 90 Aniversario de la OIT (Lima, Perú)	F	04/05/2009 08/05/2009	16	80	ES	ITALY MAE (VC) 2009
A270049	Desarrollo sostenible y empleo decente	D	04/05/2009 26/06/2009	30	480	ES	ITALY MAE (VC) 2009
A252119	Formación sindical sobre trabajo, familia y libertad sindical (Santiago de Chile)	F	11/05/2009 15/05/2009	16	80	ES	ITALY MAE (VC) 2009
A270068	Formación sindical en línea sobre técnicas de comunicación sindical	D	01/06/2009 24/07/2009	30	480	ES	ITALY MAE (VC) 2009
A201404	Formación tripartita Promoción Convenio 188 - Actividad ACTRAV	C	15/06/2009 19/06/2009	20	100	ES	SPANISH GOVERNMENT
A270067	Formación sindical en línea sobre libertad sindical	D	06/07/2009 28/08/2009	30	480	ES	ITALY MAE (VC) 2009
A270069	Formación sindical en línea sobre técnicas de comunicación sindical	D	03/08/2009 25/09/2009	30	480	ES	ITALY MAE (VC) 2009
A252155	Derecho del trabajo y relaciones laborales en América Latina (Montevideo)	F	10/08/2009 14/08/2009	20	100	ES	ILO REGIONAL OFFICE + OTHERS
A252255	Cooperación técnica y gestión de proyectos (Lima, Peru)	F	24/08/2009 28/08/2009	15	150	ES	ITALY MAE (VC) 2009
A270070	Formación sindical en línea sobre libertad sindical	D	07/09/2009 30/10/2009	30	480	ES	ITALY MAE (VC) 2009
A201419	Empleo doméstico y conferencia OIT	C	19/10/2009 23/10/2009	20	100	ES	UGT-ISCOD + OTHERS
A201402	Técnicas de negociación colectiva en el sector marítimo y pesca	C	02/11/2009 20/11/2009	20	300	ES	SPANISH GOVERNMENT
A252156	Protección social a la familia y erradicación del trabajo infantil (Caribe) (Caribe)	F	30/11/2009 04/12/2009	20	100	EN ES	IPEC + OTHERS
A252166	Salud y seguridad en el trabajo: estrategia iberoamericana (Buenos Aires, Argentina)	F	30/12/2009 31/12/2009	15	60	ES	Safework + SSOS + ISTAS + others
A270059	Formación sindical en línea sobre seguridad social	D	30/12/2009 31/12/2009	30		ES	ITALY MAE (VC) 2009
A270052	Formación a distancia sobre empleo y género	D	30/12/2009 31/12/2009	20		ES	EUROSOCIAL
A252120	Condiciones de trabajo en las maquilas en Centro América: género y juventud (Tegucigalpa, Honduras)	F	30/12/2009 31/12/2009	20	100	ES	CC.OO Oficina Centro América-Caribe

Code	Title	Venue	Dates	No. Part	Part Days	Lang	Sponsor
A270047	Formacion a distancia en seguridad social y salud y seguridad en el trabajo	D	30/12/2009 31/12/2009	20		ES	ITALY MAE (VC) 2009
ASIA							
A351906	Trade union training for FTUB on decent work for migrant workers (Mae Sot, Thailand)	F	05/01/2009 09/01/2009	28	140	EN	ILO RBTC/TC/ACTRAV (08-09)
A370048	Distance education programme on collective bargaining skills	D	16/03/2009 15/05/2009	20	320	EN	ITALY MAE (VC) 2009
A301392	Trade union training for ACFTU on trade union organization, structures and management - 1st course (China)	C	20/04/2009 29/04/2009	20	160	EN CH	ITALY MAE (VC) 2009
A352097	Trade union training on employment relationships, contractualization and labour law (Singapore)	F	03/08/2009 08/08/2009	20	100	EN	ITALY MAE (VC) 2009 SNTUC Singapore
A352234	Training on core labour standards and ILO supervisory mechanism for promotion of Freedom of Association (Bangkok, Thailand)	F	10/08/2009 14/08/2009	20	100	EN	ITALY MAE (VC) 2009 + FES
A352178	Follow up seminar in China for ACFTU (Beijing, China)	F	24/08/2009 28/08/2009	20	100	EN CH	ACFTU + ITALY MAE (VC) 2009
A301396	Trade union training for ACFTU (China) - 2nd course	C	14/09/2009 23/09/2009	20	160	CH	ITALY MAE (VC) 2009 ACFTU (IN KIND)
A352101	Trade union training on negotiating and collective bargaining skills (focusing on understanding financial information, formulation of charter of demands and strategies for collective bargaining) (Jakarta or Hanoi)	F	05/10/2009 09/10/2009	20	100	EN	ITALY MAE (VC) 2009 FES
A352099	Trade union training on green jobs, sustainable development and workers agenda (Bangkok, Thailand)	F	26/10/2009 30/10/2009	20	100	EN	ITALY MAE (VC) 2009 ILO BANGKOK
A352100	Trade union training for SPOCTU /Pacific Islands unions (to be decided)	F	02/11/2009 06/11/2009	20	100	EN	ITALY MAE (VC) 2009 SPOCTU (South Pacific Council of Trade Unions)
A352177	Educators workshop on training methodology (Bangkok) (Bangkok, Thailand)	F	16/11/2009 20/11/2009	20		EN	
A352102	Trade union training for leaders of Federation of Trade Unions (FTUB) Burma (To be decided)	F	14/12/2009 18/12/2009	20	100	EN	ITALY MAE (VC) 2009
A352108	Trade union training on organizing and decent work for domestic workers (Jakarta, Indonesia)	F	30/12/2009 31/12/2009	20	100	EN	ITALY MAE (VC) 2009 Social Protection Unit ITCILO ILO BANGKOK
A352098	Trade union training on organizing and social protection in informal economy (Kathmandu, Nepal)	F	30/12/2009 31/12/2009	20	100	EN	ITALY MAE (VC) 2009 ILO GENEVA - DISABILITIES PROGRAMME

Code	Title	Venue	Dates	No. Part	Part Days	Lang	Sponsor
A352124	Follow-up on trade union training on the informal economy (India or Thailand)	F	30/12/2009 31/12/2009	20	100	EN	ITALY MAE - ACTRAV ADDIS - ACTRAV GENEVA
EUROPE							
P410561	Strengthening the Capacity of EMCEF Affiliates for participation in Sectoral Social Dialogue at National and European Level	B-C	01/01/2009 14/12/2009			EN	EUROPEAN COMMISSION
E450580	Strengthening the capacity of EMCEF affiliates for participation in sectoral social dialogue at national and European level (year 2009) - linked to P410561 (Europe)	F	01/01/2009 14/12/2009			EN	EC
A401406	Workshop on European sectoral social dialogue - linked to P410561	C	02/02/2009 06/02/2009	22	110	EN	EUROPEAN COMMISSION
A452131	Strengthening the capacity of EMCEF affiliates in Croatia, Macedonia, Malta and Slovenia for participation in sectoral social dialogue at national and European level - linked to P410561 (Croatia)	F	06/04/2009 08/04/2009	22	66	EN	EUROPEAN COMMISSION
A452133	International workshop linked to the plenary session of European sectoral social dialogue committee for chemical industry - linked to P410561 (Brussels)	F	12/05/2009 14/05/2009	15	30	EN	EUROPEAN COMMISSION
A452132	Strengthening the capacity of EMCEF affiliates in Czech Republic, Hungary and Slovak Republic for participation in sectoral social dialogue at national and European level - linked to P410561 (Piestany, Slovak Republic)	F	09/06/2009 11/06/2009	20	60	EN	EUROPEAN COMMISSION
A401393	ICEM-IUF capacity-building for regional secretaries in the Balkans	C	22/06/2009 26/06/2009	25	125	EN	FES
							ITALY MAE (VC) 2009
							ILO RBTC
							SELF-PAYING
A452129	Strengthening the capacity of EMCEF affiliates in Cyprus, Estonia, Latvia and Lithuania for participation in sectoral social dialogue at national and European level - linked to P410561 (Latvia)	F	01/07/2009 03/07/2009	20	60	EN	EUROPEAN COMMISSION
A452240	Technical course aimed at capacity building for workers (linked to Project P450509) - linked to P450509 (Kiev, Ukraine)	F	27/07/2009 31/07/2009	15	45	EN	GOVERNMENT OF FLANDERS
A401395	Economic and financial crisis	C	02/09/2009 04/09/2009	25	75	EN FR	ETUC, ETUI-REHS
A401394	Training on communication and leadership for young trade unionists	C	21/09/2009 25/09/2009	20	100	EN	LO-DENMARK
							ILO RBTC
							ITALY MAE (VC) 2009
							VARIOUS
A452134	Closing bipartite workshop on connecting to EU level sectoral social dialogue: lessons learned and perspectives for social partners - linked to P410561 (Budapest, Hungary)	F	08/12/2009 10/12/2009	35	105	EN	EUROPEAN COMMISSION
A401398	Decent work for migrant workers in global economy	C	30/12/2009 31/12/2009	25	100	EN FR	ETUC, ETUI-REHS

Code	Title	Venue	Dates	No. Part	Part Days	Lang	Sponsor
A452130	Strengthening the capacity of EMCEF affiliates in Bulgaria, Poland, Romania and Turkey for participation in sectoral social dialogue at national and European level - linked to P410561 (Turkey)	F	30/12/2009 31/12/2009	20	60	EN	EUROPEAN COMMISSION
ARAB STATES							
A501446	Trade union training for Workers' Committee in Gulf countries and Saudi Arabia	C	10/08/2009 14/08/2009	20	100	EN AR	ILO ACTRAV GENEVA
INTERREGIONAL							
C900153	Development of trade union training material (year 2009)	C	01/01/2009 31/12/2009			EN	ILO RBTC/TC/ACTRAV (08-09) ITALY MAE (VC) 2009
A951922	Distance education conference on website development (year 2009)	D	01/01/2009 30/04/2009	30	1020	EN	ITALY MAE (VC)
E910488	Technical services - ACTRAV (year 2009)	C	01/01/2009 31/03/2009			EN	ITALY MAE (VC) 2008
E910524	Programme development for Workers' Programme (year 2009)	C	01/01/2009 31/12/2009			EN	VARIOUS
A970063	Follow-up online conference for training course on inter-regional training in human and trade union rights (linked to A901029 - 2008)	D	26/01/2009 27/02/2009	26	260		ITALY MAE (VC) 2008
A970050	Distance education course on information technology for full ICDL certificate	D	14/04/2009 23/10/2009	30	1680	EN	ITALY MAE (VC) 2009
E910617	IMF School 2009	C	29/06/2009 10/07/2009			EN	IMF (International Metal Workers' Federation)
A952127	Distance education course on information technology for full ICDL certificate (Mombasa, Kenya)	F	23/11/2009 04/12/2009	20	200	EN	ITALY MAE (VC) 2009
A901401	SIDA, HIV/AIDS (Caraïbes, Europe, Asie)	C	30/11/2009 04/12/2009	20	100	EN FR PT	ONU SIDA, ILO SIDA GENEVA
A901226	Workshop on employment relationship recommendation	C	30/12/2009 31/12/2009	20	100	EN	ITALY MAE (VC) 2008
A952123	Trade union training on climate change, food crises and social protection	F	30/12/2009 31/12/2009	20	200	EN ES	SPANISH GOVERNMENT

ANNEX C

COURSES PROPOSED FOR 2010

Programme for Workers' Activities

2010 PROGRAMMES: PROVISIONAL PLAN

ACTIVITIES IN TURIN

CODE	TITLE	DATES	WEEKS	PARTICIP.	LANG.	STUDY VISITS	SPONSOR
AFRICA							
	International economy and the global crisis		3	15	EN		RBTC/ACTRAV/TC
	Communication for trade unions		3	15	FR		RBTC/AFRICA/TC ITALY+Others
	Occupational safety and health and HIV/AIDS (English-speaking Africa + Caribbean)		3	15	EN		RBTC/ACTRAV/TC ITALY+Others
AMERICAS							
	Social security and unions		3	15	SP		RBTC/ACTRAV/TC
	Training of trainers with a special focus on distance education		3	15	SP		RBTC/AMERICAS/TC ITALY+Others
ASIA							
	Economic and financial analysis of enterprises for collective bargaining		3	15	EN		RBTC/ACTRAV/TC
	International labour standards and freedom of association		3	15	EN		RBTC/ASIA/TC ITALY+Others
EUROPE							
	Employment and the informal economy		3	15	RU		RBTC/ACTRAV/TC ITALY+Others

CODE	TITLE	DATES	WEEKS	PARTICIP.	LANG.	STUDY VISITS	SPONSOR
ARAB STATES							
	Collective bargaining for unions	3	15	AR			RBTC/ACTRAV/TC ITALY+Others
INTERREGIONAL							
	Social security and unions	2	15	EN(*)			RBTC/ACTRAV/TC ITALY+Others
	Social justice for a fair globalization and crisis	2	15	EN(*)			RBTC/ACTRAV/TC ITALY+Others
	Collective bargaining for unions (Lusophone Africa + Brazil)	3	15	PT			RBTC/ACTRAV/TC ITALY+Others

(*) A further language could be added

ANNEX D

COURSES PROPOSED FOR 2011

Programme for Workers' Activities

2011 PROGRAMMES: PROVISIONAL PLAN

ACTIVITIES IN TURIN

CODE	TITLE	DATES	WEEKS	PARTICIP.	LANG.	STUDY VISITS	SPONSOR
AFRICA							
	Information technology for unions		3	15	EN		RBTC/ACTRAV/TC
	Occupational health and safety and HIV/AIDS		3	15	FR		RBTC/AFRICA/TC ITALY+Others
	Collective bargaining for unions		3	15	FR		RBTC/ACTRAV/TC ITALY+Others
AMERICAS							
	Communication for trade unions		3	15	SP		RBTC/ACTRAV/TC
	Organizing and trade union structure reform		3	15	SP		RBTC/AMERICAS/TC ITALY+Others
ASIA							
	Occupational safety and health and HIV/AIDS		3	15	EN		RBTC/ACTRAV/TC
	Employment relations and workers' rights		3	15	EN		RBTC/ASIA/TC ITALY+Others
EUROPE							
	Social security and unions		3	15	EN		RBTC/ACTRAV/TC ITALY+Others
ARAB STATES							
	Labour relations		3		AR		RBTC/ACTRAV/TC ITALY+Others

CODE	TITLE	DATES	WEEKS	PARTICIP.	LANG.	STUDY VISITS	SPONSOR
INTERREGIONAL							
	Trade union rights and international labour standards (domestic workers)		2	15	EN*		RBTC/ACTRAV/TC ITALY+Others
	Trade union training systems		2	15	EN*		RBTC/ACTRAV/TC ITALY+Others
	International labour standards and the Declaration on Fundamental Workers' Rights (Lusophone Africa and Brazil)		3	15	PT		RBTC/ACTRAV/TC ITALY+Others

(*) A further language could be added



INTERNATIONAL TRAINING
CENTRE OF THE ILO

CC71/4/b
71st Session

Board of the Centre

Turin, 5-6 November 2009

FOR INFORMATION

FOURTH ITEM ON THE AGENDA

Employers' Training Committee of the International Training Centre of the International Labour Organization

Report on the 27th meeting, held on 28 and 29 May 2009

Summary Report on the 27th Meeting of the Employers' Training Committee

**Held on 28 and 29 May 2009 at the
International Training Centre of the ILO, Turin**

Members Present:

Mr. A. Dahlan
Mr. A. Moore
Mr. F. Muia
Ms. J. Mugo
Ms. A. Muñoz
Mr. C. Renique

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

Observers:

Mr. G. Barbieri
Ms. S. Cavazza
Ms. M. Cerdeiro
Mr. F. Fonseca
Ms. B. Maino
Mr. F. Martin Daza
Ms. A. Molz
Mr. V. Nebuloni
Mr. R. Poppe
Mr. P. Rademaker
Mr. P. Salvai
Ms. J. Schmitt
Ms. T. Tekle
Mr. P. Tomlinson
Ms. S. Turco
Ms. Y. Tzvetkova
Ms. R. Zingara

Opening remarks

1. *Mr C. Renique, Chairperson*, opened the meeting and presented the agenda. Given the time constraints, the Chairperson suggested opening the meeting by presenting the conclusions of the preparatory meeting of the Committee. These were the following:

The Employers' Training Committee (ETC) reviewed the 2008 activities of the Employers' Activities Programme. It finds its performance excellent, in both quantity and quality.

The ETC approves the work plan for 2009. Given the limited human resources available, it acknowledges with regret that further expansion in outreach is impossible and agrees with stronger accents being put on quality, innovation and the impact of the existing programme.

The ETC, however, has noted the high potential of the Programme for both employer constituents and donors, and its benefits for the ITC-ILO as a whole.

It calls upon the management of the ITC-ILO to allocate more financial and human resources to the Employers' Programme, to seize those opportunities and to secure stronger participation and training for the Employers' Group, which, as a full constituent of the ILO, should be on a par with the other constituents in benefiting from the ITC-ILO's capacity building.

In particular, the Committee insists that the project post, with joint financing from the central ITC-ILO resources and the Programme's projects, be extended for the coming years. The Committee also insists that a solution be found soon to replace the Professional post, whose occupant's secondment to the Programme ended at the beginning of 2009.

The ETC also expresses its concern about the future financing of the ITC-ILO as a whole. It recalls the Joint Statement by the social partners, made during the PFA Committee in Geneva in March 2009, which reiterated the strong support of the social partners for a sustainable future for the ITC-ILO. The Employers' Committee expresses its interest in being closely associated with the discussions on the future of the ITC-ILO with reference to the joint statement. The Committee expects involvement of the Employers' Programme and the Workers' Programmes of the ITC in developing a strategic plan of the ITC in Turin that should be drafted before the Board meeting in November.

The ETC invites the Programme and the ITC-ILO as a whole to explore in more detail a model of training that would multiply its impact. One approach could be to build partnerships with national organizations to reinforce training in a country or region, with more accent on training of trainers, dissemination of training material, etc.

The ETC welcomes the forthcoming tripartite training by the ITC-ILO on the economic crisis, its effects and measures to be taken. The ETC asks that the ACT/EMP Programme be actively involved in the course design. It also recommends that part of the course specifically target employers and their organizations, under the guidance of the Turin Employers' Programme.

The ETC requests that more attention be given to participation by employers in training by ITC-ILO units other than the Employers' Programme. To attain this objective, more attention should be given to shorter courses, with topics of relevance to employers, planned to allow sufficient time for organizations to select the right participants.

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2. *Mr F. Eyraud, Director of the Turin Centre*, warmly welcomed the members of the Committee.

He drew the audience's attention to resources. An increase in the Italian voluntary contribution was unlikely to happen, he said. On the contrary, we had experienced a reduction (decided before the present financial crisis) and would aim at stabilization.

The Centre was going to face a difficult biennium, coinciding with the end of the ILO biennium. It should therefore maintain its standards but be prudent in planning.

Mr Eyraud also stressed the importance, for the Employers' Programme, of seeking alternative sources of funding to the Italian voluntary contribution, such as ILO ACT/EMP, other donor projects (the DECP, Spain, the European Commission) and employers' organizations in developed countries.

Mr Eyraud congratulated the Turin Employers' Activities team on the excellent growth in both quantitative and qualitative terms. He envisaged a further effort at stabilization, quality and strengthening the main product, the general course on effective employers' organizations. He suggested continuing collaboration with other units, like DELTA, to further develop the training-of-trainers courses and improve learning methodology.

3. *Mr A. Graziosi, Director of Training Programmes*, joined the Director in congratulating the Turin Employers' Activities Programme together with ACT/EMP Geneva and the IOE.

Mr Graziosi analysed the business model of the Centre, which was based, he said, on a strong ILO focus in spite of a relatively low ILO financial contribution (22% in 2007, but estimated at less than 20% in 2008), compensated for by a significant Italian voluntary contribution, which had in the past been flexible and permitted an allocation of resources in accordance with the ILO's strategic priorities and emerging demands.

In his opinion, in view of a relatively predictable 2009 and a more difficult 2010, the Centre could benefit from the ILO assigning slippage resources to its activities this year, thus enabling the Centre to re-programme some Italian funds in 2010.

More broadly, he envisaged deeper involvement of the Centre in the planning and design of ILO operational objectives.

Mr Graziosi went on to examine the visibility and participation of employers' representatives in courses run by other units within the Centre, which fell in 2009, compared to 2008.

Participation by the social partners, he said, was linked to the resource mobilization process and had been influenced by the increased submission of employer-specific or worker-specific projects, which had resulted in less participation in tripartite courses.

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4. Mr Renique gave the floor to *Mr. A. Moore*, who underlined the importance of considering training as the Centre's core business for employer, worker and government representatives.

He asked for clarification of the strategy on the use of savings within the organization, of any plan to cut staff to overcome financial difficulties, and of the fixed-cost system.

5. *Mr D. Arrigotti, Deputy Director of the Centre*, took the floor to respond and appreciated the relatively limited cut in the Italian voluntary contribution to the Centre compared to the general reduction in Italian funds for technical cooperation. The Centre remained the second main receiver of an Italian voluntary contribution, after the UNDESA, he said.

Concerning measures to face the crisis, Mr Arrigotti pointed out that the trend was to move staff from administration to training programmes whenever possible. However, if there were significant staff cuts, training unit staff would also be affected.

Concerning the fixed costs of the Centre, mostly salaries, Mr Arrigotti stressed that big efforts had been made to reduce them and obtain good value for money. Nevertheless, security and occupational safety and health were areas where costs could not be reduced without infringing decent work conditions for staff.

6. *Mr. A. Dahlan* drew attention to alternative ways to create income, from a business perspective. He wondered whether research and publications for employers, workers and governments could attract additional funds.
7. *Ms J. Mugo* pointed out that organizations were as strong as their staff, and reiterated the request to maintain the project-based professional post within the Turin Employers' Activities Programme. She said that the ILO should increase its financial contribution to the Centre as part of its long-term financial planning.
8. *Mr Eyraud* confirmed the management's willingness to maintain the professional project post within the team and underlined the importance of the ability to work in the three official languages of the ILO. He also indicated that the Turin Centre should have access to technical cooperation resources like the RBSA.

Responding to Mr Dahlan's question, the Director noted the importance of having a business perspective. However, he also underlined the Centre's continuous need to strike a balance among those activities that were very relevant to the ILO objectives but less marketable and those that were less relevant but more attractive on the market.

9. *Mr Graziosi* commented that, apart from fixed contributions, the Centre dealt with several projects case by case, but they did not represent structural funding.

Although there were several different views of the future of the Centre, he said, the management was not pessimistic.

Conclusions and closing remarks

10. *Mr C. Renique* appreciated the reiterated willingness of the management to maintaining the Turin Employers' Activities Programme capacities, and called the meeting to a close at 11.35.