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## **A. Summary of the conclusions of the 2008 meeting of the Trade Union Training Committee and actions taken**

The Trade Union Training Committee (TUTC) in its 27<sup>th</sup> meeting held in Turin on 6-7 May 2008 reached consensus on the following major points (full text of conclusions of the 27<sup>th</sup> meeting of the TUTC can be found in Annex 1):

- Strengthening and consolidating the activities in Europe by creating a permanent European Desk position within the Programme for Workers' Activities
- Further developing and expanding activities in the Arab Region
- Increasing regular courses for 2009 and 2010 from 11 to 12 with additional regular courses for the Arab region and for Europe
- Increasing Portuguese-speaking activities by bringing together participants from Africa and Brazil
- Planning for a greater interregional approach by the Programme in 2009 to be implemented in 2010
- Developing a strategy for exposing all regions as much as possible to core topics, such as labour relations and social security issues, possibly through interregional courses
- Improving the coordination between Turin and the field with more work at regional level
- Developing a curriculum on communication for trade unions
- Continuing the development of a Centre policy on bi- and tripartite courses with mutually agreed curricula and involvement of the Programme for Workers' Activities in the design and implementation of tripartite activities and projects at the Centre with a review of the process of fellowships through the Central Fund to be implemented in 2009
- Supporting the integration of the Centre into the ILO
- Making available to the Committee an analysis of the financial contribution by ACTRAV Geneva to Turin activities
- Improving the use of technical staff from the Centre as resource persons in the Programme's activities
- Developing the Trade Union Information System (TUIS) database
- Continuing and expanding the development of new training booklets and other training materials by addressing issues other than the current core ones

Following these recommendations, and carefully monitoring the impact of the reduction of resources caused by the cuts in the Italian voluntary contribution to the Centre's activities, the Programme for Workers' Activities has taken a number of actions aimed at:

- a) Delivering the training programmes approved by the Committee (preparation and delivery of the courses with ACTRAV Geneva and in coordination with the technical and regional programmes of the Centre)
- b) Reviewing core course curricula in order to produce training activities with more follow-up activities and modules for better integration between courses in Turin and in the field
- c) Updating programmes and timetables of core courses in order to manage the consequences of their shorter duration with effective distance components before and after the residential course (blended courses) and study visits only if focused on the subject of the course
- d) Engaging the Programme in the design and delivery of activities addressing the impact and the trade union response to the economic and financial crisis on the basis of the contents of the 2008 Declaration
- e) Engaging the Programme in the design and delivery of activities addressing cross-cutting issues linked to DWCPs
- f) Engaging the Programme in the design and delivery of several project initiatives. In particular, the Programme has delivered projects for Europe and Latin America
- g) Monitoring the balance of the Programme in terms of delivery at the Centre, in the field and by distance education. Activities in the field were mainly regional or sub-regional and all were held with the support of the ACTRAV specialists in different regions
- h) Revising and producing training manuals and materials for labour education (for additional information see the online library: [http://actrav.italo.org/index\\_en.php](http://actrav.italo.org/index_en.php))
- i) Finalising a database on labour education as a management tool
- j) Supporting the integration of the Centre with the ILO (relationship between decent work, capacity building for the constituents and the role of training in TC projects)

- k) Consulting ACTRAV Desk Officers and extending the consultations with officials dealing with technical issues on the design of training activities and improving the integration of the Turin Programme for Workers' Activities into the training component of TC programmes managed by ACTRAV Geneva
- l) Expanding and further developing regional labour education and research networks on specific topics (e.g. social security in Latin America or HIV-AIDS and youth employment in Africa)
- m) Consulting ACTRAV management as well as the Secretary of the Workers' Group on the programme proposals to be submitted to the TUTC meeting
- n) Looking for stronger interaction with the ITUC and its Regional structures in focusing priorities for training activities and core issues to address
- o) Supporting the participation of workers in general training courses and asking the management of the Centre to re-establish a joint worker-employer committee to provide guidance and advice on the general training programmes developed by the Centre, in particular on bi- and tripartite activities.

## **B. Report on 2008 Programme delivery**

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

The Programme's educational delivery is organized in five ways:

- core residential courses
- activities such as weeklong workshops in the field and Turin
- projects funded by external bodies
- training for ACTRAV staff.
- consulting services.

The Programme has historically been guided by a concentration on eight strategic areas:

- International labour standards (ILS) and the Declaration on Fundamental Principles and Rights at Work and its follow-up, in particular on freedom of association, collective bargaining and the use of the supervisory system of the ILO
- Employment policies and poverty reduction strategies
- Social protection and occupational health and safety, with a focus on HIV/AIDS
- Social dialogue, collective bargaining and union organizing
- Gender and the rights of women workers
- Training methodology for residential and distance education
- Information technology for developing the capacity of unions
- Courses for international labour organizations.

Further information on the background of the Programme can be found in Annex 17.

Within these strategic areas, the Programme has developed 15 core curricula which are continuously updated through a process of consultation with ACTRAV (Geneva and field).

These 15 curricula are:

- ILS and on the Declaration of Fundamental Principles and Rights at Work
- Elimination of child labour
- Employment policies
- Social security
- Occupational health and safety
- Economic and financial analysis of enterprises for collective bargaining
- Collective bargaining
- Labour relations
- International economics and political economy
- Organizing and capacity building
- Rights of women workers
- Information technology for unions
- Online distance education for labour organizations
- Training methodology
- Customized programmes for labour organizations

### **B.2 Overall activity and participants in 2008**

**In 2008, the Programme ran 73 educational events: 11 core courses, 13 activities in Turin and 36 in the field (including 1 joint activity with ACTEMP) and 13 distance education courses.**

A summary of all activities can be found in Annex 2.

**In 2008, the Programme had 1,833 participants**, including distance education, compared to 1,565 participants in 2007 and 1,065 in 2006 (see following tables).

The participants in 2008 were 1,056 men (58%) and 777 women (42%).

Special emphasis was put on the production of training materials which could be used by labour

educators and on a complete re-design of the Programme's web site.

The topics of the activities in 2008 were the following:

- Social protection and social security (20)
- ILS, freedom of association, collective bargaining (12)
- Training methodology (10)
- Social dialogue (8)
- Union organizing (6)
- Employment policies (4)
- Information technology (4)
- HIV-AIDS (2)
- Migration (2)
- Labour relations (1)
- Globalization (1)
- Other (3)

**Table 1: Annual Participation 1998 to 2008**

Year	Participants
1998	293
1999	442
2000	433
2001	739
2002	865
2003	688
2004	962
2005	835
2006	1,065
2007	1,565
2008	1,833

**Table 2: 2008 Programme Participants by Region**

Region	Men	Women (+/- on 2007)	Total
Latin America	62%	38% (-6%)	910
Europe	44%	56% (+10%)	431
Africa	64%	36% (-8%)	277
Asia and Pacific	57%	43% (+4%)	182
Arab States	68%	32% (-1%)	31
ICS	100%	0	2
<b>TOTAL</b>	<b>1,056</b>	<b>777</b>	<b>1,833</b>

### B.3 Core courses

The Programme had 11 core courses in 2008. Core courses are conducted residentially in Turin. A major change in the design of the 2008 core courses was that the Turin sessions lasted two weeks instead of three weeks.

By shortening the courses, the Programme aimed to recruit more women participants (women often have difficulty leaving their family responsibilities for long periods of time) and to attract more department heads and leading officials (who cannot spend much time away from their positions).

This decision generated a need to look for a new and more effective balance between the institutional component of each core course (like ILS, the international trade union movement, globalization, gender, freedom of association and collective bargaining) and the specific core content of the course, also through

the online component of those courses.

The Programme's annual delivery of courses and activities is determined on a regionally cyclical basis (see Annex 4), but the core course schedule for 2008 was designed to support initiatives stemming from the Symposium on Labour Education organized by ACTRAV in October 2007. Consequently, and exceptionally, 6 of the 11 core courses were dedicated to labour education.

Ten core courses in 2008 included a study visit to a labour organization which had expertise in the subject area of the course.

Four core courses were conducted in English, 2 in French, 2 in Spanish, 1 in Portuguese, 1 in Arabic and 1 in three languages with simultaneous interpretation. Five were conducted for Africa (one including participants from Brazil), 2 for Latin America, 2 for Asia, 1 for the Arab States and 1 for an interregional audience.

The core courses were:

**A1-01020 Trade union training on training methodology including distance education**

Study tour: Austria (OGB)

**A1-01021 Trade union training on training methodology including distance education**

Study tour: France (CGT-FO)

**A1-00991 Trade union training on research and employment policies**

Study tour: ILO Geneva

**A1-01022 Trade union training on ILS and the ILO Declaration**

Study tour: Canada (FTQ)

**A1-00992 Trade union training on training methodology including distance education**

Study tour: Portugal (UGTP)

**A2-01019 Trade union training on training methodology including distance education**

Study tour: Spain (UGT)

**A2-01024 Trade union training on social security**

Study tour: Spain (CC.OO)

**A3-01018 Trade union training on training methodology including distance education**

Study tour: Austria (OGB)

**A3-01023 Trade union training on comparative labour relations**

Study tour: Japan (JILAF)

**A5-01025 Trade union training on training methodology including distance education**

Study tour: Italy

**A9-01029 Building the international trade unions network on human and trade union rights**

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

#### **B.4 Other activities in Turin and in the field**

In addition to its core courses, the Programme conducted many activities in Turin and in various regions. In 2008, the Programme conducted 49 activities - 13 in Turin and 36 in the field.

Some of these activities were organized as part of externally funded projects (see next section).

The full list of activities in Turin and in the field can be found in Annex 5 and in Annex 6, respectively.

The activities conducted in Turin were:

Africa	1
Latin America	2
Asia-Pacific	2
Europe	6
Interregional	2

The activities in the field were:

Africa	6
Latin America	19
Asia-Pacific	3
Europe	6
Arab States	1 (with Asia-Pacific participants)
Interregional	1

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

## B.5 Projects

Projects conducted by the Programme are long-term, multi-activity endeavours funded by external organizations. In 2008 the Programme conducted activities within five projects:

- **P2-50350 Strengthening of trade union action on social security**  
Sponsor: Spanish government  
Activities: a total of 15 activities conducted in: Uruguay, Honduras, Argentina, Peru, Costa Rica, Colombia and Turin, and online
- **P9-50400 Distance education training for information technology**  
Sponsor: San Paolo Foundation (Italy)  
Activities: 1 final two-week training workshop in Ghana
- **P9-10409 Strengthening the capacity of worker and employer organizations for social dialogue**  
Sponsor: Government of the Netherlands  
Activities: 1 course in Turin and 1 bi-partite workshop managed by ACTEMP plus training materials on migration and on sustainable development
- **P4-50469 Decent Work for Metalworkers**  
Sponsor: European Commission  
Activities: a total of 8 activities conducted in: Croatia, Romania, Malta, Bulgaria, Slovenia, Slovakia and Turin, and online
- **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**  
Sponsor: Spanish Government: Instituto Nacional de la Marina  
Activities: a total of 3 activities conducted in: Spain and Turin

For more information, please consult Annex 7.

## B.6 Distance education

Distance education via computer communications has become an integral part of the Programme.

The majority of the core residential courses are preceded by an online session, which allows the

participants to introduce themselves, present their regional reports and discuss the schedule for the course. After the course, in some cases the participants continue to meet online to discuss the implementation of their activity reports and action plans.

As shown in the following table, pre- and post-course online activities could be implemented in a more systematic way.

**Table 3: Pre- and post-course online conferences in 2008 (projects excluded)**

<b>Courses</b>	<b>Total number of courses</b>	<b>Pre-course</b>	<b>Post-course</b>
<b>Turin Core courses</b>	11	6	2
<b>Turin Other activities</b>	10	2	0
<b>Field</b>	17	2	3
<b>Total</b>	<b>38</b>	<b>10</b>	<b>5</b>

The Programme also uses distance education to conduct courses completely via computer communications.

**Table 4: Distance education activities (2000-2008)**

	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>
<b>Total courses</b>	2	2	3	3	8	6	7	10	13
<b>Total participants/final</b>	32	24	57	49	96	119	167	190	327
<b>Average participants/course</b>	<b>16</b>	<b>12</b>	<b>19</b>	<b>16</b>	<b>12</b>	<b>20</b>	<b>24</b>	<b>19</b>	<b>25</b>

In 2008 the Turin Programme for Workers' Activities ran **13** distance education courses: 1 for Africa, 7 for the Americas, 1 for Asia and the Pacific, 1 for Europe and 3 on an interregional basis.

Specifically, the Programme ran 5 training of trainers' distance education courses (1 in the framework of projects), 5 thematic distance education courses (4 in the framework of projects) and 3 on specific issues linked with the SoliComm platform and the production of websites.

Participants in these courses numbered 327, of whom 39% were women.

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

## **B.7 Gender**

The results recorded for the Programme for the year 2008 in relation to gender mainstreaming and women's empowerment are presented below and in Annex 9.

The total percentage of women participants in all Turin Programme for Workers' Activities courses was 42% (1% less than the previous year), but this small change, which could mean the consolidation of the

significant jump from 38% to 43% recorded in 2007, hides negative elements which must be addressed and which are confirmed by the relatively low satisfaction in the evaluation answers concerning gender issues in the courses.

Indeed, the participation of women in the 11 core courses showed a percentage of 36%, which is quite distant both from the result in 2007 (47%) and from the target of 50%. The percentage of women's participation in the overall numbers for Europe jumped to 56% and Asia came to a good 43%, the Arab States to 32%; Africa reached only 36% (3% less than 2007), like the Americas with 38% (6% less than 2007).

For the core courses, women's participation for Asia fell to 47% from the very high level of 55% in 2007. Africa and the Americas fell from 45% to 35% and 36%, respectively, while the only positive performance was by the Arab States, with 44% participation by women.

In activities other than core ones, the highlight was Europe, which reached 73%, followed by the Arab States with 36%, Asia with 34%, Africa with 30% and the Americas with 19%. The overall rate was 55%.

In field activities, Asia was close to the target with 47%, followed by the Americas with 40% and Africa with 39%, whereas Europe fell to a low 26%, with a very poor 20% for Arab States. The overall rate was 38%.

Within distance education courses, the overall rate of women's participation was 39%. Europe hit 60%, with 48% for Asia, 39% for the Americas and only 26% for Africa (31% less than in 2007).

In 2008, only two specific activities for European women with a large number of participants (PERC Women School and Conference) were held in Turin, and this explains the high performance by the Region.

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

The results in terms of women's participation show that we must go deeper into this matter with specific analysis of the situation in each region to find the most effective ways and means to make high participation of women to our courses a permanent feature of the Programme and to address gender mainstreaming and gender perspective in our courses better.

The Turin Programme for Workers' Activities will conduct an assessment of the ways to mainstream gender issues and at the same time will encourage the unions to nominate more women unionists for training activities (by setting specific nomination criteria and explicit requirements).

## **B.8 Freedom of association**

Freedom of association (FoA) is a central topic in the Programme's activities and on this issue there is long-lasting good co-operation with the ITC's Technical Programme on standards. A session on FoA, along with ILS, is included in all the core courses.

In 2008, FoA was a major focus in 3 of the 11 core courses and was also a key component of the 6 core courses on training methodology:

Africa	A101022	Trade union training on ILS and the ILO Declaration
Asia-Pacific	A301023	Trade union training on comparative labour relations
Interregional	A901029	Building the international trade unions network on human and trade union rights

The Programme conducted 14 other activities which had FoA as a major focus. These activities, listed below, were conducted in Turin and the field.

Africa	A151825	Sub-regional workshop on freedom of association and collective bargaining
The Americas	A252045 A251940 A251941	Freedom of association for working men and women Freedom of association, collective bargaining and the media Workshop for trade union lawyers on ILS and FoA
Asia-Pacific	A301206 A351872 A351793	Trade union training for the ACFTU on workers' participation in democratic management Training on collective bargaining and corporate social responsibility (distance course) Training on promoting decent work in the informal economy with a focus on organizing
Europe	A4-	6 activities in the framework of the project "Decent work for metalworkers: capacity building for successful social dialogue"
Interregional	A901405	ITUC-ACFTU workshop on MNE and organizing

## B.9 Training material

The Programme put special emphasis in 2008 on the development of training material to be used by labour educators. This was a result of the recommendations of ACTRAV's Labour Education Symposium in October, 2007.

The material included:

- A Guide to Labour Education Methodology
  - Chapter 1: Education for Union Solidarity
  - Chapter 2: What Makes an Effective Labour Educator?
  - Chapter 3: Preparing Successful Labour Education Events
  - Chapter 4: Designing a Labour Education Programme
  - Chapter 5: Adapting Labour Education Courses
  - Chapter 6: Facilitating Labour Education Activities
  - Chapter 7: How to Write Labour Education Training Material
  - Chapter 8: Building Union Capacity for the Long-term Sustainability
- The Labour Education Series Of Issue Booklets
  - The International Labour Movement
  - The International Labour Organization
  - Decent Work
  - International Labour Standards
  - Freedom of Association and Collective Bargaining
  - Forced Labour
  - Child Labour
  - Discrimination
  - Globalization

## B.10 Evaluation

The Programme conducts a detailed evaluation of its core residential courses. In 2008, participants in these courses gave the Programme an overall quality evaluation of 4.36 on a scale from 0 to 5. A more detailed account of the evaluations by participants in 2008 can be found in Annex 10.

At the end of the year, a meeting with the Evaluation Unit of the Centre was held to discuss how evaluation of participants' satisfaction could be conducted in a clearer and more fruitful way (many questions are not clear or too similar).

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

The Programme once again ranked at the top of the Centre in terms of evaluation results. Nevertheless, satisfaction with preliminary information (3.80) and gender in training (4.09) were among the lowest ratings, even though there was an improvement (from 3.47 and 3.87, respectively, in 2005).

## **B.11 Regional reports**

### **a) Africa**

The difficulties produced by unrestrained liberalism and the subsequent financial crisis, prove, if such proof is needed, the need to remember the role of the State in global market regulation. The State, without responsible and involved social players, would be unable to confront the deregulation of the global economic system on its own.

The IMF is the first institution to condemn the bankruptcy of the system by demanding that donors honour their aid commitments to the African countries affected by the crisis: increase this aid even if their budgets are currently under stress for other reasons.

Within this context, the social situation in terms of employment has deteriorated greatly in Africa and the prospects are far from brilliant, despite the fact we do not have a full set of figures with which to evaluate the socio-economic impact following these financial, economic, food and environmental crises.

The large-scale mobilisation of workers in the African streets in 2008 is the concrete expression of a rejection of their fate. It is now or never for workers' organisations to organise themselves to train and recruit members to safeguard certain achievements struggled for and to protect certain jobs that are supporting various families.

The ILO sees its vocation renewed and its agenda for decent work concept becomes the cornerstone of the European Union/African strategy. By decent work, we mean productive work, freely chosen, without discrimination and with adequate social protection within the context of real social dialogue.

Of course ratification of the conventions and respect of the fundamental labour standards are a *sine qua non* condition to the sustainable development of the African and European countries.

This has led to training actions and programmes for workers in Turin to strengthen their capacity to define, implement and monitor any future development strategy in their respective country in Africa and also at a regional and international level. Programmes focused on the effective implementation of the fundamental principles and rights at work set down in the declaration of the ILO.

We continually emphasise that: our role – as a training structure for African workers – is to contribute to strengthening the capacity of these organisations to participate, for example, in the decision-making process in programmes linked to the Poverty Reduction Strategic Documents (PRSD) and the Economic Partnership Agreements (EPA) within the context of the Cotonou agreement.

ACTRAV-Turin serves as the training facilitator enabling legitimate workers' representatives to take part in social and political economic negotiations. Workers who must battle to strengthen democracy, stability and social justice.

Our training programme therefore reflects the concerns of the continent's workers and deals with subjects relating to International Labour Standards (ILS), Decent Work, AIDS in the work place, good governance, commerce and regional integration in the fight against poverty, employment and, above all, the role of women in mobilising and recruiting new members.

13 activities took place for Africa in 2008:

## 6 residential activities in Turin:

- **A101020 - Trade union training in training methodology, English**
- **A101021 - Trade union training in training methodology, French**
- **A100992 - Trade union training in training methodology, Portuguese**

At the end of the activity, participants were familiar with:

- the identification of questions, practices and difficulties for trade unions in the field of labour education methodology
- the method of teaching current labour topics, such as globalization, the structure of the international trade union movement, gender equality, trade union policies, HIV/AIDS campaigns and the role of the trade unions in the informal economy
- understanding the activities and practices of the ILO such as the International Labour Standards, decent work, freedom of association and the agenda of the ILO annual conference
- the inclusion of matters of gender in labour education
- the use of information technologies to develop trade union communication networks at different levels for matters associated with workers' education
- the development of labour education systems at an organisational level
- the organisation of education programmes accounting for the everyday experiences of workers in order to design educational theories and action plans tailored specifically to these experiences
- the development of programmes that take into account the previous experience of the participants
- the planning of workers' education activities
- the facilitation of workers' education activities
- the implementation of course appraisals
- the organisation of online distance education
- the workers education methods: ex cathedra, participative, just-in-time, group

- **A100991 - Trade union training on research and employment policies, English**
- **A101183 - Trade union training on research and employment policies, French**

At the end of the course, participants were able to:

- identify the main problems and difficulties encountered by the trade unions in the field of labour policy and conduct a comparative analysis of the countries in the region
- understand the procedures and systems for monitoring international labour standards and apply them to the trade union activities and today's social challenges
- include gender issues in labour and research policy
- use information technologies to develop trade union networks on matters associated with labour policies and to disseminate the results
- understand the measures and actions that the trade unions can take to develop policies and strategies to surmount current labour problems
- develop research skills on specific subjects linked to labour and contribute to developing trade union labour policies
- develop a systematic trade union training programme on employment policies and research methodology using active learning methods, effective teaching aids and training guides
- understand the role of the major international financial and commercial institutions in terms of reducing poverty and creating jobs, and the role the trade unions should play in this political process;
- identify the trade union agenda associated with the IMF and the WB so as to establish and develop policies and strategies
- produce teaching material and individual action plans (including a project proposal) to implement a project at a national or local level

- **A101022 - Trade union training in the International Labour Standards (ILS) and the declaration of the ILO on the fundamental principles and rights at work and its follow-up, French**

At the end of the activity, participants could:

- identify the principal themes and difficulties encountered by the trade unions in terms of the ILS and conduct a comparative analysis between the countries in the region
- understand the procedures and systems for monitoring international labour standards and be able to apply them in the everyday activities of the trade unions to protect and promote the fundamental principles and also, above all, the interests of their members

- understand, in detail, the content of the principal standards of the declaration on the fundamental principles and rights at work and its follow-up, with particular emphasis on freedom of association and the right to collective bargaining in order to include them in subregional / regional agreements
- harness the power of information technologies, distance training included, for the national, regional and international development of a communication network for the trade unionists responsible for ILS matters
- analyse the procedure governing the application adoption, submission and monitoring systems, including special procedures concerning freedom of association
- know the preparation process, purpose and content of the standards from a trade union perspective
- be able to produce training material and individual action plans (including a project proposal) for implementing a project at a national or local level

#### 6 activities in the field:

- **A151801 - Importance of the fundamental conventions of the ILO in creating decent work and reducing poverty, Luanda-Angola, Portuguese**
- **A151825 - Subregional workshop on freedom of association and collective bargaining, Moroni - Comores, French**

The principal long-term objective of this project is to ensure that trade union organisations are able to best use the international instruments based on a better understanding of international labour standards, the declaration of the ILO on the principals and rights at work and more particularly to promote and consolidate freedom of association and the use of collective bargaining

- **A151995 - Training Workshop on HIV/AIDS for Trade Union HIV/AIDS Focal Points, English**
- **A151995 - Training Workshop on HIV/AIDS for Trade Union HIV/AIDS Focal Points, French**

An attempt to identify trade union HIV / AIDS focal points in English- and French-speaking Africa. CSI-Africa contributed greatly to the selection of these focal points and the implementation of the programme. The Geneva AIDS department was also involved with these activities and prepared a toolbox with us for use by the trade unions

- **A151976 - Contribution of the trade unions to promoting the adoption of the convention on domestic work, French**

During the deliberations of the Board of November 2007, the Workers' Group pledged total support to proposing standard-setting for male and female domestic workers and emphasised that this would be its priority on the agenda of the 2010 conference.

ACTRAV management vowed to inform trade union officers of the priority given by the Workers' Group to the status of domestic workers and to request their active support in the field. It also suggested that initiatives of ACTRAV representatives relating to this subject are taken in the field so as to mobilise and raise the awareness of workers as to this subject. Responding to this initiative, we are organising a seminar of awareness-raising, reflection and mobilisation for the trade union officers of four (4) countries in Western Africa: Senegal, Mali, Mauritania and Guinea. The long-term objective is to mobilise and raise the awareness of these trade union officers as to the protection of male and female domestic workers by means of a general campaign on the subject and also to update them on the ILO's preparation of a new legal instrument specific to male and female domestic workers

- **A151978 - Information management for labour educators and researchers, English**

How to use the computer to gather information, organise and write a report.

The African trade union research group decided to work on a research project on social security and social protection. The project was ready in January 2009 and was submitted to the CSI for guarantee and financial backing

#### 1 distance course:

- **A151876 - Distance training course in distance training methodology, Portuguese**

## **b) The Americas**

2008 was an especially important year, representing a change in trend from the five-year period that preceded due to the financial crisis and the international economy, the impact of which has still not been fully reflected in the available statistics. Official indicators show that: “in the third quarter of 2008, the first effects of the slowdown in the regional economy on the labour market were observed”. Thus, if estimated growth for regional GDP in 2008 was around 5%, it’s uncertain it will reach 4.6%, and there is already the view that it will be difficult to exceed 2% in 2009.

The international crisis has put a stop to the positive cycle of low urban unemployment in Latin America and the Caribbean for the fifth consecutive year in 2008. It is estimated that in 2009, the number of unemployed could increase between 1.5 and 2.4 million people, according to the 2008 Labour Outlook Report launched by the ILO. According to the ILO’s calculations, the urban rate of unemployment will rise between 7.9% and 8.3%. In absolute numbers, this means that between 1.5 and 2.4 million people will join the 15.7 million currently unemployed, totalling between 17.2 and 18.1 million unemployed.

Situations such as falling incomes, the loss of jobs of heads of households and the possible return of migrants would cause a rise in labour participation, which would put even more pressure on markets already characterised by a major lack of decent work. This scenario could give rise to an increase in the number of people employed in the information sector, which already exceeds 60% in most of the countries which, in the main, are lacking any form of social protection.

It is important to remember that in times of growth over the last five years, average annual pay grew only modestly (1.6%), well below the growth of the economy. This served to accentuate the difference between capital and labour remunerations. Discrimination and a lack of opportunities are more seriously affecting the young, indigenous women and people of African descent, as indicated by the studies published by the ILO. In these conditions, the basic components of social dialogue, which should be generated on the basis of social cohesion, are far from ideal and respect for freedom of association is still lacking.

For these reasons, our trade union programme for the Americas has prioritised activities to strengthen the skills of the trade union organisations, at an organisational level, with special emphasis on across-the-board freedom of association as a necessary condition for effective social dialogue, and to strengthen the participation capacity of the trade union organisations in the management of social protection systems. This last objective was met in particular thanks to the project financed by the Spanish Government, Social Security for Trade Union Organisations (<http://www.oit.org.pe/ssos/>), coordinated by ACTRAV from ILO’s Lima office, with activities in seven countries in the region.

The total number of activities in 2008 was 30: 23 attended activities and 7 distance activities. The total number of participants was 777: 631 in attended activities, 146 in distance activities. Of this total, 38% were women.

To strengthen trade union organisation, particularly in terms of the right to freedom of association, three regional activities took place: one in Guatemala, profiting from the decent work world campaign day, another in Lima on freedom of association and its treatment by communication media (official and alternative), and a third in Sao Paulo with a regional team of trade union officials with a legal profile.

Continuing with trade union organisation, a four-week course was organised in Turin on training methodologies and another on strengthening trade union organisations in the fishing sector with a trade union component and a tripartite component with representatives of employee, worker and government organisations. This dual activity focussed on the importance of promoting the ratification of Convention 188 on work in the fishing sector and social dialogue as an appropriate tool to achieve this. A three-week course was also held for the fishing sector focussing on occupational health and safety in this special sector, which has very high accident rates.

Also dedicated to social protection were four weeks of the regional course in October in Turin (with a study visit to Madrid), with participants from ten countries (Argentina, Chile, Uruguay, Paraguay, Colombia, Peru, Ecuador, Bolivia, Honduras and the Dominican Republic), plus the regional course held at the same time in Montevideo, both coordinated by the Social Security for Trade Union Organisations (SSOS) project.

In terms of social protection, the SOSS project continued with the planned activities in the field, with six national workshops in different countries. Worthy of special mention is the campaign to promote the ratification of Convention 183 headed up by the Peruvian trade union women's movement. Four subregional seminars also took place, in the Andean subregion (Lima, May), Central America (San José de Costa Rica, August) and Southern Cone (October and November in Montevideo). In total, project activities in the field involved 322 participants (129 women). 2008 ended with the national trade union technical teams being set up in the seven countries covered by the SSOS project, plus the social security trade union network also supported by the project.

Two workshops were also organised in the Caribbean in December, one on the informal economy and the other on the use of information technology in trade union training.

In terms of training the trainers, 7 distance activities were held for a total of 146 participants: 3 were on the training of on-line trainers and three on social security in three different modules (general, pensions and social dialogue). Thanks to these activities, we now have new trainers who organise their own activities at a national level with the support of our SoliComm platform and the application of our methodology.

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

Achieving full, productive and decent employment for all the people in Asia and the Pacific is one of the stated goals of ILO member States there. However, the region today shows an increasing gap between the stated policies of the governments and the actual situation, especially on the workers' rights front. Asia has the lowest ratification of ILO Conventions 87 and 98. Important countries like China, India, Iran, Korea, Burma, Thailand and Viet Nam have not ratified those Conventions, although FoA and the right to collective bargaining exist in some sectors.

Despite a commitment to an Asian Decent Work Decade (2006-2015) and relatively high economic growth, not much progress is being made towards decent employment or social protection for the vast majority of the workforce. On the contrary, there has been a significant trend towards informal employment, irregular employment relationships and the rise of the informal economy, with dismal working conditions and few or no rights in practice for the workers. The current global economic crisis (which was set off by a financial meltdown in the USA) is hitting many Asian countries hard and will increase unemployment and the vulnerability of workers unless coordinated action to promote growth, jobs and respect for workers' rights is taken by the governments in conjunction with employers and unions.

Also needed is a strengthening of the technical and organizational capacity of the union movement to meet the challenges posed by the emerging economic and labour market situation. It would also be useful for the unions in Asia and the Pacific to have greater recourse to the ILO's machinery for promoting fundamental principles and rights at work, especially freedom of association. In terms of training, building the capacity of workers' representatives to ensure effective bipartite and tripartite social dialogue in matters of employment, industrial relations and the formulation and implementation of Decent Work Country Programmes remains a major need.

The Turin Programme's training has thus been aimed at strengthening the capacity of trade unions in the above-mentioned areas through residential, field and distance education and by promoting educational networking.

Here is a brief report on training activities in 2008.

The Programme ran 8 training activities for Asia and the Pacific - four residential programmes in Turin, three training workshops in the field and one 8-week distance education programme on collective bargaining. All activities were carried out after consulting Actrav-Geneva's Asia Desk and field specialists. A total of 139 union representatives, including 59 women (42%), participated in the training activities.

A workshop for the FTUB (Burmese workers) was postponed from December 2008 to January 2009 due to civil and political disturbances in Thailand. The scheduled Turin Programme for Workers' Activities component of training for the Actrav-ITUC-A-P Regional Conference on FoA was also postponed to 2009.

Besides the main topic of the training, all the training activities focused on international (core) labour standards (ILS) and how to use the supervisory system of the ILO to promote respect for workers' right to freedom of association. Gender mainstreaming is sought by integrating the gender dimension of each topic into both presentations and discussions. However, the mainstreaming of gender issues can still be improved.

Although the details of the training activities are given in Annex 2, please find a summary of them below.

### Residential courses in Turin

Among the four residential courses, two courses (A301018 - Trade union training on training methodologies, including distance education and A301023 - Trade union training in comparative labour relations) were standard training programmes approved by the TUTC in 2007. The course on training methodology was a follow-up to the ACTRAV symposium on the role of trade unions in workers' education, which had recommended strengthening the labour movement's capacity for labour education. The other regular course on labour relations focused on labour relations systems, evolution of workers rights, current debates on labour law reform, strategies for collective bargaining and use of ILO instruments to promote democratic labour relations and decent work for all workers.

Following the education cooperation agreement with the ACFTU, two tailor-made training activities were conducted for the ACFTU (A301158 - Training on social protection and re-employment policies and A301206 - Workers' participation in democratic management). These were co-shared with ACFTU. They also focused on FoA and ILO standards as instruments for promoting industrial democracy. Finland's SAK and Germany's FES sponsored study visits on the two courses.

### Activities in the field

In conjunction with Actrav specialists in the field and Geneva, three training programmes were held in the field, namely: A351793 (Promoting decent work in the informal economy with a focus on organizing), A351853 (Understanding company financial information for collective bargaining) and A351977 (Training for Pacific island countries on decent work for youth and labour migration in the Pacific).

The workshop A351793 (Promoting decent work in the informal economy with a focus on organizing) was conducted in close collaboration with Actrav field specialists at RO, BKK and SRO, Delhi. The workshop also provided an opportunity to test and adapt the (draft) ACTRAV training manual for organizing and improving conditions of work for informal economy workers. Besides discussing organizing strategies, the aim of the workshop was to facilitate networking among trade unions in South Asia so as to promote sharing of information and experience in dealing with the informal economy and other industrial relations issues. This work should be followed up in the coming years.

Workshop A351853 (Understanding company financial information for collective bargaining) was conducted in cooperation and co-funding with Singapore's NTUC. The workshop aimed at developing the capacity of union representatives to understand and analyse companies' financial information in order to develop collective bargaining strategies at enterprise level and the role of the ILO's international labour standards in promoting freedom of association, the right to organize and collective bargaining.

Workshop A351977 (Training for Pacific island countries on decent work for youth and labour migration in the Pacific) was held in cooperation with ACTRAV and the ILO project for Pacific island countries on employability and decent work for youth. It focused on building trade unions' understanding of employment and labour market policies for decent work, and linked the unions to the ILO project, with the help of which some of them are now undertaking follow-up programmes.

### Distance Education

An eight-week distance education programme on collective bargaining skills and strategies was run for the Asia-Pacific region with the aim of developing the technical capacity of the union representatives for effective collective bargaining at company level.

Distance education is still in its infancy in Asia and the Pacific. There are several reasons for this – technical (Internet connections are not widespread in the small towns the participants often come from),

financial (Internet access is considered costly by unionists in some countries), writing abilities and time factors. However, these efforts should continue as part of promoting awareness as well as skills in using information technology for education and organizational work by the unions.

#### Training material and educational networks of former participants

In 2008, draft education material for use in online course for negotiation and collective bargaining skills was prepared and tested in the distance education programme for Asia. It will be finalized this year (after some case studies and country examples have been added) and will be a resource for distance education on collective bargaining. A start on similar material on wage policies should be made in 2009-10.

The Turin Programme for Workers' Activities has for many years trained union officials from the Asia-Pacific region in technical areas related to the work of trade unions. Using the SoliComm system (computer communications software and a system developed by the Turin Programme), former participants are encouraged to network and share experience, news and views on an ongoing basis. The same system is used for pre-course orientation.

In Asia and the Pacific, the Turin Programme for Workers' Activities is encouraging just such an educational network of former participants as a cost-efficient way of follow-up and as a help in building solidarity and promoting knowledge-sharing among participants and educators. This should benefit their organizations.

However, this educational networking is not easy to promote. While Internet use (for education, networking, campaigns, communications, etc) is spreading fast in Asia and the Pacific among business and social movements, the same cannot be said of the unions (the reasons are technical, financial and immediate union priorities). Therefore, such online networking is slow to take off. We also find that past participants have a tendency to drop out. Furthermore, 'nomination of appropriate participants' for the courses by the unions is often a problem. If the right people are not sent to the courses, it affects any follow-up activity.

The problems notwithstanding, the Turin Programme for Workers' Activities is continuing its efforts to promote computer communications and networking capacities among trade unions in Asia and the Pacific, since this is one of the capacities that trade union organizations need today and will certainly need in future. Women and youth committee members of unions should be targeted for such training.

#### **d) Europe**

In Europe, the year 2008 was marked by a new scale of challenges to employment, decent work, social security and social cohesion caused by the severe global economic crisis that could reverse the positive trend of decent work opportunities. The Turin Programme for Workers' Activities is committed to focusing its training on further strengthening capacity of trade unions for social dialogue and collective bargaining as key means for countering the negative consequences of the recession for the workers in Europe and for finding ways forward.

In 2008, a total of 13 activities were run, 6 in Turin, 6 in the field and one online, with a total of 431 participants (56% women). The number of women participants increased from 46% to 56%, mainly due to two activities specifically targeted at women trade union leaders. In support of the worldwide campaign for decent work, all activities were built around the topic of decent work.

In 2008, the European programme continued to be dominated by an EC-supported project. Eight out of thirteen training activities were part of a large-scale sectoral project run in partnership with European Metalworkers' Federation (EMF). The project, entitled **Decent Work for Metalworkers: Capacity Building for Successful Social Dialogue in Metal Industry in New Member States and Candidate Countries**, funded by the European Commission, targeted 173 trade union officials, trainers and experts from 18 EMF-affiliated metalworkers' trade unions from 12 countries, namely Bulgaria, Croatia, Cyprus, Czech Republic, Hungary, Macedonia, Malta, Poland, Romania, Slovakia, Slovenia and Turkey. It consisted of a training-of-trainers seminar at the ITC-ILO in Turin (A401147), followed by five sub-regional seminars in the field (A451811 in Romania; A451846 in Bulgaria, A451810 in Slovenia, A451866 on Malta and A451867 in Slovakia), a high-level European social dialogue conference (A451954 in Croatia) and a follow-up online conference (A452031). This project contributed to promoting autonomous bipartite social dialogue in the metal sector; spreading results and outcomes of sectoral and cross-sectoral social dialogue at European

level and exploring its interfaces with social dialogue at national level, raising awareness and supporting easier exchange of good practice and experience amongst metalworkers' trade unions in the fields selected by the project, especially collective bargaining, rights and cooperation with employers' associations in the metal sector.

Besides the project, three activities were conducted in cooperation with the ITUC-PERC; one activity was jointly run with the Education Department of the European Trade Union Institute and one activity with global union federations, namely the ICEM and the IUF.

Dealing effectively with the concerns and expectations of young workers and achieving their full integration into trade unions is vital to the future of the trade union movement everywhere in Europe. This is particularly true in South-Eastern Europe, where youth structures are still under-supported and fragile. The relatively low level of union membership amongst young workers means that they are often deprived of the protection, information and training afforded by trade union representation and advocacy, hence the commitment of the Turin Programme for Workers' Activities, in collaboration with LO-Denmark, to continue and intensify its work to support decent work and training for young people and trade union action for improving organization and representation of young workers in the Balkans. In 2008, with support from LO-Denmark and in cooperation with the ITUC-PERC and the ILO Budapest Office, Young Leadership Training in Decent Work for Youth (**A401225**) was designed and run for 25 young trade unionists from Albania, Bosnia and Herzegovina, Croatia, Kosovo, Macedonia, Montenegro and Serbia.

The goal of the training was to build key expertise among young leaders and experts from selected countries on strategies and action for decent work for youth. The training focused on decent employment for young people and young people's rights at work, with an emphasis on social protection, occupational health and safety, discrimination, international labour standards, freedom of association, the right to collective bargaining, leadership skills and youth policy in trade unions.

In partnership with the ITUC-PERC, the Turin Programme for Workers' Activities organized the **9th International Trade Union Women's School (A401200)** and the **ITUC- PERC Women's Conference (A401199)**. The 9<sup>th</sup> International Trade Union Women's School entitled "Advancing gender equality and decent work for women" aimed to train 66 women leaders and activists from ITUC-PERC Women's Network in strategies and action for achieving gender equality and decent work for women. The training programme contributed to strengthening of the CEE and NIS Women's Network operating within the ITUC/PERC and the national trade union women's structures and to advancing a gender-specific policy within trade unions in the CEE and the NIS and promoting women's human rights in the workplace in the CEE and the NIS.

The Women's Conference, which brought together 70 women representatives from 35 countries from all over Europe, formally established the Women's Committee of the Pan-European Regional Council of the ITUC. Decent work and life for women under the conditions of the world financial, economic and social crisis, women's presence in decision-making bodies, gender mainstreaming in all international trade union organizations' policies; pay inequality between men and women that exists in all countries, a balance between work and private life and eliminating gender violence were among the major issues discussed by the Conference.

A course on **Globalization (A401210)** for ETUC affiliates, run jointly with "Eurotrainers" of the ETUI, was merged with a course for Latin America on social security, thus ensuring a transcontinental dimension and exposure of EU trade unionists to experience and practice of trade unions outside Europe. Besides the joint work on the content of the course, this approach contributed to a dynamic exchange of knowledge of how trade unions on different continents cope with globalization as well as building solidarity among trade unions that operate in different political, economic, social and cultural contexts.

Course **A401149** on **Trade Union Strategies Towards Decent Work** was tailor-made for ICEM-IUF affiliates from Serbia, Croatia and Macedonia. It brought together senior officials of ICEM- and IUF-affiliated sectoral trade unions in Croatia, Serbia and Macedonia and leaders of national trade union confederations to which they belong. In looking at different models of trade union organisation, it was essential to compare and contrast the structures, functioning and tasks of trade unions operating at different levels. The objective was to analyse current structures, leadership styles, decision-making processes and communication in the organisations to seek possibilities for strengthening and improving those organisations' work. ILO specialists presented the roles and responsibilities of trade unions in implementing

DWCPs. The participants agreed that there was an urgent need for changes within unions, and that there was considerable work ahead to put those words into practice or into action plans that would lead towards the much-needed changes. Continued international assistance to help the modernization process was deemed necessary.

At the end of 2008, the Turin Programme for Workers' Activities launched a new EC-funded project entitled **Strengthening the capacity of EMCEF affiliates for participation in sectoral social dialogue at national and European level**. The project envisages two international workshops on European sectoral social dialogue in Turin and Brussels, 4 sub-regional seminars in the field and a closing bipartite workshop on connecting to EU-level sectoral SD, lessons learned and perspectives for social partners. The project is designed for EMCEF affiliates in new EU Member States and candidate countries.

The feed-back from participants reveals growing interest in the courses on labour education policies and systems, on PCM of trade union projects, on wage reform, on trade union response to financial crisis, on young leadership, gender and related topics that can be further explored in 2009-2010.

Training activities in 2009-2010 will also need to address the increasing number of violations of ILO Conventions in the NIS region, such as in Belarus, Georgia, Russia, and Kyrgyzstan. Whenever possible, the courses in 2009 will build upon the conclusions of the Eighth European Regional Meeting of the ILO and link their content to existing DWCPs.

#### e) **The Arab States**

Following the recommendation of the 2008 trade union committee for greater attention to training for the trade unions of the Arab states.

Following the missions carried out in the Arab states by the director of ACTRAV and the regional representative, which included the objective of deploying greater synergy and increasing the number of activities in Turin, the programme was adjusted in 2008, with the creation of an activity in training methodology in Turin and another activity in the field concerning migrants.

The course (**A501025 – Trade union training in training methodology, Arabic**). This took place in Turin and, at the end of the course, participants were familiar with:

- the main questions, practices and difficulties encountered by the trade unions in terms of labour education methodology
- the method of teaching current labour topics such as globalization, the structure of the international trade union movement, gender equality, trade union policies, HIV/AIDS campaigns and the role of the trade unions in the informal economy
- the activities and practices of the ILO, such as the International Labour Standards, decent work, freedom of association and the agenda of the annual ILO conference
- the inclusion of matters of gender in labour education
- the use of information technologies for developing national, regional and international communication networks for the trade unionists responsible for labour education matters
- the development of labour education systems at an organisational level
- the organisation of education programmes taking into account the everyday experiences of workers so as to design educational theories and action plans tailored specifically to these experiences
- the development of programmes that take into account the previous experience of the participants
- the planning of labour education activities
- the facilitation of labour education activities
- the implementation of course appraisals
- the organisation of online distance education.

This was the first course in Arabic in training methodologies.

The second activity was an initial response to the request of the ILO Workers' Group following the 2004 International Labour Conference (ILC) for better political cohesion within the ILO for promoting migrants' rights, taking into account specific features.

The originality of this second exercise lies in the interregional approach. The activity in Amman will

have seen the participation of trade unionists from Asia and the Arab states: Bahrain, Bangladesh, Egypt, India, Indonesia, Jordan, Nepal, Oman, Saudi Arabia, Sri Lanka, Yemen.

Three (3) training activities are planned for the Arab states in 2009:

- 1) freedom of association
- 2) occupational health and safety with an emphasis on AIDS
- 3) training activity for 20 Saudi labour representatives will be organised to promote workers' rights in the Kingdom of Saudi Arabia, a first in our programme.

#### f) Interregional courses and activities

One of the Programme's most important features is bringing together participants from various regions to discuss and learn about global issues. In 2008, the Programme conducted 7 interregional courses or activities:

- **Building the international trade unions network on human and trade union rights, Turin, 24 participants (7 women).**  
Core course designed and implemented in co-operation with the ITUC Departments of Human and Trade Union Rights and of International Trade Union Co-operation. The course helped in the formation and training of an interactive worldwide network of HTUR focal points: duration 10 days
- **ITUC-ACFTU workshop on MNE and organizing, Turin, 31 participants (10 women).**  
The workshop was intended as a first exchange among national trade union confederations from countries which are home to significant numbers of enterprises operating in China, global union federations, the ITUC and the ACFTU, with a view to achieving better understanding of the recent campaign by trade unions to organize multinationals, with a special focus on recent legal and organizational changes in China: duration 2 days
- **GURN workshop on social security, Turin, 21 participants (10 women).**  
Better coverage by social security systems in order to reduce poverty and income inequalities, demographic change, urbanisation, changes in family structure and new employment patterns were the core challenges and issues discussed: duration 3 days
- **Trade union training in information technology (follow-up course), Durban, South Africa, 16 participants (9 women).**  
The immediate objective of the course was to provide training for union staff members who could act as focal points for information technology, understand new trends in technology and organize the development of an information technology unit within their union: duration 10 days
- **ILO/ACTRAV workshop on the rights of migrant workers, Amman, Jordan, 10 participants from Arab countries and 9 participants from Asia (1 woman).**  
The workshop on migrant workers' rights was one of the first events between organizations from Arab countries of destination of migrant workers and their countries of origin in Asia. It brought together migration experts and senior officials from trade unions to discuss and devise a common policy approach to the issue of migration: duration 3 days
- **Trainers' evaluation of SoliComm, 18 participants (6 women).**  
Distance course: duration 16 days
- **Conference on website development, 21 participants (9 women).**  
Distance course: duration 16 days
- **Users' evaluation of SoliComm, 21 participants (13 women)**  
Distance course: duration 12 days

#### B.12 Information and communication technology

Information and communication technology - the use of computers and computer communications -

is an essential tool in the development of union capabilities. Consequently, the Programme has, over the past few years, conducted month-long residential courses on ICT, organized week-long seminars on the subject, provided consultation services, created software, written training material, organized pre- and post-course sessions via computer communications and taught courses completely online.

In 2008, the Programme improved its existing ICT services and expanded its capacity to help unions adopt and use ICT. Special emphasis was put on the increased use of SoliComm, an integrated computer communication system developed by the Programme specifically for unions. The programme also emphasized the use of free and open-source software.

The Programme will build on this expertise to better serve unions worldwide in the following fields: providing free e-mail accounts, mailing lists, conferences, office programmes and website space to organizations and their members.

#### a) ICT component in all courses

For the past few years, the Programme has conducted evening computer classes to provide practical, hands-on experience of the technology. These classes are conducted for all the residential courses. In 2008, the Programme also conducted IT sessions in all the regular daytime courses. These sessions focused on topics such as technological change, the history of computer technology and the use of ICT by unions. The emphasis was on how information technology relates to the subject being studied.

During the sessions, participants were introduced to the concept of free and open-source software. This software allows unions to perform operations equal to those of Microsoft Word, Excel and PowerPoint with software that is free of charge and can be freely distributed to union members. Participants were provided with copies of the software at the end of the sessions.

#### b) Training material

In 2008, the Programme increased its amount of ICT training material aimed specifically at unions. Updated manuals were prepared for word-processing, spreadsheet calculations, presentation software, e-mail and Web site creation, based on Open Office 3.0, the latest version of the world-famous open-source office suite.

Our manual for training unionists in the curriculum of the International Computer Drivers' License has been updated to the latest version of the ICDL Syllabus.

#### c) The Trade Union Information System [TUIS], a labour education database

The Programme has constantly kept the *Trade Union Information System* up-to-date; it is used for storing information about labour educators, programmes and departments. Provision has been made for managing data which is collected by periodic surveys on how labour education is being conducted by national federations.

#### d) Distance education and SoliComm

SoliComm - the Solidarity Computer Communications system - is an integrated platform which provides e-mail accounts, mailing lists, computer-aided asynchronous conferencing (via text as well as audio and multimedia attachments), an electronic library and Web site hosting.

By the end of 2008, some 4,000 people had registered with SoliComm.

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

SoliComm's other services are available to labour confederations and the unions they work with. These services include Web site hosting, mailing list services, computer conferencing and the use of SoliComm's electronic library. Organizations are eligible for SoliComm services if they have been approved by the Secretary of the Workers' Group. A procedure for requesting such services has been established together with ACTRAV's headquarters for all ITUC members.

#### e) Just-in-time labour education

A major ICT initiative by the Programme was the development of a Web-based just-in-time educational facility. Just-in-time labour education enables unionists to find educational materials and opportunities precisely when they need them.

The facility is based on SoliComm. It allows unionists to search labour Web sites of organizations such as the ITUC, the global union federations and major unions affiliated to the ITUC or the WFTU. The search facility is similar to Google but focuses on labour Web sites.

In conjunction with the search facility, there are educational computer forums for ACTRAV course alumni which allow them to follow up their searches by discussing the issue they are investigating with other unionists.

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

In 2008, the Programme funded its courses, activities and projects in a variety of ways. ACTRAV-Geneva provided funds from its regular budget technical cooperation (RBTC) funds, the ITC provided funds from the Italian voluntary contribution, regional ILO funds were used, some outside organizations funded activities at the Centre and projects were fully funded by their sponsors.

#### Funding resources 2008:

Italian contribution:	€1,435,133
ACTRAV contribution:	\$ 832,200
RBTC/ILO/TC	\$ 193,000
<b>TOTAL INCOME</b>	<b>€3,229,011</b>
Contribution to fixed costs	€ 987,993

#### Main projects 2007/2008:

European Union (metalworkers)	€285,562	Jan. - Dec. 2008
Spanish Government (social protection)	€500,000	Jan. 2007 - Mar. 2009
San Paolo Foundation (IT training)	€250,000	Mar. 2007 - Mar. 2008

A detailed report of the use of Italian and ACTRAV-Geneva contributions in 2008 can be found in Annex 11 and 11bis.

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

The team of the Programme for Workers' Activities managed all 73 training activities (24 Turin-based courses, 36 field activities and follow-up seminars and 13 distance learning courses). They also provided the necessary support, and were involved in the management process, for the planning and delivery of bi- and tripartite training activities.

The staff of the Programme, and their major responsibilities, are:

Mr. Marc Bélanger,	Senior Programme Officer, in charge of online education and computer technology and ad interim Programme Manager until 31 August 2008
Mr. Giacomo Barbieri,	Programme Manager from 1 September 2008
Ms. Carmen Benitez,	Programme Officer, Regional Desk for Latin America and the Caribbean until 31 August 2008
Mr. Insa Dia,	Programme Officer, Regional Desk for Africa and for Arab States, focal point on technical co-operation within the Cotonou Agreement and on HIV-AIDS

Mr. Jesus García Jimenez,	Programme Officer, coordinator of the social security project in Latin America and, from 1 September 2008, Regional Desk for Latin America and the Caribbean
Mr. Arun Kumar,	Programme Officer, Regional Desk for Asia and the Pacific and focal point on migration, employment policies and the informal economy
Ms. Evelin Toth,	Programme Officer, Regional Desk for Europe
Ms. Martha Tirelli	Programme Assistant
Ms. Daniela Klein,	Programme Secretary
Ms. Clelia Pellerino,	Programme Secretary
Mr. Stefano Barale	part-time IT technical support (on projects)
Ms Chiara Cavaglià,	part-time Junior Programme Secretary (within projects)
Ms. Analourdes Herrera,	part-time Junior Programme Secretary, distance education courses (within projects)

The staff was severely stretched to meet demand from all course activities and to maintain high standards. They succeeded by using of trainers for the core of the programme, in close co-operation with the programme manager and the activity managers.

In addition, new training courses using information technology (distance education and network development) increased the workload of the staff and needed additional time for staff training.

The Programme continues to feel the need for a full-time, permanent activity manager for Europe, to focus on building the capacity of unions in Central and Eastern Europe. The current Europe desk officer is still project-based, which means that costs for that position are only covered by projects funded from external sources.

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

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

In 2008 the Programme used 93 external resource persons, among them 34 women. They came from 38 countries. Eight representatives of Italian unions conducted sessions on the structure of the labour movement in Italy and Europe. Fifteen ILO officials from Geneva and from Regional Offices taught on the Programme's courses and activities. Fourteen ACTRAV officials from Geneva and from the regions conducted sessions during courses and activities. In addition, eight resource persons from other Technical Programmes at the Centre contributed to the Programme's activities. External resource persons also came directly from national and international trade union organizations or were closely involved in trade union activities. All had substantial experience as trade union trainers and were specialists in the specific subject areas of the Programme. A full list of the resource people is provided in Annex 12.

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

In 2008, 351 workers attended courses at the Centre that were not organized by the Turin Programme for Workers' Activities, including 140 who were given fellowships from the Centre's Central Fund in order to favour constituents' participation in open courses in Turin. Courses which can be considered as bi- or tripartite included 175 workers (54 of them with fellowships funded by the Central Fund). Moreover, there were 90 participants in other activities who declared themselves members of workers' organizations. More detailed information is in Annex 13.

**Table 5: Central Fund Assigned Fellowships for Workers in 2007 – 2008\***

<b>Programme</b>	<b>2007</b>	<b>2008</b>
International Labour Standards (ILS/FPR)	29	46
Social Dialogue (SOCDIA)	19	37
Gender	6	21
Social Protection (SOCPRO)	20	18
Employment and Skills Development (ESD)	14	8
Enterprise Development	2	3
Sustainable Development, Trade and Investment (SDTI)	-	2
DELTA (Distance Education and Learning Technology Applications)	-	2
<b>TOTAL</b>	<b>90</b>	<b>137</b>

\*The organizations provided with fellowships by the Central Fund were all nominated by the Secretary of the Workers' Group

**Table 6: Workers in activities with bi- or tripartite character (by Programmes)\***

<b>PROGRAMME</b>	<b>AFRICA</b>		<b>AMERICAS</b>		<b>ASIA</b>		<b>EUROPE</b>		<b>ARAB STATES</b>		<b>TOTAL</b>
	<b>M</b>	<b>W</b>	<b>M</b>	<b>W</b>	<b>M</b>	<b>W</b>	<b>M</b>	<b>W</b>	<b>M</b>	<b>W</b>	
ILS/FPR (7 activities)	20	3	3	11	8	6	0	3	1	0	55
ESD (3 activities)	2	0	0	0	1	1	0	0	4	1	9
SOCPRO (4 activities)	8	3	2	1	2	4	6	2	0	0	28
SOCDIA (10 activities)	22	14	2	9	4	2	2	9	0	0	64
SDTI (2 activities)	6	0	0	0	1	0	0	2	0	0	9
ACTRAV/ACTEMP (2 activities)	6	3	13	1	0	0	0	0	0	0	23
<b>TOTAL (28 activities)</b>	<b>64</b>	<b>23</b>	<b>20</b>	<b>22</b>	<b>16</b>	<b>13</b>	<b>8</b>	<b>16</b>	<b>5</b>	<b>1</b>	<b>188</b>

- includes activities clearly bi- or tripartite or where workers' + employers' participation was over 40% of the total (not all the activities with fellowships funded by the Central Fund are included in this table)

**Table 7: Total Number of Workers in Other Activities of the Centre (including Central Fund)**

Programme	AFRICA		AMERICAS		ASIA		EUROPE		ARAB STATES		TOTAL
	M	W	M	W	M	W	M	W	M	W	
ILS/FPR	35	11	11	18	10	8	3	4	2	0	102
ESD	10	5	1	0	10	4	0	2	7	2	41
SOCPRO	16	6	4	3	3	6	10	4	2	0	54
SOC DIA	26	17	2	10	4	2	2	9	0	0	72
ACTEMP	6	3	0	0	0	0	2	0	0	0	11
GENDER	3	15	0	2	1	1	0	0	1	0	23
DELTA	2	0	6	1	4	1	0	1	0	0	15
SDTI	9	1	0	0	1	1	0	2	0	0	14
OTHER	3	0	6	2	2	1	3	0	2	0	19
<b>TOTAL</b>	<b>110</b>	<b>58</b>	<b>30</b>	<b>36</b>	<b>35</b>	<b>24</b>	<b>20</b>	<b>22</b>	<b>14</b>	<b>2</b>	<b>351</b>

## **C. Preliminary Report 2009**

In 2009, the Programme is facing the consequences of the reduction of resources caused by cuts in the voluntary contribution to ILO Turin decided upon by the Italian Government, but nevertheless has planned approximately 85 activities: 27 in Turin, 38 in the field and 20 distance learning, with the number of participants foreseen at around 1,800. The possibility of implementing these activities depends partly on finding more resources from partners ready to share costs.

An assessment of the internal procedures of the Programme was launched on February in order to make them more homogeneous and more in line with the real practice of the Programme.

The Programme is also updating the content of the existing courses in order to address the issues linked with the economic global crisis and its consequences and, when needed, to design new modules on that issue.

The Programme is also exploring ways to produce modules to meet the training needs linked to the cross-cutting themes that emerge in the design and implementation of DWCPs, possibly to be funded from RBSA resources in the regions.

### Core courses

The Programme will conduct 12 core courses in 2009. These are residential courses in Turin and include study tours to various labour organizations around the world.

The core courses for 2009, decided upon by the TUTC in 2008, are the following (see also Annex 14):

A101270	Trade union training in industrial relations (French)
A101271	Trade union training in social security and social protection policies (French)
A101273	Trade union training in social security and social protection policies (English)
A201272	Trade union training in the International Labour Standards (ILS) and the declaration of the ILO on the fundamental principles and rights at work and its follow-up (Spanish)
A201275	Trade union training on international economics, regional integration and political economy (Spanish)
A301269	Trade union training in information management for trade union research and education (English)
A301274	Trade union training in social security and social protection policies (English)
A401268	Labour education methodology for development of labour education systems (Russian)
A501277	Trade union training in occupational safety and health and HIV/AIDS (Arabic)
A501279	Trade union training in freedom of association (Arabic)
A901276	Trade union training on capacity building for organizing (Portuguese)
A901278	Trade union training in international labour standards (Interregional)

### Other courses and activities

Activities are decided upon during the year in consultation with the regional desks at ACTRAV Geneva. Nominations for organizations to participate in the activities are approved by the Secretary of the Workers' Group. There will be approximately 50 activities in Turin and the regions. See the full provisional list in Annex 15.

## Projects

The Programme will continue work on three projects:

- Decent work for chemical workers  
Sponsor: European Commission
- Strengthening of trade union action on social security (2<sup>nd</sup> phase)  
Sponsor: Spanish Government
- Strengthening the capacity of worker and employer organizations for social dialogue  
Sponsor: Government of the Netherlands

We will also look for a new project financed by the “Compagnia di San Paolo” foundation in continuation of the previous one on ICT and trade unions.

## Training materials

In 2009, the Programme will continue to develop training material for labour educators, with a special emphasis on producing material for distance education users.

The new material includes:

- A Guide to Labour Education Methodology (1<sup>st</sup> revised edition)
- The Labour Education Series of Booklets:
  - HIV/AIDS
  - Gender Equality at the Heart of Decent Work
  - Youth Employment
  - Informal Economy
  - Wage Policy
  - Employment Relations.

## **D. Proposals for 2010 and indicative plans for 2011**

The core courses of the Programme are cycled by region and topic (see Annex 4 for a report on past years). With consideration of the courses which have been conducted in the past years and with the aim of making operational the development of a new curricula on communication (as decided by the TUTC last year) the following plans for 2010 and 2011 are presented.

### **Provisional Plan for Core Courses in 2010** (see also Annex 16)

#### Africa

- International Economy and the global crisis - English
- Communication for T.U. – French
- Occupational Health and Safety and HIV/AIDS – (English speaking Africa + Caribbean)

#### Latin America

- Social security and unions- Spanish
- Training of trainers with special focus on distance education - Spanish

#### Asia-Pacific

- Economic and financial analysis of enterprises for collective bargaining - English
- ILS and FoA - English

#### Europe

- Employment and informal economy - Russian

#### Arab States

- Collective bargaining for unions - Arabic

#### Interregional

- Social Security and unions
- Social justice for a fair globalization and crisis
- Collective bargaining for unions – Portuguese (Lusophone Africa and Brazil)

### **Indicative Plans for 2011**

#### Africa

- Collective bargaining for unions – French
- Information Technology for unions - English
- Occupational Safety and Health and HIV/AIDS - French

#### Latin America

- Communication for T.U.- Spanish
- Organizing and trade union structure reform - Spanish

#### Asia-Pacific

- Occupational Safety and Health and HIV/AIDS - English
- Employment relations and workers' rights - English

#### Europe

- Social Security and unions - English

#### Arab States

- Labour relations

#### Interregional

- Trade Union Rights and International Labour Standards (domestic workers) - English
- Trade Union training systems - English
- ILS and the Declaration on Fundamental Workers' Rights – (Lusophone Africa and Brazil)



Annex 1	Conclusions from the TUTC 2008
Annex 2	Summary of Course Description 2008
Annex 3	Core Courses 2008 divided by region
Annex 4	Core Courses (regional distribution 2000 – 2009)
Annex 5	Activities in Turin 2008 excluding core courses & projects
Annex 6	Activities in the Field 2008 excluding projects
Annex 7	Project activities 2008 by region
Annex 8	Distance Learning activities 2008 by region
Annex 9	Gender data
Annex 10	Evaluation
Annex 11	Activities financed or co-financed by ACTRAV
Annex 11bis	Activities financed or co-financed by Italian voluntary contribution
Annex 12	List of resource persons
Annex 13	Detailed Tables of Bi-Tripartite Activities
Annex 14	Core courses 2009
Annex 15	Planned and implemented activities for 2009
Annex 16	Indicative Plan 2010
Annex 17	Background of the Programme

**Annex 1**  
**Conclusions from the TUTC 2008**

# Summary Report on the 27<sup>th</sup> Meeting of the Trade Union Training Committee

Held on 6 and 7 May 2008 at the International Training Centre of the ILO, Turin

## Members Present:

Marc Blondel (Chairperson of the Workers' Group)  
Nitte M. Adyanthaya (Member of the Workers' Group)  
Nair Goulart (Member of the Workers' Group)

Giacomo Barbieri (Workers' adviser)

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

Dan Cunniah (Director, ACTRAV-ILO Geneva)

François Eyraud (Executive Director, ILO Turin Centre)  
Dario Arrigotti (Deputy Director, ILO Turin Centre)  
Antonio Graziosi (Director, Training Department, ILO Turin Centre)

Marc Bélanger (Secretary of the Trade Union Training Committee)

## Observers:

C. Benitez	Workers' Activities
I. Dia	Workers' Activities
A. Kumar	Workers' Activities
E. Toth	Workers' Activities
P. Rademaker	Programme Development
T. Francese	Management of Development
J. Shalabi	Arab States
Y. Tzvetkova	Europe
A. De Koster	Employers' Activities
D. Bertino	Social Dialogue
A. Chiarabini	Standards
A. Kolev	Employment and Skills
M. Sievers	Enterprise Development
F. Argenio	Social Protection
S. Cavazza	Gender Coordination
M.J. Mallo	Delnet
V. Nebuloni	Social Dimension of Trade and Investment

## Conclusions

Committee consensus was reached on the following points:

- 1) Strengthening and consolidating the activities in the Europe Region, by adding a regular core course for Europe on training of trainers.
- 2) Creating a permanent Europe Desk position within the Programme for Workers' Activities.
- 3) Further developing and expanding activities in the Arab Region. An additional activity for 2008 was approved. Support for implementing this additional activity could come from the Region itself or from ACTRAV in Geneva.
- 4) Supporting the integration of the Centre into the ILO.
- 5) Continuing the development of a Centre policy on bi-tripartite courses with increased representation of constituents and mutually agreed curricula.
- 6) The need to set up an objective set of criteria with which to define bi-tripartite courses and make the best use of the Central Fund. A review of the fellowship process should be held in 2008 in order to improve the process in 2009.
- 7) Consulting, and securing approval by, the Secretary of the Workers' Group on nominations for Centre activities other than those that come under the current Social Partnership Facility.
- 8) Increasing regular courses in 2009 and 2010 from 11 to 12. An additional regular course for the Arab Region should focus on freedom of association or international labour standards.
- 9) Developing the Trade Union Information System (TUIS) database to make it an instrument for organizing labour education and other activities. The database should be kept permanently up to date.
- 10) Having the Programme for Workers' Activities involved in the design and implementation of tripartite projects at the Centre.
- 11) Extending the agreement with the All-China Federation of Trade Unions for another five years with the clear understanding that the focus should be on freedom of association and collective bargaining
- 12) The Programme for Workers' Activities should provide the Committee with a full list of ILO staff training activities held at the Centre.
- 13) Making an analysis of the total financial contribution by ACTRAV Geneva to the Centre available to the Committee in 2009.
- 14) Increasing activities in Portuguese by bringing together participants from Lusophone Africa and Brazil.
- 15) Developing a curriculum on communication for trade unions.
- 16) Developing a coherent policy on presenting projects to the European Commission in order to avoid competing proposals from the Centre.
- 17) Developing a strategy for covering core topics, such as labour relations and social security issues with all regions. This could be done through interregional courses.

The Centre should consider meeting the cost of interpretation in order to implement this new interregional approach.

- 18) Planning a more interregional approach for the Programme in 2009 and implementing it in 2010.
- 19) Increasing the number of resource persons from Asia and the Pacific.
- 20) Using more technical staff from the Centre as resource persons in the Programme's activities, drawing on a new facility for compensating staff time.
- 21) Further improving coordination between the field and Turin. There should be more work at regional level.
- 22) Follow-up activities in the Regions on labour education methodology training.
- 23) For 2009, it was agreed to hold a core course for Central and Eastern Europe on training of trainers and keep only one interregional course on TU rights and international labour standards.
- 24) For 2010: an additional labour education methodology training course in Arabic, a core course for Central and Eastern Europe, and an interregional course on labour education.
- 25) Regional RBTC should be considered as a contribution by the Regions to the Programme for Workers' Activities. No conditions or priorities should be dictated by the Regions for the use of this contribution.
- 26) Welcoming the role of PRODEV as a means of finding alternative funding for workers' activities. Avoid overlap with the fund-raising that ACTRAV has already started in the regions. The Committee recommended that no department of the ITC should run courses on issues on which there was no tripartite consensus within the ILO.
- 27) Continuing and expanding the development of new training booklets and other training material. Covering issues other than the current core issues

**Annex 2**  
**Summary of Course Description 2008**

## SUMMARY OF COURSE DESCRIPTIONS 2008

Course activity files and training material on the Programme for Workers' Education 2008 are posted in the ACTRAV-Turin web page at the following address:

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

### AFRICA

#### *Activities in Turin*

##### Core Activities

**A101020 - Trade union training in training methodology, 14/04 - 30/04, 13 participants (8 women) - English**

Upon completion of the course, the participants have worked on:

- Identifying main issues, practices and difficulties faced by trade unions in the field of labour education methodology;
- How to teach current labour issues such as globalisation, the structure of the international labour movement, equality and gender relations, trade union policies, campaigns on HIV-AIDS and the role of unions in the informal economy.
- Understanding ILO activities and practices such as International Labour Standards, Decent Work, Freedom of Association and the agenda of the ILO's annual Conference;
- How to mainstream gender issues in labour education;
- Utilizing information technologies for the development of national, regional and international communication networks of trade unionists who are responsible for issues related to labour education;
- Developing labour education systems at the organizational level;
- Organizing educational programs which take into account the day-to-day experiences of working people in order to develop educational theories and action plans which relate specifically to those experiences;
- Developing programs which recognize the prior experience of participants.
- Planning labour education activities;
- Facilitating labour education activities;
- Conducting course evaluations;
- Conducting distance education via computer communications;
- Methods of workers education: lectures, participatory, just in time, solidarity.....

**A101021 - Trade union training in training methodology, 14/4 - 2/052008, 13 participants (3 women) - French**

On completion of the course, participants had worked on:

- identifying the main issues, practices and difficulties faced by trade unions in the field of labour education methodology;
- how to teach current labour issues such as globalization, the structure of the international labour movement, equality and gender relations, trade union policies, campaigns on HIV/AIDS and the role of unions in the informal economy;
- understanding ILO activities and practices such as International Labour Standards, decent work, freedom of association and the agenda of the ILO's annual Conference;
- how to mainstream gender issues in labour education;
- utilizing information technologies for developing national, regional and international communication networks of trade unionists who are responsible for issues related to labour education;
- developing labour education systems at the organizational level;
- organizing educational programmes which take into account the day-to-day experiences of working people in order to develop educational theories and action plans which relate specifically to those experiences;
- developing programmes which recognize the prior experience of participants;
- planning labour education activities;
- facilitating labour education activities;
- conducting course evaluations;
- conducting distance education via computer communications;
- methods of labour education: lectures, participatory, just in time, solidarity....

**A100991 - Trade union training on research and employment policies, 19/05 - 06/06/2008, 22 participants, (6 women) - English**

Upon completion of the course, the participant was able to:

- identify the main issues and difficulties faced by trade unions in the field of employment policies and conduct a comparative analysis between countries in Africa;
- understand the procedures and supervisory mechanisms of International Labour Standards and be able to apply them practically in day-to-day trade union activities;
- understand current labour issues such as globalization, the structure of the international labour movement, trade union policies and campaigns on HIV-AIDS, the role of unions in the informal economy and the agenda of the ILO Annual Conference;
- be able to mainstream gender issues in the field of employment policies and research;
- utilize information technologies, for the development of trade union communication networks for promoting employment and sharing information and data and research

- draw up trade union policies and strategies to address employment-related problems
- develop research skills on employment-related issues, and be capable of contributing to the development of trade union employment policies.
- develop systematic workers' training programme on employment policies, methodology of research, using active learning methods, effective teaching aids and training guides;
- determine the role that the major international financial and trade institutions are playing in the area of poverty reduction and employment creation, and the role that trade unions should play in their policy making process;
- understand missions and activities of the major international financial institutions, and the impact on employment and workers;
- identify the labour agenda associated with the IMF and WB in order to draw up and develop trade union policies and strategies;
- produce training materials and individual plans of action (including a project proposal) for the implementation of a project at the national or local level.

**A101022 - Trade union training in International Labour Standards (ILS) and the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, 9/06 - 27/06/2008, 16 participants (5 women) - French**

The course sought to help trade unions to reinforce their organizations in the area of ILS and to promote and support the following in particular:

- an established structure (such as a department or person) within organizations responsible for International Labour Standards and the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up;
- reinforcement of the capacities of national trade unions in developing policies in the area of International Labour Standards and in their effective participation in tripartite/bipartite talks in the decision-making process on issues such as collective bargaining;
- labour education programmes in the area of ILS;
- an effective communication network between national trade unions in the region to facilitate information and experience to be shared between decision-makers and managerial staff involved in decision-making policies in the area of ILS.

On completion of the course, participants are able to:

- identify the main issues and difficulties faced by trade unions in the area of ILS and conduct a comparative analysis between countries in the region;
- understand the procedures and supervisory mechanisms of International Labour Standards and apply them practically in day-to-day trade union activities to protect and promote fundamental principles at work, but also and in particular to promote the interests of their members;
- have a detailed understanding of the contents of the Declaration's principal standards regarding fundamental principles and rights at work and its follow-

up, with particular emphasis on freedom of association and the right to collective bargaining;

- understand current labour issues such as globalization, the structure of the international labour movement, equality and gender relations, trade union policies and campaigns on HIV/AIDS, the role of unions in the informal economy and the agenda of the ILO's annual Conference;
- mainstream gender issues in the area of ILS;
- use the power of information technologies, including by means of distance education, for the national, regional and international development of a communications network for trade unionists responsible for issues related to ILS;
- have a detailed knowledge of the content of the principal International Labour Standards and the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up in order to include them in sub-regional/regional agreements;
- analyse the procedure governing the adoption, submission and mechanisms for supervising their application, including special procedures in the area of freedom of association;
- have a knowledge of the drafting process, object and content of standards from a trade union perspective;
- produce training materials and individual action plans (including a project proposal) for implementing a project at national or local level;
- acquire broader knowledge of international trade union organizations in the industrialized countries by means of a study visit.

**A100992 - Trade union training in training methodology, 1/09 - 19/9/2008, 15 participants (8 women) - Portuguese**

Upon completion of the course, the participants have worked on:

- Identifying main issues, practices and difficulties faced by trade unions in the field of labour education methodology;
- How to teach current labour issues such as globalization, the structure of the international labour movement, equality and gender relations, trade union policies, campaigns on HIV-AIDS and the role of unions in the informal economy.
- Understanding ILO activities and practices such as International Labour Standards, Decent Work, Freedom of Association and the agenda of the ILO's annual Conference;
- How to mainstream gender issues in labour education;
- Utilizing information technologies for the development of national, regional and international communication networks of trade unionists who are responsible for issues related to labour education;
- Developing labour education systems at the organizational level;
- Organizing educational programs which take into account the day-to-day experiences of working people in order to develop educational theories and action plans which relate specifically to those experiences;

- Developing programs which recognize the prior experience of participants.
- Planning labour education activities;
- Facilitating labour education activities;
- Conducting course evaluations;
- Conducting distance education via computer communications;
- Methods of workers education: lectures, participatory, just in time, solidarity.....

### **Additional activities in Turin**

**A101183 - Trade union training in research and employment policies, 19/05 - 6/06/2008, 13 participants (4 women) - French**

On completion of the course, participants were able to:

- identify the main issues and difficulties faced by trade unions in the field of employment policies and conduct a comparative analysis between countries in the region;
- understand the procedures and supervisory mechanisms of International Labour Standards and apply them practically in day-to-day trade union activities;
- understand current social issues such as globalization, the structure of the international labour movement, trade union policies and campaigns on HIV/AIDS, the role of unions in the informal economy and the agenda of the ILO annual Conference;
- mainstream gender issues in the field of employment policies and research;
- utilize information technologies for developing trade union communication networks on issues related to employment policies and for disseminating results;
- understand the measures and action that trade unions can take to develop policies and strategies to address employment-related issues;
- develop research skills on employment-related issues and contribute to the development of trade union employment policies;
- develop a systematic workers' training programme on employment policies and research methodology using active learning methods, effective teaching aids and training guides;
- determine the role that the major international financial and trade institutions play in the area of poverty reduction and employment creation, and the role that trade unions should play in their policy-making process;
- identify the labour agenda associated with the IMF and WB in order to draw up and develop policies and strategies;
- produce training materials and individual action plans (including a project proposal) for implementing a project at national or local level;

## *Activities in the Field*

### **A151801 - Importance of the core ILO Conventions in creating decent work and reducing poverty, 19 /02 - 23/02/2008, Luanda-Angola, 49 participants (18 women) - Portuguese**

On completion of the course, participants had worked on:

- identifying the main issues, practices and difficulties faced by trade unions in the field of trade union training and education methodology;
- how to teach issues connected to the promotion of decent work, particularly through promoting workers' fundamental rights and the role of trade unions in the ILO's standard-setting system;
- how to mainstream gender issues in training (cross-cutting nature of gender);
- understanding the use of information technologies for developing the national, regional and international communication networks of trade unions responsible for issues related to training;
- developing education systems at organizational level;
- organizing educational programmes which take into account the day-to-day experiences of working people in order to develop educational theories and action plans which relate specifically to those experiences;
- developing programmes which recognize the prior experience of participants;
- planning, facilitating and evaluating training activities.

### **A151825 - Sub regional workshop on freedom of association and collective bargaining , 17/03 to 21/03/2008, Moroni - Comoros, 23 participants (8 women) - French**

The principal long-term objective of this project is to have trade union organizations which are better able to use international instruments for a better understanding of International Labour Standards, the ILO Declaration on Fundamental Principles and Rights at Work, and more particularly to promote and consolidate freedom of association and the use of collective bargaining.

On completion of the course, participants had worked on:

- International Labour Standards;
- the core ILO Conventions and the ILO Declaration;
- the principles and techniques of collective bargaining.

### **A151996 - Training in HIV/AIDS for trade union focal points, 23/09 - 3/10/2008, 21 participants (15 women) - French**

The immediate objectives of this training course were to:

- exchange information on current trade union HIV/AIDS projects in French-speaking Africa, including good practices and lessons learned;
- identify the current strengths, opportunities, challenges and weaknesses of trade union HIV/AIDS training policies and programmes;
- review HIV/AIDS materials, including ACTRAV's toolkit (in preparation);

- introduce trade union training methodology and project planning procedures to assist participants in developing HIV/AIDS training programmes;
- enable participants to use active training methodology and project planning procedures and to design and implement HIV/AIDS training programmes;
- familiarize HIV/AIDS focal points with information and communication technology tools (ICT) to build and consolidate networks, including ACTRAV's distance education platform, SoliComm (*Solidarity Communications*) and the TUIS (trade union information system);
- develop work plans to improve trade union capacity to respond to HIV/AIDS-related issues.

The long-term objectives were to:

- raise awareness of HIV/AIDS and related health issues, as well as strategies for responding, including basic social protection mechanisms;
- strengthen trade union focal point skills and competences in developing and supporting union and workplace HIV/AIDS programmes, project planning and implementation and training;
- establish a network of trade union focal points on HIV/AIDS in French-speaking Africa through the use and development of ICT tools.

**A151995 - Training Workshop on HIV/AIDS for Trade Union HIV/AIDS Focal Points, 13/10 - 18/10/2008, 18 participants (11 women) - English**

The immediate objectives of this training course were to:

- Exchange information on current trade union HIV/AIDS projects in Anglophone Africa, including best practices and lessons learned;
- Identify the current strengths, opportunities, challenges and weaknesses of trade union HIV/AIDS policies and training programmes;
- Review HIV/AIDS materials, including ACTRAV's toolkit on HIV/AIDS (in preparation);
- Introduce trade union training methodology and project planning procedures to assist participants in the development of HIV/AIDS training programmes;
- Enable participants to use active training methodology and project planning procedures and to design and implement HIV/AIDS training programmes'.
- Familiarize HIV/AIDS focal points on information communication technology [ICT] tools to build and strengthen the network, including ACTRAV's distance education platform, SoliComm [Solidarity Communications] and TUIS [Trade Union Information System];
- Develop work-plans designed to improve capacities of trade unions in responding to HIV/AIDS..

The long-term objectives of this training course were to:

- Increase awareness of HIV/AIDS and related health issues, as well as strategies for responding, including basic social protection mechanisms
- Strengthen trade union focal points' skills and competencies in developing and supporting union and workplace HIV/AIDS programmes, in project planning and implementation, and in training;

- Establish a network of trade union focal points on HIV/AIDS in Anglophone Africa through the use and development of ICT tools.

**A151976 - Contribution of trade unions to promoting the adoption of the Convention on Domestic Work, 20/10 - 23/10/2008, 24 participants (6 women) - French**

During the Governing Body's discussions in November 2007, the Workers' Group gave its full support to the proposed standard-setting action for domestic workers and stressed that it would be its priority for the agenda of the 2010 Conference.

It should also be remembered that the management of ACTRAV has said that it wishes to draw trade union leaders' attention to the priority given by the Workers' Group to the status of domestic workers, and to call for their active support on the ground. It has also been suggested that such initiatives by ACTRAV representatives should be taken on the ground to mobilize workers and raise their awareness of this issue. Replying to this initiative, the ACTRAV specialist and ACTRAV head of training for Africa in Turin agreed to organize an awareness raising/reflection seminar for trade union leaders from four (4) West African countries: Senegal, Mali, Mauritania and Guinea, with the following long-term objectives:

- to mobilize/reflect on and raise the awareness of trade union leaders towards the protection of domestic workers by a general campaign on the issue;
- but also to prepare the specific new legal instrument on domestic workers in preparation in the ILO.

**A151978 - Information management for labour educators and researchers, 3/11 - 7/11/2008, 20 participants (3 women) - English**

The workshop was aimed at assisting labour organizations to strengthen their abilities in the field of Information Management and in particular to promote and support:

- Use of information technologies for organizing the administrative procedures of labour organizations such as accounting and record-keeping.
- Use of information technologies for activities such as grievance handling, financial analysis for collective bargaining, mail campaigns and member recruitment.
- Co-ordination of information between labour organizations in order to develop or improve coalitions of labour organizations.

Information Management being the use of computer technology to collect, organize, write and report on information.

At the end of the activity, the group identified social protection as possible research area. In January 2009, a formal group has finalized a proposal with a research work agenda.

# LATIN AMERICA AND THE CARIBBEAN

## *Activities in Turin*

### Core Activities

#### **A201019 - Trade union training in training methodology, 9/06 - 27/06/2008, 15 participants (6 women)**

On completion of the course, participants were able to:

- identify the main issues, practices and difficulties faced by trade unions in the field of labour education methodology;
- understand the tripartite structure of the ILO, its standard-setting system and its mandate on decent work, and how to promote the importance of trade union participation;
- examine how important it is for trade union organizations to have a union training system;
- describe basic aspects of the coordinated organization and planning of educational programmes that take into account the day-to-day experiences of working people in order to develop educational theories, programmes and action plans which relate specifically to those experiences;
- mainstream gender issues in implementing, facilitating and evaluating trade union training activities;
- examine the importance of the collaborative method in training by means of on-line mechanisms;
- apply the information technologies included in Solicomm to construct trade union networks and/or forums;
- draw up an action plan to reinforce training capacities;
- observe practical aspects of how to carry out trade union training in the UGT (Spain) by means of a study visit.

#### **A201024 - Trade union training in social security, 6/10 - 31/10/2008, 16 participants (4 women)**

On completion of the course, participants were able to:

- identify more appropriate alternative models and techniques of trade union organizations to respond to the new challenges of the world of work, particularly the promotion of social security at different levels: international, regional, sub-regional, national and territorial;
- formulate strategies and an action plan to organize the follow-up to the achievements of the project (P250350 - SSOS) and to follow up trade union training programmes to promote the development of trade union staff capable of responding to the new challenges;
- develop the subject to be discussed at the 2009 Conference on employment and social security to contribute to the debate;

- examine the potential of the new technologies in trade union training, including distance education for implementing national, regional and international communication networks between trade unionists and apply the functions of SoliComm.

### **Additional Activities in Turin**

#### **A201174 - Trade union course on occupational safety and health for the fisheries sector, 28/04 - 16/05/2008, 19 participants**

On completion of the course, participants were able to:

- examine the instructions, guidelines and good practices proposed by the ILO and other international organizations in connection with OSH for the fisheries sector;
- identify strategies for promoting the ratification of the new Convention for the fisheries sector adopted by the ILO;
- apply the trade union assessment methods and action proposed in the new training package developed by the ACTRAV programme in Turin on health hazards to workers and the environment in the context of globalization;
- describe Spanish experience in the area of OSH for the fisheries sector;
- issue opinions and formulate conclusions on their respective countries' policies and strategies on OSH for the fisheries sector;
- examine the applicability in their countries of the policies, strategies and actions examined during the course;
- identify points of convergence and lines of work for improving OSH for the fisheries sector at global and regional level and also at national level.

#### **A201214 - Strengthening trade union organizations in the fisheries sector, 18/08 - 22/08/2008, 14 participants (1 woman)**

The general objective is to examine and discuss the implications of the Convention for workers from the countries involved, to promote its ratification by Member States, thereby simultaneously strengthening constituents' representativeness so that, when the Convention is adopted at national level, all interests are considered with due attention, thus ensuring the harmonious regulation and development of the sector.

Participants will have examined and discussed the Convention's fundamental provisions in the relevant areas in detail (conditions of work, health and safety on board, contracting and remuneration); tripartite consultation procedures will have been fostered to promote discussion on the above-mentioned issues in order to adapt the Convention's provisions to the national context.

The capacity of Workers' Organizations to represent, attract new members and play a relevant role at national level will be strengthened.

## *Activities in the Field*

### **A251942 – Trade union training in occupational safety and health (OSH) for Latin American trade unions: Ibero-American trade union strategy in OSH, 4/08 – 8/08/2008, Panama, 17 participants (6 women)**

The objectives of this course were to:

- present the training package produced by Latin American trade union organizations on: 'Health hazards to workers and the environment in the context of globalization';
- identify training actions in which this material can be applied with Central American trade union organizations;
- establish a trade union strategy to complement strategies already existing in Central America to integrate and reinforce the efforts made by means of this training package.

### **A251989 – Tripartite training for the institutional strengthening of ILO constituents and the promotion of ILO Convention No 188 on work in the fisheries sector, Bamio, Spain 25/08 – 29/08/2008, 42 participants (10 women)**

On completion of the course, participants had been trained to:

- examine and discuss in depth the fundamental provisions of Convention No 188 in the relevant areas (working conditions, health and safety on board, contracting and remuneration);
- promote discussion on the subject of Convention No 188 in order to adapt its provisions to the national context.

On completion of the course, participants and members of the country's employers and union organizations developed an action plan for implementing the Convention at national level.

### **A251943 – Trade union seminar on follow-up in social security, 29/09 – 10/10/2009, Montevideo, Uruguay, 16 participants (8 women)**

On completion of the course, participants were able to:

- examine the achievements of the project (P250350 - SSOS) in each organization and the progress and problems arising during the activities planned so as to identify priority objectives for consolidating the work of the teams and other functional structures present in the different levels of action;
- strengthen technical and political capacity in certain priority areas selected by participants, such as extending coverage to workers in the informal economy, financing models, sectoral experiences, etc;
- interpret the Uruguayan context and observe trade union participation in national dialogue and in the Banco de Previsión Social, and carry out a comparative analysis of the real situation in Latin America;

- develop the subject to be discussed at the 2009 Conference on employment and social security in order to contribute to the debate;
- identify more appropriate alternative models and techniques of trade union organization to respond to the new challenges of the world of work, particularly the promotion of social security at different levels: international, regional, sub-regional, national and territorial.
- formulate strategies and an action plan to organize the follow-up to the achievements of the project (P250350 - SSOS) and draw up trade union training programmes to promote the development of trade union personnel capable of responding to the new challenges.
- examine the potential of the new technologies in trade union training, including distance education for implementing national, regional and international trade union communication networks between trade unionists and apply the functions of SoliComm.

**A252045 – Freedom of association and decent work for all, 7/10 – 9/10/2009, Guatemala City, Guatemala, 58 participants (14 women)**

The objectives of this course were to:

- promote the objectives of decent work at the World Day for Decent Work in the Trade Union Forum of the Americas and in the panels organized for that purpose;
- participate and exchange experience in the various forums for discussion in the Trade Union Forum of the Americas in order to build consensus and coordination for continental trade union action and mobilization to promote freedom of association and decent work.

**A251981 - Information management for labour educators and researchers, 1/12 – 5/12/2008, Barbados, Caribbean, 18 participants (12 women)**

The workshop concentrated on the needs of labour organizations in the field of Information Management. Information Management is the use of computer technology to collect, organize, write and report on information. The workshop included sessions on computer file management, information organizing, database operations, calculating, distance education, computer-based teamwork, searching for labour information and writing labour education and research materials.

**A252076 - Trade unions and the informal economy: policy issues and organizing strategies, 1/12 – 4/12/2008, Barbados, Caribbean, 12 participants (6 women)**

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

- Clearly understand the concept of informalisation of work and the challenge of the employment relationship in the informal economy;
- Articulate key policy positions in relation to the decent work agenda and the informal economy;
- Develop innovative trade union strategies both at the level of policy and at the level of organizing workers in the informal economy;
- Relate to the working and living conditions of men and women surviving in the informal economy
- Share and learn from the experiences of other trade union organizing strategies of workers in the informal economy.

**A251940 – Freedom of association, collective bargaining and the media, 1/12 – 5/12/2008, Lima, Peru, 26 participants (10 women)**

The training seeks to provide the knowledge of and access to the media required to use International Labour Standards (ILS) and the reports and recommendations of the ILO supervisory bodies in their notes and journalistic coverage so that they can raise public awareness on internationally recognized rights and their relevance to social and labour issues.

On completion of the training, participants should be in a position to:

- determine when and how reference can be made to International Labour Standards and the principles of freedom of association in relation to labour and social issues;
- use ILO databases and documents in their press notes and journalistic work as a source of information on labour and social affairs;
- identify the aspects of International Labour Standards and principles of freedom of association in different journalistic contexts.

**A251980 – Trade union legal workshop – International Labour Organization - Confederación Sindical de los Trabajadores y Trabajadoras de las Americas (OIT-CSA), 4/12 – 9/12/2008 (Sao Paulo, Brazil), 44 participants (18 women)**

The objectives of this course were to:

- bring together a group of labour lawyers and leaders responsible for legal issues in affiliated trade union organizations in order to construct a proposal for a trade union legal network;
- train CSA trade union leaders and staff on International Labour Standards and the structure and functioning of the ILO;
- exchange information, cases and case law in the legal field at the level of national organizations;

- support the systematization, processing and advisory functions in processing cases to be presented in international forums;
- monitor the action of affiliates in processing their cases before the ILO bodies and before the inter-American system for protecting human rights.

**A251941 – Trade union assessment and follow-up seminar on young people and employment, 8/12 – 12/12/2008, Paraguay, 12 participants (4 women)**

On completion of the seminar, participants were able to:

- identify the successes and difficulties facing trade union organizations in implementing action plans presented on completion of the 2006 course for promoting decent work in general, and the employment of young people in particular, to carry out a comparative analysis of that experience and to renew the approach to common strategies;
- examine positive cases on how the ILO's standard-setting activity has been used and how it was applied in its ordinary activities to protect and promote fundamental principles and rights at work for the benefit of its members, with particular emphasis on freedom of association and collective bargaining;
- explain how gender mainstreaming was applied in the activities carried out to promote employment policies with an emphasis on youth employment;
- identify the role of trade unions in designing national youth employment plans;
- describe experiences and formulate new strategies for promoting the ILO's global employment programme as a core aspect of economic and social policies and in local development and social economy strategies, focusing on employment and combating social exclusion and poverty;
- formulate specific strategies for promoting youth employment;
- examine the potential of the new technologies, including distance education for implementing national, regional and international trade union communication networks between trade union leaders in the area of the course and apply the functions of SoliComm.

**P250350 – Strengthening of training in social security, with particular reference to the viability of social protection systems, for trade union staff in Latin America**

The principal objective of this Spanish Government-funded two-year project is to create and/or strengthen trade union teams in the federations selected in order to ensure better qualified participation at both national level, in managing social security systems, and at regional and international level in particular in discussions relating to the ILO's political agenda in this important subject, and in promoting international instruments such as ILO Conventions and other instruments at sub-regional and Ibero-American level.

To achieve these objectives the project sets out activities at national level, training workshops, distance activities to complement and reinforce classroom activities, sub-regional activities to strengthen the trade union dimension and agenda at sub-regional

level and regional activities that will be organized at the end of the second year. The project is co-ordinated by Jesús García Jiménez, an actuary and long-standing committed trade unionist in this field who is doing excellent work with the support of ACTRAV and the ILO Regional Office for the Americas, and particularly the ILO specialists in Geneva, Turin and in the region.

For further information on the project, please visit the following web site:  
[http:// oit.org.pe/ssos/](http://oit.org.pe/ssos/)

A251826 – Social protection: international standards and trade union involvement, 10/3 – 14/03/2008, Lima, Peru, 37 participants (17 women)

A251865 - Social protection: international standards and trade union involvement, 21/04 – 25/04/2008, Bogota, Colombia, 33 participants (12 women)

A251844 - Sub-regional seminar to strengthen trade union networks, 26/05 – 28/05/2008, Lima, Peru, 38 participants (12 women)

A251990 – Capacity-building and monitoring of the CTA social security technical-trade union team in Argentina, 3/07 – 4/07/2008, Buenos Aires, Argentina, 10 participants (6 women)

A252005 - Sub-regional seminar to strengthen trade union networks for enhanced participation in sub-regional integration processes and in promoting national decent work programmes, particularly in connection with social protection, 18/08 – 21/08/2008, San José, Costa Rica, 30 participants (14 women)

A252034 – Trade union planning workshop for the campaign for ratifying Convention No 183, 24/09 – 26/09/2008, Lima, Peru, 25 participants (24 women)

A252035 – Meeting of Southern Cone trade union organizations, 10/10 – 11/10/2008, Montevideo, Uruguay, 10 participants, (1 woman)

A252084 – National workshop seminar and first regional meeting: The outlook for social protection, social security and occupational health during the economic crisis, 11/11 – 13/11/2008, Montevideo, Uruguay, 67 participants (24 women)

A252093 – Towards the formation of the CTA Safety Committee, 27/11 – 27/11/2008, Buenos Aires, Argentina, 34 participants (14 women)

A252088 – Trade union planning workshop for the campaign to ratify Convention No 183, 1/12 – 5/12/2008, San Pedro Sula, Honduras, 38 participants (15 women)

### ***On-line training***

A251816 - On-line trade union training on social security, 10/03 – 2/05/2008, 14 participants (8 women)

A251934 - On-line trade union training on pensions, 16/06 – 8/08/2008, 38 participants (14 women)

A252033 - On-line trade union training on social dialogue in social security, 13/10 – 19/12/2008, 13 participants (6 women)

A252087 – On-line training of trainers, 17/11 – 19/12/2008, 12 participants (5 women)

## **ASIA AND THE PACIFIC**

### *Activities in Turin*

#### **Core Activities**

#### **A301018 - Trade Union Training on Training Methodologies, including Distance Education, 10/03 – 2/04/2008, 13 participants (7 women)**

The training course was a follow up to ACTRAV symposium on the role of trade unions in workers education which evaluated workers education activities globally and among the needs identified was also the need to strengthen capacities in the labour movement for delivering labour education. The course provided an opportunity for the trade union representatives to learn and share experiences on union education pedagogies, planning, designing and implementing different kinds of labour education programmes, including analyzing effectiveness and shortcomings of existing labour education methods and initiatives being taken by their unions. The course also sought to contribute to the capacity of the trade unions to influence reforms in labour and human resource policies so as to promote workers education and training as integral part of labour relations.

Upon completion of the course, the participant was able to:

- Identify main issues, practices & difficulties faced in the field of union education;
- Acquire knowledge of selected issues facing the labour movement such as globalization, core International Labour Standards, informal economy, gender mainstreaming, history & structure of international labour movement, ILO, ACTRAV & role of trade unions in ILO;
- Develop an understanding of ILO's supervisory mechanisms for International Labour Standards (ILS), in particular those for Freedom of Association (FOA) to promote an 'enabling environment' for trade union organizing;
- Demonstrate understanding of how ILO policies & standards can assist in promoting Decent Work in the national context;
- Acquire skills for designing, organizing and facilitating a labour education course, writing labour education material and evaluating union education programmes;
- Suggest policies for mainstreaming gender concerns while planning, designing and implementing union education activities as also in other union programmes;

- Utilize the power of information technologies for the networking on issues of concern to the labour movement, including labour education;
- Develop skills to conduct distance education using IT systems;
- Suggest policies for developing labour education systems and activities at the organizational level;
- Formulate project proposal/work plan aimed at contributing to the development of union education within their trade unions.

**A301023 - Trade union training in comparative labour relations, 7/07 – 25/07/2008, 15 participants (5 women)**

The training course was aimed at developing technical capacities of the trade union representatives to play an effective role in tripartite dialogue, collective bargaining and other decision-making processes at the national and company level in the area of reforms of labour relations and workers rights. The course provided an opportunity for the trade union representatives to learn about different labour relations systems, current debates surrounding reforms of labour laws, strategies for collective bargaining and use of ILO instruments for promotion democratic labour relations and Decent Work for all workers.

Upon completion of the course, the participant was able to:

- Demonstrate understanding of the process and driving forces of globalization and its social and economic impacts on workers and trade unions;
- Understand the key features of labour relations systems existing in different countries;
- Get acquainted with the key ILO concepts and ILO standards for promoting democratic labour relations, in particular on Freedom of Association and Collective Bargaining;
- Review their labour relations system – its strengths and weaknesses, understand the role and evolve strategies for trade unions to play more effective role in promoting democratic and responsive labour relations systems in their economies;
- Have a wider knowledge of labour relations issues and trade unions in Japan;
- Formulate proposals and agenda for reforms of labour relations system, including supportive labour laws, to protect workers' rights to organize, bargain collectively and for social protection;
- Develop the capacity to train other unions/unionists about the labour relations systems, changes needed and strategies for influencing labour relations reforms;
- Suggest policies for taking into account needs of women workers in the labour relations systems and in trade union programmes and actions;
- Utilize the power of information technologies for the development of national, regional and international communication and educational networks of trade unionists on issues of concern to the labour movement;
- Produce a work plan for the implementation of a project at the national or local level that is aimed at contributing to the technical and/or institutional development within their trade unions in the area of organizing, collective bargaining, reforms of labour relations practices and improving conditions of work for the workers.

## **Additional Activities in Turin**

### **A301158 - Trade union training for ACFTU on social protection and re-employment policies, 14/04 – 22/04/2008, 19 participants (5 women)**

This training programme was a tailor-made training workshop designed for All China Federation of Trade Unions (ACFTU) with the aim of providing an opportunity for leaders of ACFTU unions to study and share experiences on social protection and re-employment policies for workers, including in the informal economy. A particular focus was placed on exposing the ACFTU representatives to the unemployment insurance schemes, experiences of socially sensitive restructuring and re-employment policies in other countries and ILO standards as instruments for promoting social protection of workers. This is expected to contribute to the development of future strategies of ACFTU for promoting and expanding social protection for workers in the changing Chinese economy.

Upon completion of the course, the participant was able to:

- Identify main challenges and difficulties being faced by trade unions in organizing and protecting workers rights in non-state enterprises and private sectors and explain how trade unions can address these effectively;
- Demonstrate understanding of the process and driving forces of globalization and its social and economic impact on workers and trade unions;
- Understand the ILO standards for social protection as well as Freedom of Association & Collective Bargaining, including supervisory mechanisms, to promote an 'enabling environment' for trade union organizing and social protection;
- Understand key issues in the area of social protection schemes including targeting, coverage and benefits and sources of financing;
- Know about experiences of re-employment schemes in other countries;
- Become familiar with organizing and social protection initiatives being undertaken by trade unions in other countries;
- Develop understanding of gender concerns in the area of social protection policies;
- Propose (to the unions) improved strategies for social protection of workers, targeting in particular the migrants and other workers in private sector.

### **A301206 - Trade union training for ACFTU on workers' participation in democratic management, 17/11 – 25/11/2008, 20 participants (5 women)**

The main objective of this programme was to provide an opportunity for leaders of ACFTU to study and share experiences on employee involvement in management of enterprises. The training programme focused not only on informing the union leaders of different systems and experiences of employee involvement in management but also focus on enabling conditions for promoting democratic management. In this over all context, the course also focused on the role of ILO standards as instruments for promoting industrial democracy (the importance of freedom of association and right to collective bargaining).

This training course contributed to:

- Strengthening ACFTU's capacities for promoting fundamental rights of workers in China in the era of globalization;
- Developing ACFTU policies and strategies on democratic management of enterprises;
- Enhance knowledge & use of ILO's International Labour Standards, including the knowledge of the ILO's supervisory machinery, for promoting organizing of workers and creating an 'enabling environment' for workers participation in management;

### ***Activities in the Field***

#### **A351793 - Trade union training on promoting decent work in the informal economy with a focus on organizing, 12/05 – 16/05/2008, Kathmandu, Nepal, 21 participants (11 women)**

This training workshop was aimed at developing technical and organizational capacities of the unions in South Asia to promote Decent Work for workers in the informal economy. The focus of the programme was on ILO policies and standards for promoting Decent Work in informal economy and how trade unions can adapt and implement these policies for organizing and promoting Decent Work for workers in informal economy in South Asia through new strategies, techniques and institutional arrangements. The workshop also provided an opportunity to test and adapt the ACTRAV training manual (draft) for organizing and improving the conditions of work for informal economy workers.

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

- Understand different dimensions of informal economy, identify main challenges and difficulties being faced by trade unions in organizing and collective bargaining in the informal economy and explain how trade unions can meet them effectively;
- Demonstrate understanding of the process and driving forces of globalization and how trade unions can meet its social and economic challenges;
- Understand areas for collective bargaining and formulate effective charter of demands for negotiations with authorities for informal economy workers;
- Develop innovative strategies and services to meet the specific needs of the informal economy workers with aim of promoting organizing;
- Mainstream gender issues in all the programmes and actions of unions, including in organizing activities;
- Prepare specific proposals for their unions to enhance their programmes and activities for organizing workers in the informal economy.

#### **A351853 - Trade union training on understanding company financial information for collective bargaining, 4/08 – 8/08/2008, Singapore, 18 participants (6 women)**

This training workshop, conducted in cooperation/co-funding with Singapore NTUC, was designed to assist trade unions in selected countries of Asia-Pacific in developing technical capacities of their leaders/staff/ in being more effective in collective

bargaining and organizing. The workshop provided an opportunity for the participants to learn and share experiences of collective bargaining strategies and techniques, understanding and analysing companies' financial information for collective bargaining and the role of ILO's International Labour Standards as instruments for promoting freedom of association, right to organize and collective bargaining.

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

- Demonstrate understanding of the process and driving forces of globalization, identify main challenges being faced by trade unions in organizing and collective bargaining and explain how trade unions can meet them effectively;
- Understand and utilize the ILO's supervisory mechanisms for Freedom of Association (FOA) to promote an 'enabling environment' for trade union organizing;
- Understand areas for collective bargaining and formulate effective charter of demands for negotiations, especially in private sector enterprises;
- Demonstrate abilities to analyse companies financial information such as those contained in the balance sheets – for the purpose of collective bargaining;
- Mainstream gender issues in all the programmes and actions of unions, including in collective bargaining activities;
- Make a specific proposal for their unions to enhance their programmes and activities for organizing and collective bargaining.

**A351977 - Training for Pacific island countries on decent work for youth and labour migration in the Pacific, 22/09 – 26/09/2008, Fiji, 19 participants, (12 women)**

This training workshop was implemented jointly by the Bureau for Workers' Activities (ACTRAV), ACTRAV-Turin, and the ILO Project: 'Sub-Regional Programme on Education, Employability and Decent Work for Youth in Pacific Island Countries'. Since unemployment and underemployment are the main labour issues in the PICs, the training workshop aimed at developing capacities of the Pacific Island countries' trade unions on employment and labour market policies to promote better opportunities for young women and men to obtain productive work in conditions of freedom, equity, security and human dignity. The key issues discussed included Globalization, Key concepts of Decent Work, Promotion of Decent Youth Employment in the Pacific, Free Trade, Labour Migration, HIV&AIDS, Trade Union Polices, Strategies and Programmes for promoting Decent Jobs.

The training achieved the following outputs:

- Enhancing the knowledge of the 19 youth trade union leaders on Decent Work, with particular focus on workers' rights and decent employment for youth;
- National action plans on employment promotion, strengthening trade unions, and youth organizing;
- Pacific Regional Trade Union Youth Network On-line – to share experiences, information on developments in the region, news on trade union actions and promote campaigns for Decent Work for all.

## **Distance Education:**

### **A3-51872 - Distance Education Programme on Collective Bargaining Skills, (01/09 – 31/10/ 2008, 9 weeks)**

The main objective of this distance education course was to help develop the technical capacities of the union representatives in the Asia-Pacific region to play an effective role in tripartite dialogue and other decision-making processes at the national and company level in the area of collective bargaining. The course provided an opportunity for the participants to learn and share experiences on collective bargaining strategies, techniques, forms of collective bargaining, productivity negotiations and use of ILO instruments for promotion democratic labour relations and Decent Work for all workers. This is expected to contribute to the development of strategies of trade unions for improving effectiveness of collective bargaining at company level and expanding unionization.

To guide the participants in this distance education course and stimulate on-line discussions and course work, ACTRAV-Turin used a draft manual and material that has been developed for this course.

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

- Review the collective bargaining policies and practices – its strengths, weaknesses and changes needed;
- Understand various factors that determine wages and service conditions;
- Demonstrate understanding of the key areas for collective bargaining, management policies, processes and formulate effective charter of demands;
- Discuss strategies for collective bargaining and acquire negotiations and influencing techniques for successful negotiations;
- Get acquainted with the key ILO concepts (including provisions from ILO Standards) for promoting collective bargaining at work place;
- Know how to participate in a distance education course conducted via computer communications;

## **EUROPE**

### ***Activities in Turin***

#### **Additional Activities in Turin**

#### **A401149 - Trade Union Strategies Towards Decent Work - Capacity-Building for ICEM-IUF Affiliates and National Trade Union Centres in Croatia, FYR Macedonia and Serbia, 23-27/06/08, 27 participants (8 women)**

Throughout the course, participants have acquired and strengthened their competencies in analysis and assessment of organizational capacity of trade unions and in design and implementation of innovative trade union strategies towards the achievement of the decent work objective.

The course was targeted at senior leaders of ICEM-IUF affiliates in Croatia, Macedonia and Serbia and to the leadership of confederations to which these branch federations are nationally affiliated.

In particular, the course contributed to:

- Better understanding of roles and responsibilities of trade unions in implementing DWCPs;
- Improved knowledge-bases of officials of from ICEM and IUF affiliates and their national centres on cross-cutting issues related to their current interests and priorities;
- Improved knowledge of different models of trade union organization at national, branch and regional levels;
- Improved leadership skills;
- Strengthened network among ICEM and IUF affiliates in the countries concerned;
- Creating an environment for better co-ordinations among the ICEM and IUF affiliates in planning and implementing their activities/campaigns on common issues; and
- Developing sub-regional regional trade union policies and strategies on how to ensure decent work in the region.

**A401225- Young leadership: decent work for youth for ITUC-PERC South East European Youth Network, 29/9 - 3/10/08, 25 participants (18 women)**

Upon completion of the course, participants were able to:

- identify key issues which are important in designing activities and campaigns targeted at youth, such as labour market situation of young people and youth and fundamental principles and rights at work,
- formulate proposals to promote the interests of young workers on crucial issues within trade union scope of work;
- draft a brochure on young workers' rights;
- design trade union policies for youth;
- design activities in order to promote decent work for youth;
- make initiatives for increasing the presence of youth in trade unions;
- improve their communication and leadership skills,
- contribute to improving the position of young trade union representatives in trade union structures at all levels.

**A401210 - Trade union training on Europe and globalization, 8/10 - 10/10/08, 30 participants (16 women)**

The aim of this course was to clearly establish links between globalization and the experiences and concerns of union activists in the field. In international working groups, looking at six different issues, participants discussed how globalization affects the everyday life of workers, namely social security, right to organize and bargain collectively, civil liberties and universal suffrage, education for all, social legislation and public services. The second step of the discussion was focused on how

globalization is transforming the way in which national unions are organized and in which they operate.

Participants learned how to use different regulatory instruments and analysed the scope and limitations of existing instruments. Participants developed proposals for trade union cooperation strategy and actions to be conducted to build international trade union options and to reinforce the European social model. In the last section of the course, participants devised actions to be undertaken at national level to support the strategy that they have identified.

**A401200 - 9th International Trade Union Women's School, 27/10 - 29/10/08,  
66 women**

The 9<sup>th</sup> International Trade Union Women's School entitled **Advancing gender equality and decent work for women** aimed to train sixty-six women leaders and activists from ITUC-PERC Women's Network on strategies and actions for achieving gender equality and decent work for women. The training programme contributed to:

- a) strengthening of the CEE and NIS Women's Network operating within the ITUC/PERC, and national trade union women's structures;
- b) promoting a gender-specific policy within trade unions in CEE and NIS;
- c) promoting women's human rights in the workplace in CEE and NIS.

Upon completion of the School, participants were able to develop guidelines for action on:

- equal pay;
- reconciliation of work, private and family life;
- combating harassment at work and
- strengthening the role and representation of women in trade unions in the PERC.

**A401199 - PERC women's conference, 30/10 - 31/10/08,  
70 women**

The objective of the first annual Conference that gathered 70 women representatives from 35 countries from all over Europe was to formally establish the Women's Committee of the Pan-European Regional Council of the ITUC, to elect its members and to discuss and adopt its Working Plan and its plan of action 2009/2010. The PERC's Women's Committee is a new structure, representing women from trade union organizations across the European continent, working closely with ETUC and ITUC Women's Committees and the ITUC Women's Network for Central and Eastern Europe and New Independent States.

The following objectives specified in the proposal for the PERC Women's Committee working plan were discussed by the Conference:

- Fighting for decent work and life for women under the conditions of the world financial, economic and social crisis;
- Guaranteeing women's presence in decision-making bodies proportional to the number of women members;

- Guaranteeing gender mainstreaming in all international trade union organizations' policies;
- Combating pay inequality between men and women that exists in all countries;
- Pursuing a balance between work and private life;
- Eliminating gender violence.

### *Project*

#### **P410317 – Decent work for metalworkers: capacity-building for successful social dialogue in metal industry in New EU Member States and candidate countries**

#### **Summary of Project**

EC-funded ITC-ILO project on 'Decent Work for Metalworkers: capacity-building for successful social dialogue in metal industry in new Member States and candidate countries' was designed and implemented in partnership with the European Metalworkers' Federation (EMF). It consisted of training of trainers followed by five sub-regional seminars in the field, a high-level European social dialogue conference and a follow-up Online Conference. The project trained 173 participants (49 women and 124 men) from trade unions from metal sector from 12 countries, namely Bulgaria, Croatia, Cyprus, Czech Republic, Hungary, Macedonia, Malta, Poland, Romania, Slovak Republic, Slovenia and Turkey. It involved participants from the following organizations: SMH, OS KOVO , OZ KOVO, VASAS, SKEI, GWU, Metalicy, TUFOEMI, NIFTINI, NF METALLURGY, OVIEK, Union of Industry Energy and Mining, BIRLESIK METAL IS, NSZZ Solidarnosc-Metal, Metalowcy, FNS Solidaritatea Metal, FSS METAROM, FSLI-Metal. The project addressed International Labour Standards, collective bargaining, organizing workers in metal sector European and national sectoral social dialogue, European Works Councils and occupational safety and health in European and national law and practice.

- A401147 - Decent work for metalworkers: capacity-building for successful social dialogue in metal industry in new Member States and candidate countries, Turin, 18/02 – 22/02/2008, 23 participants (8 women)
- A451811 - Decent work for metalworkers: capacity-building for successful social dialogue in metal industry in Hungary and Romania, Bucharest, 14-16 April, 23 participants (5 women)
- A451846 - Decent work for metalworkers: capacity-building for successful social dialogue in metal industry in Bulgaria, Macedonia and Turkey, Sofia 21-23 April, 22 participants (11 women)
- A451810 - Decent work for metalworkers: capacity-building for successful social dialogue in metal industry in Croatia and Slovenia, Radovljica, 12-14 June, 20 participants (7 women)
- A451866 - Decent work for metalworkers: capacity-building for successful social dialogue in metal industry in Cyprus and Malta, La Valetta, 18-20 June, 18 participants (0 women)

- A451867 - Decent work for metalworkers: capacity-building for successful social dialogue in metal industry in Czech Republic, Poland and Slovakia, Piestany, 16-18 September, 20 participants (5 women)
- A451954 - High-level European Social Dialogue Conference: Social dialogue in metal industry in new EU Member States and candidate countries - The way forward, Zagreb, 5-7 November, 38 participants (8 women)
- A452031 - Decent work for metalworkers: Follow-up on-line conference, 17/11/2008 – 12/12/2008, 9 participants (5 women)

## **ARAB STATES**

### *Activities in Turin*

#### **Core activities**

#### **A501025 - Trade union training in training methodology, 10/11 – 21/11/2008, 10 participants (4 women)**

On completion of the course, participants had worked on:

- identifying the main issues, practices and difficulties faced by trade unions in the field of labour education methodology;
- how to teach current labour issues such as globalization, the structure of the international labour movement, equality and gender relations, trade union policies, campaigns on HIV/AIDS and the role of unions in the informal economy;
- understanding ILO activities and practices, such as International Labour Standards, decent work, freedom of association and the agenda of the ILO's annual Conference;
- the mainstreaming of gender issues in labour education;
- utilizing information technologies for the development of national, regional and international communication networks for trade unionists responsible for issues related to labour education;
- developing labour education systems at the organizational level;
- organizing educational programmes which take into account the day-to-day experiences of working people in order to develop educational theories and action plans which relate specifically to those experiences;
- developing programmes which recognize the prior experience of participants;
- planning labour education activities;
- facilitating labour education activities;
- conducting course evaluations;
- conducting distance education via computer communications.

## **INTERREGIONAL**

### ***Activities in Turin***

#### **Core activities**

##### **A901029 - Building the international trade union network on human and trade union rights, 27/10 – 7/11/2008, 24 participants (7 women)**

The training workshop was organized in response to the needs expressed by International Trade Union Confederation and was designed to help ITUC in discussing with some key trade union organizations the strategies and actions that can contribute directly to the promotion and protection of trade union rights. The workshop helped in the formation of an interactive worldwide network of HTUR focal persons and training these focal points. In particular, the training contributed to building the capacities of national unions for effective reporting on the application of ILO conventions ratified by their countries, including on the core labour standards, and responding to questionnaires and other requests on ILS sent by the Department of Human and Trade Union Rights of the International Trade Union Confederation (ITUC) such as annual requests concerning the submission of observations to the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR), and other similar requests for information).

This training workshop will be followed up by ITUC in the field through regional training activities so as to build an effective trade union rights network

#### **Additional activities in Turin**

##### **A901143 - GURN workshop on social security, 1/04 – 3/04/2008, 21 participants (10 women)**

Almost 60 years after the adoption of Universal Declaration of Human Rights, the social security remains a dream for 80 per cent of the global population, who remain without access to social protection. According to the United Nations (UN), the richest 10 per cent of the world's adult population receives 85 per cent of global wealth whereas the poorest 50 percent hardly gets 1 per cent of it. Too few people benefit from the global economic growth and enjoy social security coverage. Better coverage by social security systems is one of the most efficient instruments to reduce poverty and income inequalities. Demographic change, urbanisation, changes in family structures and new employment pattern are important challenges and increase the need for social security systems. These challenges were at the core of the workshop discussions.

##### **A901405 - ITUC-ACFTU workshop on multinational enterprises and organizing, 8/12 – 9/12/2008, 31 participants (10 women)**

The Workshop was intended as a first exchange between trade unions national confederations from countries which are home to significant numbers of enterprises

operating in China, Global Union Federations, ITUC and the ACFTU with a view to achieving better understanding of the recent campaign by trade unions to organize multinationals and the overall context in which it takes place, with a special focus on legal and organizational changes which took place in recent times in China. It also explored how international trade union cooperation could be developed in this field and also with regard to the growing number of Chinese enterprises operating in other countries. Great emphasis was given to interaction between the participants organizations with a view to practical planning for the future. To reach these goals in depth explanation and debate about existing multilateral instruments (ILO Multinationals Declaration, OECD Guidelines) as well as of Global Framework Agreements were also a core part of the workshop activity.

### *Activities in the Field*

#### **A951638 - Trade union training on information technology - follow-up course, Durban, South Africa, 18/2 – 29/2/2008, 16 participants (9 women)**

The immediate objective of the course was to provide training for a union staff member who could act as a focal point for information technology, understand new trends in technology and organize the development of an information technology unit within the union.

The course curriculum was conducted according to the syllabus of the International Computer Driver's License. The License is a certificate which testifies that its holder has been trained in the use of computer technology. It is recognized by governments, employers and labour organizations.

By having a person who has an ICDL certificate, unions will be eligible for free software which can be used for databases of member information, research, document production, newsletter creation, and other operations. In addition, unions who have staff members trained by ACTRAV will be eligible to have free hosting of World Wide Web sites. These sites can be used to provide information about the union to its members and the general public.

#### **A951979 - ILO/ACTRAV workshop on the rights of migrant workers, Amman, Jordan, 3/12 – 5/12/2008, 19 participants (1 woman) from Arab countries and from Asia**

The workshop on migrant workers' rights was one of the first events between organizations from Arab countries of destination of migrant workers and their countries of origin in Asia and gathered migration experts and senior officials from trade unions with a view to discuss and elaborate a common policy approach to the issue of migration. It ended on a very positive note as participants agreed on a model bilateral trade union agreement that can serve as a basis for joint work by trade unions from countries of origin of migrant workers and those in destination countries. The text of the model agreement is aimed to the promotion of intensive follow-up actions, which will involve also further training components.

## DISTANCE EDUCATION

ACTRAV-Turin organized and delivered *thirteen* distance education courses – *one* for the African region, *seven* for the Latin American region, *one* for the Asian region, *one* for the European region and *3 inter-regional courses*.

The table below lists the distance education courses with their course code, course title, dates, training weeks, and the total number of participants.

- A151876 On-line training of trainers for CPLP trade unions, 16/06/2008 - 19/09/2008
- A251492 On-line training of trainers for CUT, FS, and CGT, Brazil: Stage II (year 2008), 01/01/2008 - 31/01/2008
- A251624 On-line training of trainers for Latin American trade unions (Stage II - year 2008), 01/01/2008 - 31/01/2008
- A251816 On-line trade union training on social security – linked to P250350, 10/03/2008 - 02/05/2008
- A251934 On-line trade union training on pensions – linked to P250350, 16/06/2008 - 08/08/2008
- A251991 Distance education for Latin American trade unions (Stage II), 21/07/2008 - 27/10/2008
- A252033 On-line trade union training on social dialogue in social security – linked to P250350, 13/10/2008 - 19/12/2008
- A252087 On-line training of trainers – linked to P250350, 17/11/2008 - 19/12/2008
- A351872 Training on collective bargaining and corporate social responsibility – labour indicators of CSR 01/09/2008 - 31/10/2008
- A452031 Decent work for metalworkers: Follow-up on-line conference - linked to P450469, 17/11/2008 - 12/12/2008
- A951868 Trainers' evaluation on SoliComm - 08/09/2008 - 31/10/2008
- A951922 Distance education conference on website development (year 2008), 03/11/2008 - 31/12/2008
- A951869 Users' evaluation on SoliComm - linked to E910488, 03/11/2008 - 19/12/2008

**Annex 3**  
**Core Courses 2008 divided by region**

## 2008 PROGRAMME CORE COURSES BY REGION

Coord Code	Title	Venue	Dates	Duration	DoT	No. Part	Part Days	Lang	Sponsor
1 A101021	Formation syndicale sur la méthodologie de formation	C	14/04/2008 02/05/2008	3.0 W	15	13	195	FR	ILO RBTC/TC/ACTRAV FES GERMANY
2 A101020	Trade union training in training methodology	C	14/04/2008 30/04/2008	2.5 W	13	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	3.0 W	15	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	3.0 W	15	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	3.0 W	15	15	225	PT	ITALY MAE (VC) 2008
<b>SUBTOTAL 'Africa'</b>					<b>73</b>	<b>79</b>	<b>1159</b>		
6 A201019	Formación sindical sobre metodologías de la formación	C	09/06/2008 27/06/2008	3.0 W	15	15	225	ES	ILO RBTC/TC/ACTRAV (08-09)
7 A201024	Formación sindical en seguridad social	C	06/10/2008 31/10/2008	4.0 W	20	16	320	ES	ILO RBTC/TC/AMERICAS (08-09) ITALY MAE (VC) 2008
<b>SUBTOTAL 'Latin America'</b>					<b>35</b>	<b>31</b>	<b>545</b>		
8 A301018	Trade union training in training methodologies including distance education	C	10/03/2008 02/04/2008	3.5 W	20	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	3.0 W	15	15	225	EN	ILO RBTC/TC/ASIA (08/09) ITALY MAE (VC) 2008 FES GERMANY
<b>SUBTOTAL 'Asia'</b>					<b>35</b>	<b>28</b>	<b>485</b>		
10 A501025	Trade union training in training methodology	C	10/11/2008	2.0 W	15	10	150	AR	ITALY MAE (VC) 2008 FES GERMANY
<b>SUBTOTAL 'Arab States'</b>					<b>15</b>	<b>10</b>	<b>150</b>		
11 A901029	Building the international trade union network on human and trade union rights	C	10/11/2008	2.0 W	10	24	240	EN	ITALY MAE (VC) 2008 ACV-CSC BELGIUM SOLIDARNOSC POLAND
<b>SUBTOTAL 'Interregional'</b>					<b>10</b>	<b>24</b>	<b>240</b>		
<b>TOTAL OF 11 CORE COURSES IN TURIN</b>					<b>168</b>	<b>172</b>	<b>2579</b>		

(\*) This core course was merged with a French speaking course (A101183) on the same subject and was implemented in the same dates. Therefore funding from ILO TRUST FUND NETHERLANDS was used to co-finance the English speaking core course.

**Annex 4**  
**Core courses (regional distribution 2000 – 2008)**

**CORE COURSES - REGIONAL DISTRIBUTION, 2000 - 2009 - Programme for Workers' Activities, International Training Centre of the ILO**

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

**Annex 5**  
**Activities in Turin 2008 excluding core courses**  
**& projects**

## ACTIVITIES IN TURIN 2008 EXCLUDING CORE COURSES & PROJECT

Code	Title	Venue	Dates	Duration	DoT	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	3.0 W	15	13	195	FR	ILO RBTC/TC/ACTRAV (08-09)
<b>SUBTOTAL 'Africa'</b>						<b>15</b>	<b>13</b>	<b>195</b>	
2 A301158	Trade union training for ACFTU on social protection and re-employment policies - first course (China)	C	14/04/2008 22/04/2008	1.5 W	7	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	1.5 W	7	20	140	EN CH	ITALY MAE (VC) 2008
<b>SUBTOTAL 'Asia'</b>						<b>14</b>	<b>39</b>	<b>273</b>	
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	1.0 W	5	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	1.0 W	5	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	0.5 W	3	30	90	EN FR ES	ETUI REHS
7 A401200	9th international trade union women's school	C	27/10/2008 29/10/2008	0.5 W	3	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	0.5 W	2	70	140	EN FR RU	ITUC PERC (BELGIUM) ITALY MAE (VC) 2008 SELF-PAYING
<b>SUBTOTAL 'Europe'</b>						<b>18</b>	<b>218</b>	<b>688</b>	
9 A901143	GURN workshop on social security	C	01/04/2008 03/04/2008	0.5 W	3	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	0.5 W	2	31	62	EN FR CH	ITUC ITALY MAE (VC) 2008
<b>SUBTOTAL 'Interregional'</b>						<b>5</b>	<b>52</b>	<b>125</b>	
<b>TOTAL OF 10 ACTIVITIES</b>						<b>52</b>	<b>322</b>	<b>1281</b>	

**Annex 6**  
**Activities in the Field 2008 excluding projects**

**ACTIVITIES IN THE FIELD EXCLUDING PROJECTS**

Code	Title	Venue	Dates	Dura tion	DoT	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	1.0 W	5	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	1.0 W	5	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	1.0 W	5	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	1.0 W	5	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	1.0 W	5	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	1.0 W	5	20	100	EN	ITALY MAE (VC) 2008
<b>SUBTOTAL 'Africa'</b>					<b>30</b>	<b>155</b>	<b>775</b>		
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	1.0 W	5	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	0.5 W	3	58	174	ES	ITALY MAE (VC) 2008
9 A251981	Information management for labour educators and researchers (Barbados)	F	01/12/2008 05/12/2008	1.0 W	5	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	1.0 W	4	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	1.0 W	5	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 Paulo, Brazil)	F	04/12/2008 09/12/2008	1.5 W	5	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	1.0 W	5	12	60	ES	ITALY MAE (VC) 2008
<b>SUBTOTAL 'Latin America'</b>					<b>32</b>	<b>187</b>	<b>807</b>		
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	1.0 W	5	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	1.0 W	5	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	1.0 W	5	19	95	EN	ITALY MAE (VC) 2008
<b>SUBTOTAL 'Asia'</b>					<b>15</b>	<b>58</b>	<b>290</b>		
17 A951979	ILO/ACTRAV workshop on the rights of migrant workers (Amman, Jordan)	F	03/12/2008 05/12/2008	0.5 W	3	19	57	EN AR	ILO RBTC/TC/ACTRAV (08-09)

**Annex 7**  
**Project activities 2008 by region**

## PROJECT ACTIVITIES 2008 BY REGION

Code	Title	Venue	Dates	Duration	DoT	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	8.0 W	8	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	1.0 W	5	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	1.0 W	5	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	3.0 W	15	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	0.5 W	3	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	8.0 W	16	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	0.5 W	2	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	1.0 W	5	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	1.0 W	4	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	1.0 W	5	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	0.5 W	3	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	2.0 W	10	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	0.5 W	2	10	ES	MINISTERIO DE TRABAJO Y ASUNTO SOCIALES (ESPAÑA)

	Code	Title	Venue	Dates	Duration	DoT	No. Part	Lang	Sponsor
14	A252033	Formación sindical en línea sobre el diálogo social en seguridad social - linked to P250350	D	13/10/2008 19/12/2008	10.0 W	16	13	ES	MINISTERIO DE TRABAJO Y ASUNTO SOCIALES (ESPAÑA)
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	0.5 W	2	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	5.0 W	12	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	0.5 W	1	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	1.0 W	5	38	ES	MINISTERIO DE TRABAJO Y ASUNTO SOCIALES (ESPAÑA)
<b>TOTAL LATIN AMERICA</b>						<b>119</b>	<b>490</b>		
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	1.0 W	5	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	0.5 W	3	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	0.5 W	3	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	0.5 W	3	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	0.5 W	3	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	0.5 W	3	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	0.5 W	3	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	4.0 W	8	9	EN	EUROPEAN COMMISSION
<b>TOTAL EUROPE</b>						<b>31</b>	<b>173</b>		
27	A951638	Trade union training on information technology - follow-up course - linked to P950400 (Accra, Ghana)	F	18/02/2008 29/02/2008	2.0 W	10	16	EN	COMPAGNIA DI SAN PAOLO
<b>TOTAL INTERREGIONAL</b>						<b>10</b>	<b>16</b>		

**Annex 8**  
**Distance Learning activities 2008 by region**

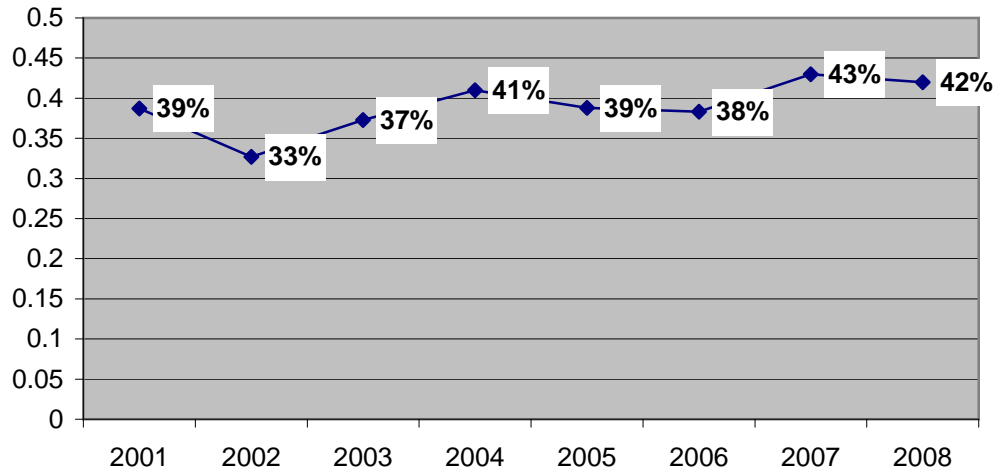
## DISTANCE LEARNING ACTIVITIES 2008 BY REGION

Coord Code	Title	Venue	Dates	Duration	DoT	No. Part	Part Days	Lang	Sponsor
1 A151876	Formación de formadores en línea para sindicatos de CPLP	D	16/06/2008 19/09/2008	14.0 W	28	15	420	PT	ITALY MAE (VC) 2008
<b>SUBTOTAL 'Africa'</b>						<b>28</b>	<b>15</b>	<b>420</b>	
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	4.5 W	4	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	4.5 W		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	8.0 W	8	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	8.0 W	16	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	14.5 W	38	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	10.0 W	16	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	5.0 W	12	12	144	ES	MINISTERIO DE TRABAJO Y ASUNTO SOCIALES (ESPAÑA)
<b>SUBTOTAL 'Americas'</b>						<b>94</b>	<b>229</b>	<b>3970</b>	
9 A351872	Training on collective bargaining and corporate social responsibility - labour indicators of CSR	D	01/09/2008 31/10/2008	9.0 W	18	14	252	EN	ITALY MAE (VC) 2008
<b>SUBTOTAL 'Asia'</b>						<b>18</b>	<b>14</b>	<b>252</b>	
10 A452031	Decent work for metalworkers: Follow-up on-line conference - linked to P450469	D	17/11/2008 12/12/2008	4.0 W	8	9	72	EN	EUROPEAN COMMISSION
<b>SUBTOTAL 'Europe'</b>						<b>8</b>	<b>9</b>	<b>72</b>	
11 A951868	Trainers' evaluation on SoliComm - linked to E910488	D	08/09/2008 31/10/2008	8.0 W	16	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	8.5 W	16	21	336	EN	ITALY MAE (VC) 2008
13 A951869	Users' evaluation on SoliComm - linked to E910488	D	03/11/2008 19/12/2008	7.0 W	12	21	252	EN ES	ITALY MAE SAVINGS 2007
<b>SUBTOTAL 'Interregional'</b>						<b>44</b>	<b>60</b>	<b>876</b>	
<b>GRAND TOTAL REPORT</b>						<b>192</b>	<b>327</b>	<b>5590</b>	

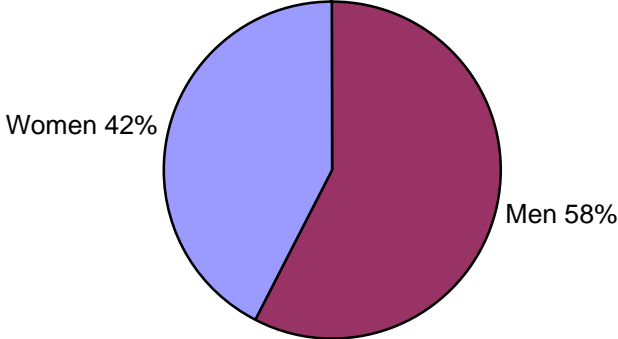
**Annex 9**  
**Gender Data**

# GENDER DATA

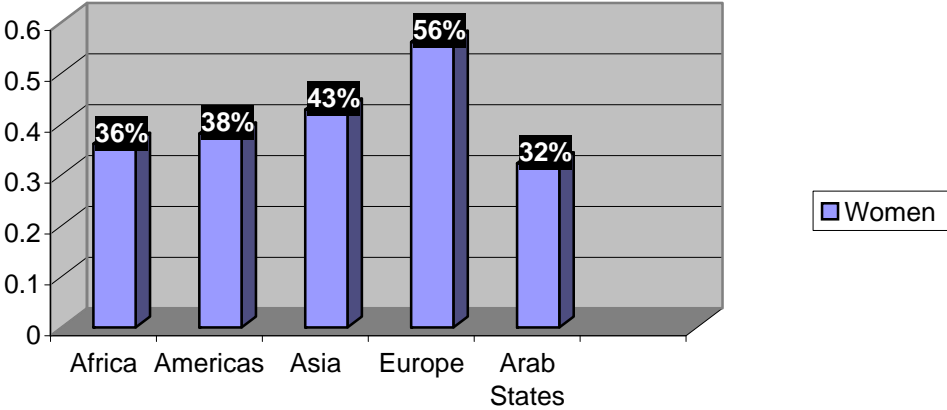
## Women participation overall 2001 - 2008



# Women participation overall 2008

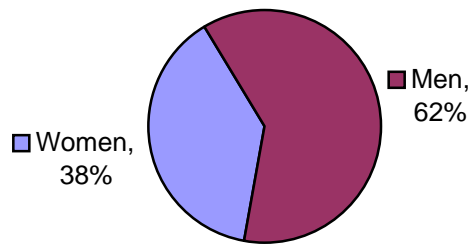


## Women participation by Region 2008

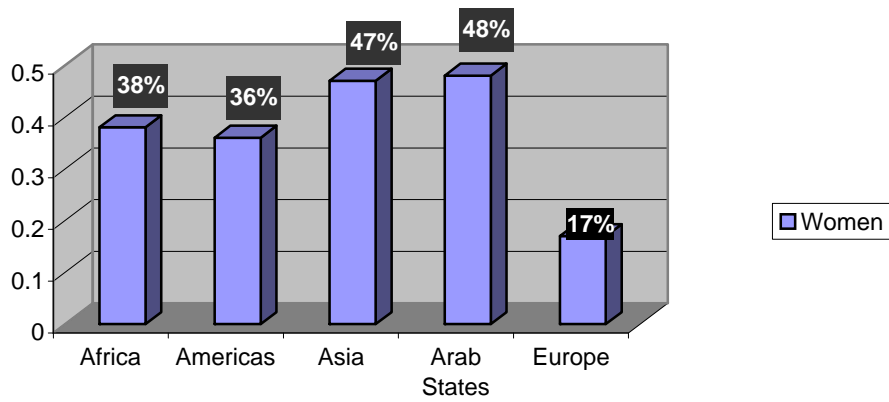


## Women participation in Core courses 2008

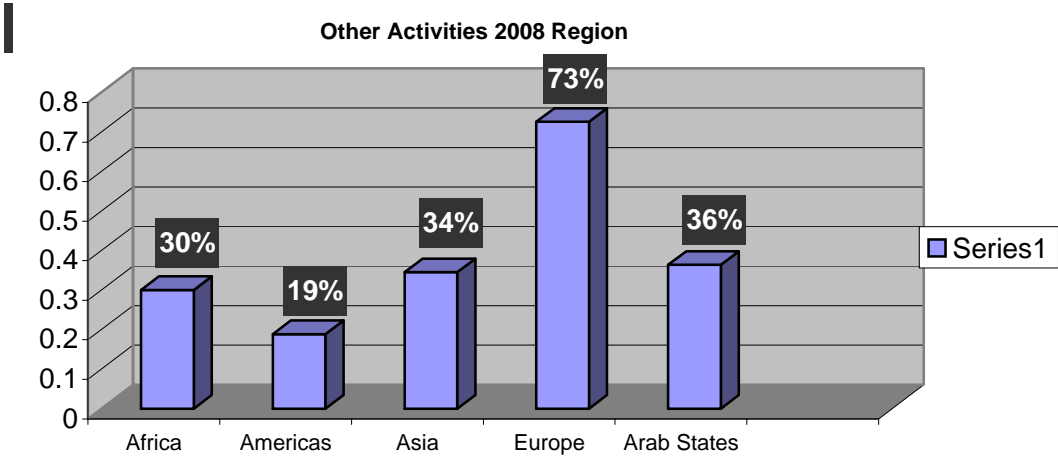
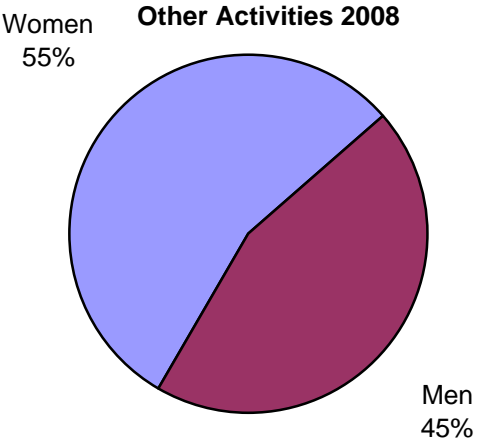
Core Overall 2008



Core Regions 2008

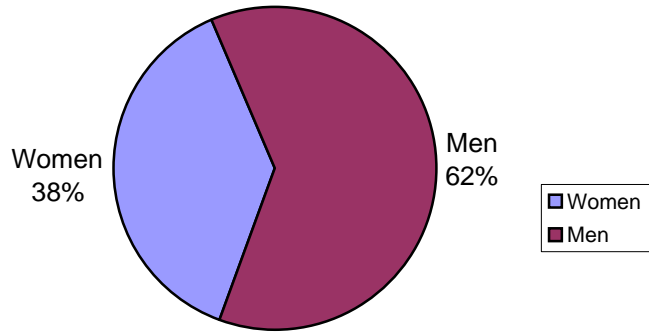


# Women participation in other activities 2008

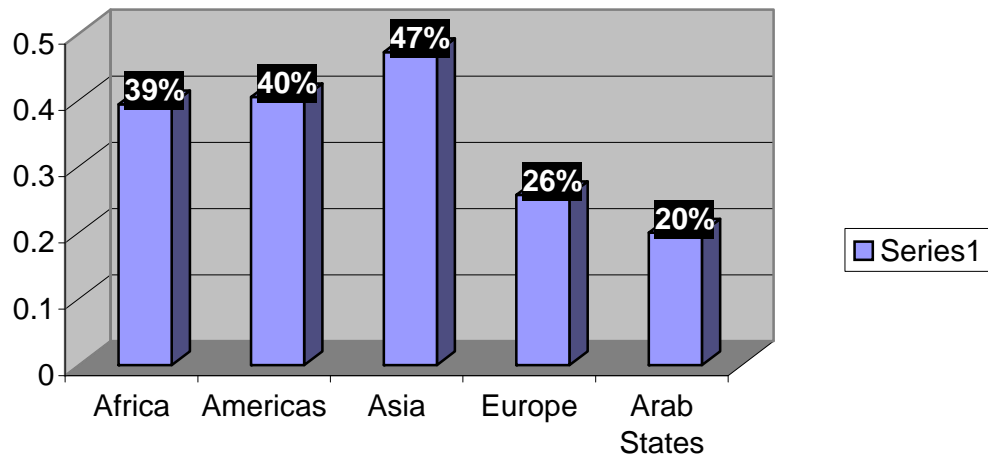


# Women participation in Field activities 2008

Field Activities 2008

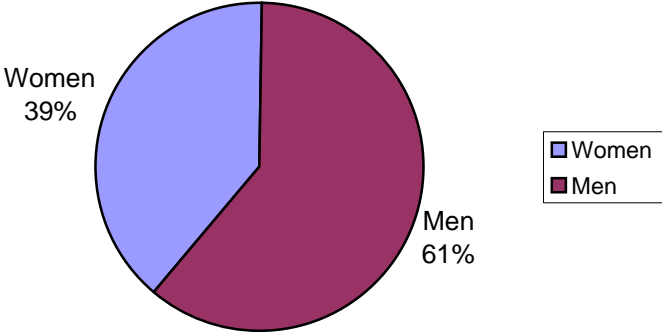


Field Activities 2008 by Region

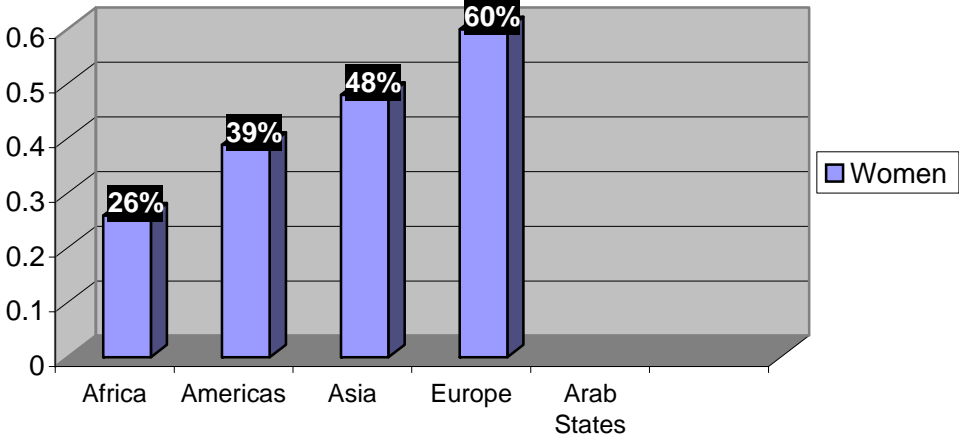


# Women participation in Distance Learning activities 2008

Distance Learning 2008



Distance Learning 2008 Regions



# **Annex 10**

## **Evaluation**

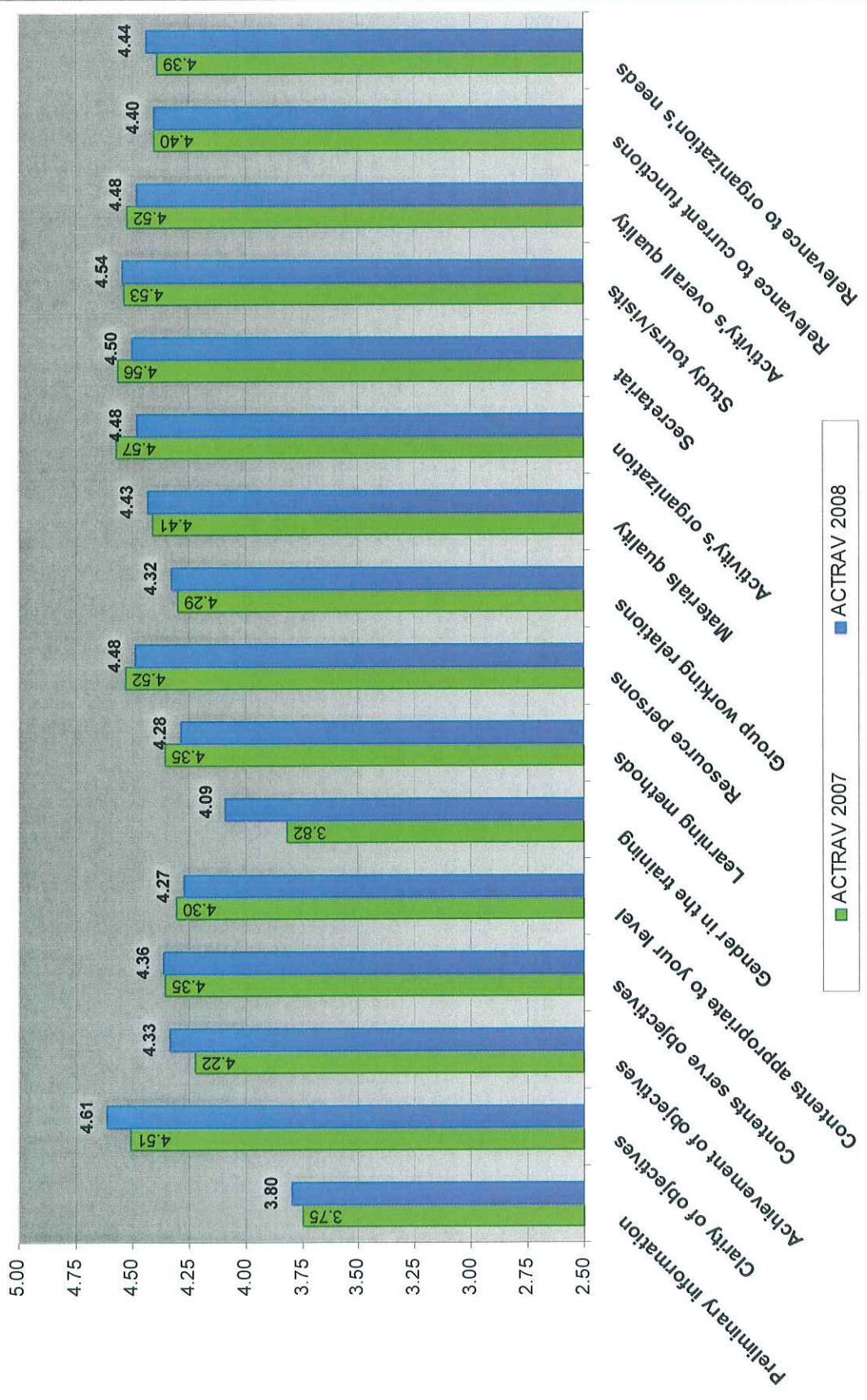
## ACTRAV Evaluation Results 2008 \*

Mandatory question	2008		Difference in average scores		ITCILO averages 2008
	averages	% 4 & 5	ACTRAV2008/ ACTRAV2007	ACTRAV2008/ ITCILO2008	
			ACTRAV yearly average scores over time		
	2004	2005	2006	2007	
Preliminary Information	3.80	68%	0.05	0.23	3.56
Clarity objectives	4.61	95%	0.10	0.11	4.50
Achievement of objectives	4.33	91%	0.11	0.13	4.20
Contents serve objectives	4.36	90%	0.01	0.10	4.26
Contents appropriate to your level	4.27	86%	-0.04	0.06	4.21
Gender in the training	4.09	76%	0.27	0.30	3.79
Learning methods	4.28	87%	-0.07	0.03	4.25
Resource person	4.48	94%	-0.04	0.05	4.43
Group working relations	4.32	87%	0.03	0.09	4.24
Materials quality	4.43	92%	0.02	0.08	4.35
Activity's organization	4.48	91%	-0.09	0.02	4.45
Secretariat	4.50	90%	-0.06	0.04	4.46
Study tours	4.54	91%	0.01	0.05	4.50
Activity overall quality	4.48	93%	-0.04	0.08	4.40
Relevance to current function	4.40	93%	0.00	0.01	4.39
Relevance to organization's needs	4.44	92%	0.05	-0.02	4.46
<b>Average 16 questions</b>	<b>4.36</b>	<b>88%</b>	<b>0.02</b>	<b>0.09</b>	<b>4.28</b>
<b>Nb of questionnaires</b>	<b>720</b>				<b>6731</b>
<b>Nb of evaluated activities **</b>	<b>38</b>				<b>300</b>

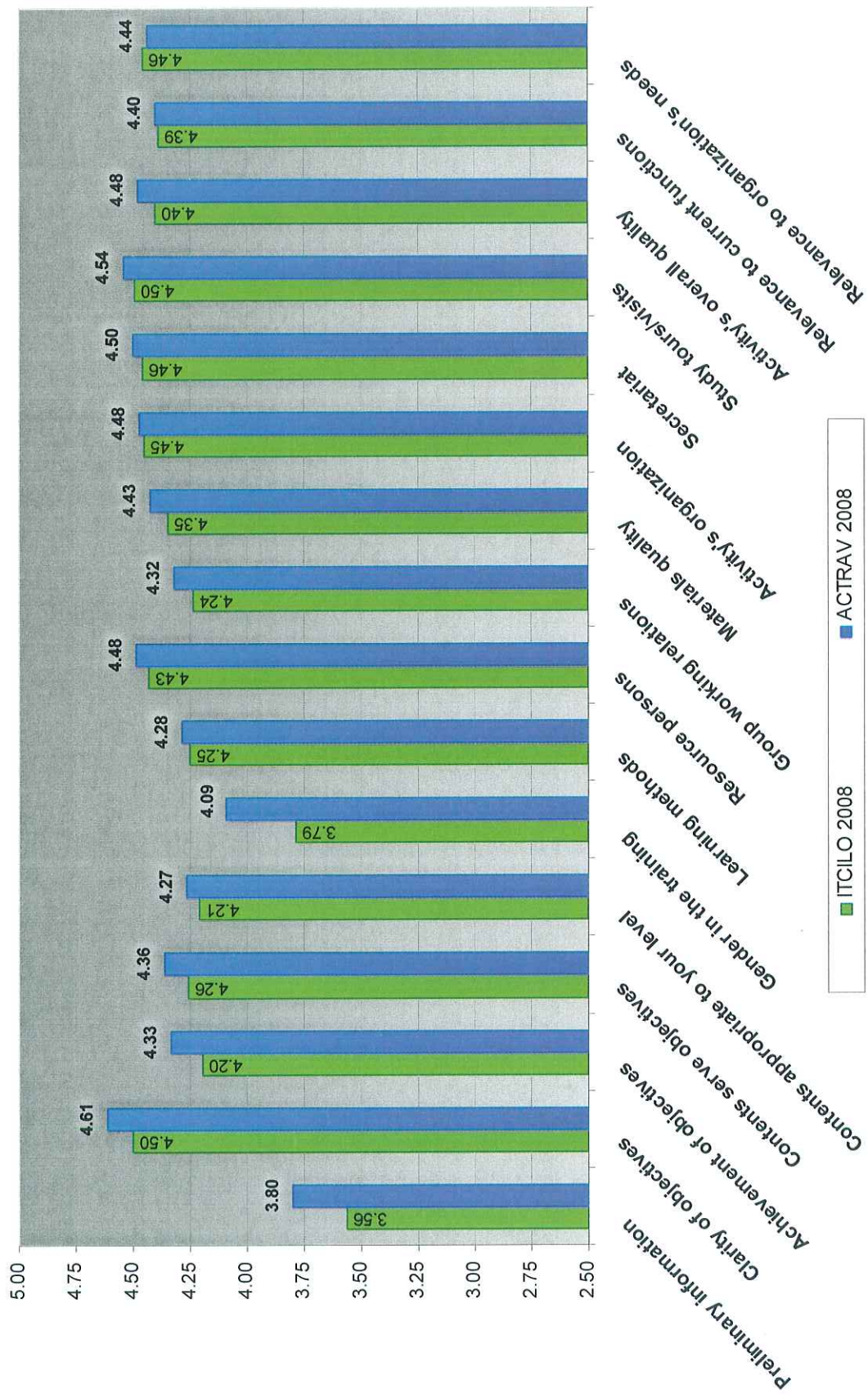
\* As at 16 January 2009.

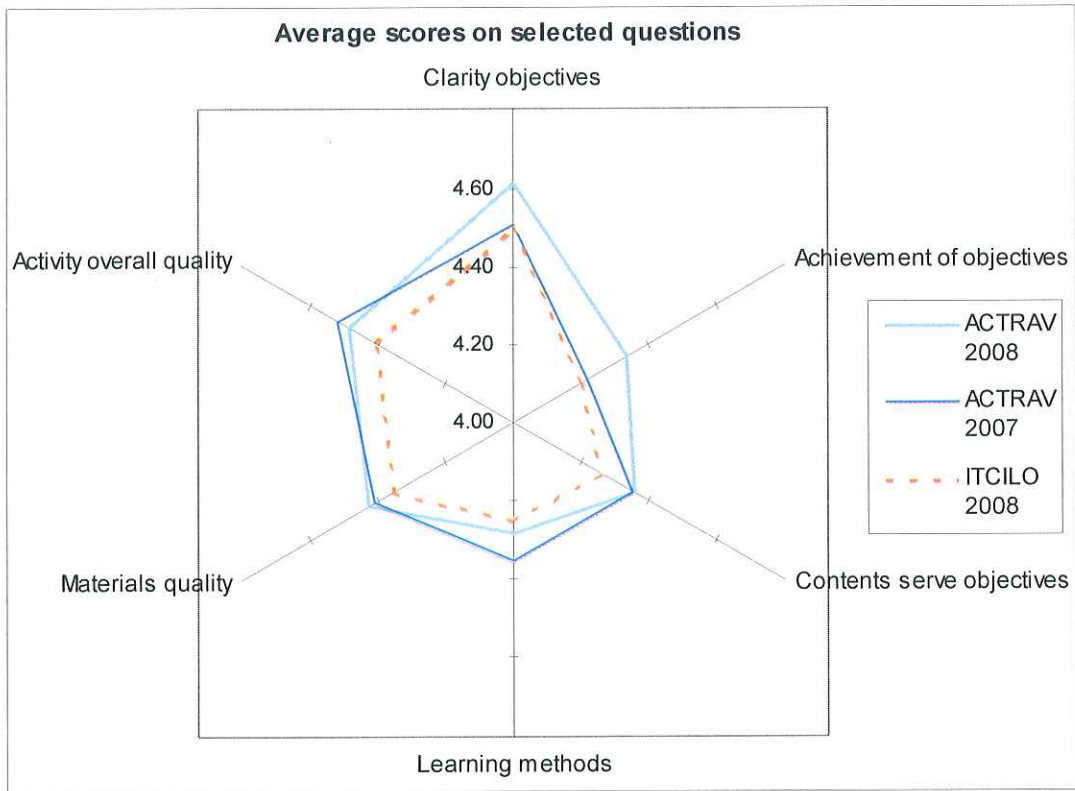
\*\* Evaluated through the end-of-activity standard questionnaire.

### Average scores on the mandatory questions - ACTRAV



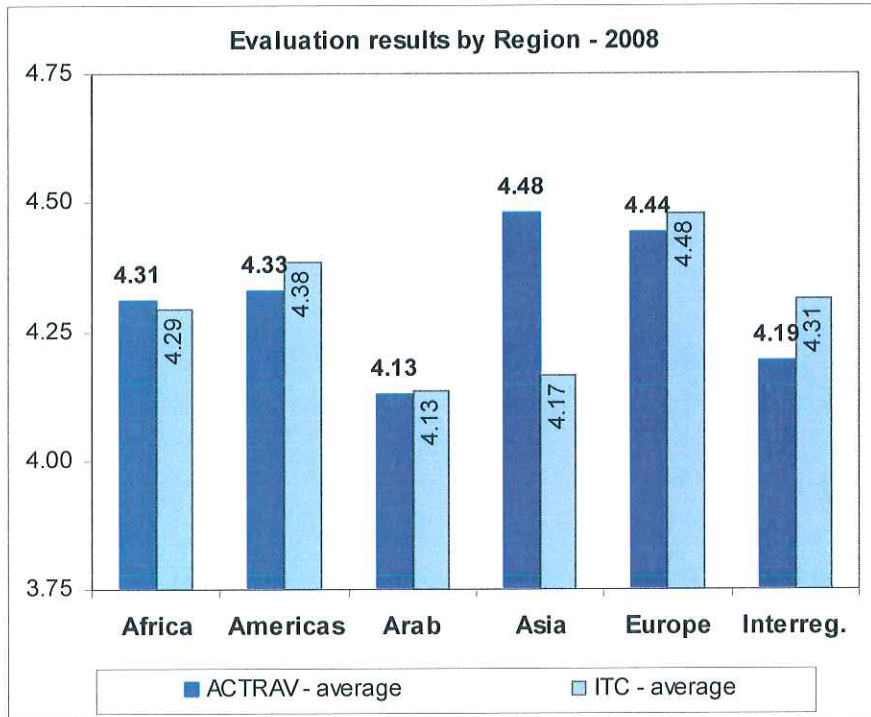
Average scores on the mandatory questions - 2008





**Number of evaluated activities by Region**

	Africa	Americas	Asia	Europe	Arab St.	Interregion.
ACTRAV	11	9	7	9	1	1
ITC	50	47	48	28	29	98



**Annex 11**  
**Activities financed or co-financed by ACTRAV**

**2008 ACTIVITIES FINANCED OR CO-FINANCED BY ACTRAV**

Oracle Code	Coord Code	Title	Venue	Probability	Dates	Duration	DoT	No. Part	Part Days	Sponsor	
<b>AFRICA</b>											
1	080133	A151825	Atelier sous-régional sur la liberté syndicale et la négociation collective (Moroni, Comores)	F	100%	17/03/2008 21/03/2008	1.0 W	5	23	115	ITALY MAE (VC) 2008 ILO RBTC OTHER
2	080093	A101021	Formation syndicale sur la méthodologie de formation	C	100%	14/04/2008 02/05/2008	3.0 W	15	13	195	ILO RBTC/TC/ACTRAV (08-09) FES GERMANY
3	080136	A101020	Trade union training in training methodology	C	100%	14/04/2008 30/04/2008	2.5 W	13	13	169	ILO RBTC/TC/ACTRAV (08-09) FES GERMANY
4	080162	A100991	Trade union training on research and youth employment policies	C	100%	19/05/2008 06/06/2008	3.0 W	15	22	330	ILO RBTC/TC/ACTRAV (08-09) ILO TRUST FUND NETHERLANDS FES
5	080219	A101183	Formation syndicale sur la recherche et les politiques d'emploi	C	100%	19/05/2008 06/06/2008	3.0 W	15	13	195	ILO RBTC/TC/ACTRAV (08-09)
6	080154	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	100%	09/06/2008 27/06/2008	3.0 W	15	16	240	ILO RBTC/TC/AFRICA (08-09) FES GERMANY ITALY MAE (VC) 2008
7	080408	A151976	Contribution des syndicats à la promotion de l'adoption de la convention sur le travail domestique (Dakar, Senegal)	F	100%	20/10/2008 24/10/2008	1.0 W	5	24	120	ITALY MAE (VC) 2008 ILO ACTRAV GENEVA
<b>AMERICA</b>											
8	080137	A201019	Formación sindical sobre metodologías de la formación	C	100%	09/06/2008 27/06/2008	3.0 W	15	15	225	ILO RBTC/TC/ACTRAV (08-09)
9	080263	A201024	Formación sindical en seguridad social	C	100%	06/10/2008 31/10/2008	4.0 W	20	16	320	ILO RBTC/TC/AMERICAS (08-09) ITALY MAE (VC) 2008
<b>ASIA &amp; PACIFIC</b>											
10	080058	A301018	Trade union training in training methodologies including distance education	C	100%	10/03/2008 02/04/2008	3.5 W	20	13	260	ILO RBTC/TC/ACTRAV (08-09)
11	080218	A301023	Trade union training in comparative labour relations	C	100%	07/07/2008 25/07/2008	3.0 W	15	15	225	ILO RBTC/TC/ASIA (08-09) ITALY MAE (VC) 2008 FES
<b>EUROPE</b>											
12	080254	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	100%	23/06/2008 27/06/2008	1.0 W	5	27	135	ILO RBTC/TC/ACTRAV (08-09) ITALY MAE (VC) 2008 SELF-PAYING CROATIA
13	080360	A401225	Young leadership: decent work for youth	C	100%	29/09/2008 03/10/2008	1.0 W	5	25	125	ITALY MAE (VC) 2008 LO DENMARK ILO RBTC/TC/ACTRAV (08-09)
<b>INTERREGIONAL</b>											
14	080095	A901143	GURN workshop on social security	C	100%	01/04/2008 03/04/2008	0.5 W	3	21	63	ILO RBTC OTHER ITALY MAE (VC) 2008
15	080474	A951979	ILO/ACTRAV workshop on the rights of migrant workers (Amman, Jordan)	F	100%	03/12/2008 05/12/2008	0.5 W	3	19	57	ILO RBTC/TC/ACTRAV (08-09)

**15 ACTIVITIES**

**Annex 11 bis**  
**Activities financed or co-financed**  
**by Italian Voluntary Contribution**

**ACTIVITIES FINANCED OR CO-FINANCED BY ITALIAN VOLUNTARY CONTRIBUTION**

Oracle Code	Coord Code	Title	Venue	Probability	Dates	Duration	DoT	No. Part	Part Days	Sponsor	
<b>AFRICA</b>											
1	080133	A151825	Atelier sous-régional sur la liberté syndicale et la négociation collective (Moroni, Comores)	F	100%	17/03/2008 21/03/2008	1.0 W	5	23	115	ITALY MAE (VC) 2008 ILO RBTC OTHER
2	080154	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	100%	09/06/2008 27/06/2008	3.0 W	15	16	240	ILO RBTC/TC/AFRICA (08-09) FES GERMANY ITALY MAE (VC) 2008
3	080239	A151876	Formación de formadores en línea para sindicatos de CPLP	D	100%	16/06/2008 19/09/2008	14.0 W	28	15	420	ITALY MAE (VC) 2008
4	080337	A100992	Formação sindical sobre metodologias de formação	C	100%	01/09/2008 19/09/2008	3.0 W	15	15	225	ITALY MAE 2008
5	080376	A151996	Formation syndicale sur le VIH SIDA pour les points focaux en charge du Sida en Afrique Francophone (Lomé, Togo)	F	100%	29/09/2008 03/10/2008	1.0 W	5	21	105	ILO AIDS GENEVA ITALY MAE (VC) 2008
6	080389	A151995	Trade union training on HIV/AIDS with the focal points in Anglophone Africa (Addis Ababa, Ethiopia)	F	100%	13/10/2008 17/10/2008	1.0 W	5	18	90	ITALY MAE (VC) 2008 ILO AIDS GENEVA
7	080303	A151978	Information management for labour educators and researchers (Nairobi, Kenya)	F	100%	03/11/2008 07/11/2008	1.0 W	5	20	100	ITALY MAE (VC) 2008
8	080408	A151976	Contribution des syndicats à la promotion de l'adoption de la convention sur le travail domestique (Dakar, Senegal)	F	100%	20/10/2008 24/10/2008	1.0 W	5	24	120	ITALY MAE (VC) 2008 ILO ACTRAV GENEVA
<b>AMERICAS</b>											
9		A251492	Formación de formadores en línea para CUT, FS, y CGT de Brasil: Fase II (year 2008)	D	100%	01/01/2008 31/01/2008	4.5 W	4	31	124	ITALY MAE (VC) 2007
10		A251624	Formación de formadores en línea para sindicatos de América Latina (fase II - year 2008)	D	100%	01/01/2008 31/01/2008	4.5 W			48	ITALY MAE (VC) 2007
11	080336	A251991	Formación a distancia para sindicatos de America Latina (Fase II)	D	100%	21/07/2008 27/10/2008	14.5 W	38	73	2774	ITALY MAE (VC) 2008
12	080267	A251942	Formación sindical en seguridad y salud (SST) en el trabajo para sindicatos de America Latina: estrategia iberoamericana sindical en SST (Panama)	F	100%	04/08/2008 08/08/2008	1.0 W	5	17	85	ITALY MAE (VC) 2008
13	080268	A251943	Seminario sindical sobre seguimiento en seguridad social (Proyecto SSOS) (Montevideo, Uruguay)	F	100%	29/09/2008 10/10/2008	2.0 W	10	16	160	ITALY MAE (VC) 2008
14	080263	A201024	Formación sindical en seguridad social	C	100%	06/10/2008 31/10/2008	4.0 W	20	16	320	ILO RBTC/TC/AMERICAS (08-09) ITALY MAE (VC) 2008
15	080388	A252045	Libertad sindical y trabajo decente para todos y todas (Ciudad de Guatemala)	F	100%	07/10/2008 09/10/2008	0.5 W	3	58	174	ITALY MAE (VC) 2008
16	080347	A251981	Information management for labour educators and researchers (Barbados, Caribbean)	F	100%	01/12/2008 05/12/2008	1.0 W	5	18	90	ITALY MAE (VC) 2008
17	080472	A252076	Trade unions and the informal economy: policy issues and organizing strategies (Barbados)	F	100%	01/12/2008 04/12/2008	1.0 W	4	12	48	ITALY MAE (VC) 2008
18	080262	A251940	Libertad sindical, negociación colectiva y los medios de comunicación (Lima, Peru)	F	100%	01/12/2008 05/12/2008	1.0 W	5	26	130	ITALY MAE (VC) 2008
19	080479	A251980	Taller jurídico sindical - Organización Internacional del Trabajo - Confederación Sindical de los Trabajadores y Trabajadoras de las Americas (OIT-CSA) (Sao Paolo, Brazil)	F	100%	04/12/2008 09/12/2008	1.5 W	5	44	220	ITALY MAE (VC) 2008
20	080283	A251941	Seminario sindical de evaluación y seguimiento sobre jóvenes y empleo (Paraguay)	F	100%	08/12/2008 12/12/2008	1.0 W	5	12	60	ITALY MAE (VC) 2008

Oracle Code	Coord Code	Title	Venue	Probability	Dates	Duration	DoT	No. Part	Part Days	Sponsor	
<b>ASIA &amp; PACIFIC</b>											
21	080153	A301158	Trade union training for ACFTU on social protection and re-employment policies - first course (China)	C	100%	14/04/2008 22/04/2008	1.5 W	7	19	133	ITALY MAE (VC) 2008 ACFTU (IN KIND)
22	080152	A351793	Trade union training on promoting decent work in the informal economy with a focus on organizing (Kathmandu, Nepal)	F	100%	12/05/2008 16/05/2008	1.0 W	5	21	105	ITALY MAE (VC) 2008
23	080218	A301023	Trade union training in comparative labour relations	C	100%	07/07/2008 25/07/2008	3.0 W	15	15	225	ILO RBTC/TC/ASIA (08/09) ITALY MAE (VC) 2008 FES
24	080220	A351853	Trade union training on understanding company financial information for collective bargaining (Singapore)	F	100%	04/08/2008 08/08/2008	1.0 W	5	18	90	ITALY MAE (VC) 2008
25	080245	A351872	Training on collective bargaining and corporate social responsibility - labour indicators of CSR	D	100%	01/09/2008 31/10/2008	9.0 W	18	14	252	ITALY MAE (VC) 2008
26	080368	A351977	Training for Pacific island countries on decent work for youth and labour migration in the Pacific (Samoa, Fiji)	F	100%	22/09/2008 26/09/2008	1.0 W	5	19	95	ITALY MAE (VC) 2008
27	080270	A301206	Trade union training for ACFTU on workers' participation in democratic management (China)	C	100%	17/11/2008 25/11/2008	1.5 W	7	20	140	ITALY MAE (VC) 2008
<b>EUROPE</b>											
28	080254	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	100%	23/06/2008 27/06/2008	1.0 W	5	27	135	ILO RBTC/TC/ACTRAV (08-09) ITALY MAE (VC) 2008 SELF-PAYING CROATIA
29	080360	A401225	Young leadership: decent work for youth	C	100%	29/09/2008 03/10/2008	1.0 W	5	25	125	ITALY MAE (VC) 2008 LO DENMARK ILO RBTC/TC/ACTRAV (08/09)
30	080444	A401200	9th international trade union women's school	C	100%	27/10/2008 29/10/2008	0.5 W	3	66	198	ITUC PERC (BELGIUM) ITALY MAE (VC) 2008 SELF-PAYING
31	080445	A401199	PERC women's conference	C	100%	30/10/2008 31/10/2008	0.5 W	2	70	140	ITUC PERC (BELGIUM) ITALY MAE (VC) 2008 SELF-PAYING
<b>ARAB STATES</b>											
32	080333	A501025	Trade union training in training methodology	C	100%	10/11/2008 21/11/2008	2.0 W	15	10	150	ITALY MAE (VC) 2008 FES
<b>INTERREGIONAL</b>											
33	080095	A901143	GURN workshop on social security	C	100%	01/04/2008 03/04/2008	0.5 W	3	21	63	ILO RBTC OTHER ITALY MAE (VC) 2008
34		A951868	Trainers' evaluation on SoliComm - linked to E910488	D	100%	08/09/2008 31/10/2008	8.0 W	16	18	288	ITALY MAE SAVINGS 2007
35	080309	A901029	Building the international trade union network on human and trade union rights	C	100%	27/10/2008 07/11/2008	2.0 W	10	24	240	ITALY MAE (VC) 2008 ACV-CSC BELGIUM SOLIDARNOSC POLAND
36	080246	A951922	Distance education conference on website development (year 2008)	D	100%	03/11/2008 31/12/2008	8.5 W	16	21	336	ITALY MAE (VC) 2008
37		A951869	Users' evaluation on SoliComm - linked to E910488	D	100%	03/11/2008 19/12/2008	7.0 W	12	21	252	ITALY MAE SAVINGS 2007
38	080493	A901405	ITUC-ACFTU workshop on multinational enterprises and organizing	C	100%	08/12/2008 09/12/2008	0.5 W	2	31	62	ITUC ITALY MAE (VC) 2008

### 38 ACTIVITIES

**Annex 12**  
**List of resource persons**

## EXTERNAL RESOURCE PEOPLE

### CONSULTANTS

	Name	Nationality	Days	Organization
1.	Akila Boudiaf ♀	Algeria	3	Consultant
2.	Walter Arrighi	Argentina	1	Ministerio de Trabajo, Empleo y Seguridad Social
3.	Eddy Laurijssen	Belgium	0.25	Consultant
4.	Philippe Gousenbourger	Belgium	1	ITUC
5.	Jan Dereymaeker	Belgium	4	ITUC
6.	Kristin Blom ♀	Belgium	1	ITUC
7.	Karin Debroye ♀	Belgium	5	CSC-ACV
8.	Annick De Ruyver ♀	Belgium	5	CSC-ACV
9.	Nadine Thevenet ♀	Belgium	4	ITUC
10.	Suzanna Sochaczewski ♀	Brazil	8	DIEESE
11.	Fatima Pianta ♀	Brazil	4	Ministério da Saúde
12.	Atanaska Todorova ♀	Bulgaria	0.25	SEELY.NETWork
13.	Djiomo Arron	Cameroon	4.5	Consultant
14.	Monique Cloutier ♀	Canada	7	Consultant
15.	Ray Arsenaault	Canada	4	Consultant
16.	D'Arcy Martin	Canada	4	Consultant
17.	Barbara Thomas ♀	Canada	4	Consultant
18.	Denise Gagnon ♀	Canada	1	FTQ
19.	Victor Vega	Costa Rica	5	CSA
20.	Dijana Sabota ♀	Croatia	0.25	UATUC
21.	Viktor Kempa	Czech Rep	0.25	ETUI - REHS
22.	René Johansen	Denmark	1	EMF
23.	June Sorensen Béclaton ♀	Denmark	9	ITUC
24.	Isabelle Barthes ♀	France	0.5	EMF
25.	Lucien Royer	France	1	ITUC
26.	Dirk Bergrath	Germany	0.25	EMF
27.	Uwe Combuchen	Germany	1	Employers' association
28.	Frank Hantke	Germany	0.25	FES
29.	Klaus Jessolat	Germany	1	NGG
30.	Michael Wolters	Germany	1	IG BCE
31.	Abdoulaye Diallo	Guinea	1	Consultant
32.	Abdullah Muhsin	Iraq – UK	4	Consultant
33.	Beppe Baffert	Italy	3	Consultant
34.	Fulvio Perini	Italy	3	Consultant
35.	Diego De Merich	Italy	1,5	Consultant
36.	Marco Cilento	Italy	1	ETUC
37.	Ivan Djurisc	Montenegro	0.25	SEELY.NETWork
38.	Fatima Bouhlariss ♀	Morocco	1.5	Consultant
39.	Esther Busser ♀	Netherlands	1	ITUC

40.	Nelke Temme ♀	Netherlands	0.5	FNV Bondgenoten
41.	Tom Etty	Netherlands	1	Consultant
42.	José Manuel Freire	Spain	1	Escuela Nacional de Sanidad Instituto de Salud Carlos III
43.	Joaquin Nieto	Spain	1	CCOO
44.	Fernando Rodrigo	Spain	1	CCOO
45.	Maria Prieto ♀	Sweden	1	Consultant
46.	Eric Lee	UK	1	Consultant
47.	Ernesto Murro	Uruguay	1	BANCO DE PREVISION SOCIAL
48.	Victoria Munsey ♀	USA	1.25	Consultant

### ITALIAN TRADE UNIONS

	Name	Days	Confederation
1.	Antonio Marchina	0.25	FIM-CISL
2.	Gianfranco Verdini	0.25	UILM - UIL
3.	Marco Di Luccio	0.25	CGIL
4.	Sergio Negri	0.5	CGIL
5.	Valter Crespo	0.5	CGIL
6.	Massimo Pozzi	0.5	CGIL
7.	Antonello De Stefano	0.5	CGIL
8.	Vincenzo La Corte	0.5	CGIL

### ILO OFFICIALS, GENEVA

	Name	Days	Programme
1.	Ms Katerina Tsotdroudi ♀ (videoconference)	0.5	NORMES
2.	Luc Demaret	1	ACTRAV
3.	Brandt Wagner	1	Sector / Dialogue
4.	Aidi Hu ♀	1	Social Security
5.	Nikolai Rogovsky	1	EMP / MULTI
6.	Mohammed. Mwamadzingo	4	ACTRAV
7.	Frank Hoffer	1	ACTRAV
8.	Muhammed Muqtada	1	ED / EMP
9.	Claude Akpokavie	0.25	ACTRAV
10.	Ravane Mbaye	1	ACTRAV
11.	Momar N'Diaye	1	Declaration
12.	Natan Elkin	0.5	NORMES
13.	Oksana Wolfson, ♀	0.5	NORMES
14.	Raghwon Raghwan	1	ACTRAV
15.	Angelika Muller ♀	1	Social Dialogue

16.	Vinicius Pinheiro	1	Social Security
17.	Ursula Kulke ♀	1	Social Security
18.	Beatriz Vacotto ♀ (videoconference)	1	ACTRAV
19.	Alejandro Bonilla	1	Social Security
20.	Ahmed Khalef	1	ACTRAV
21.	Xu Liu ♀	0.5	EMP / ENT

## SUBREGIONAL OFFICES

	Name	Days	Subregional Office
1.	Ibrahima Zakari	5	ACTRAV, Dakar
2.	Christine Nathan ♀	1	ACTRAV, Bangkok
3.	François Murangira	1.5	ACTRAV, Dakar
4.	Oscar Valverde	10	ACTRAV, Lima
5.	Svetla Shekerdjieva ♀	0.25	ACTRAV, Budapest
6.	Carmen Benitez ♀	2	ACTRAV, Lima
7.	Gianni Rosas	1	ILO, Budapest
8.	Moustapha Said	3	ILO, Cairo

## ILO OFFICIALS, TURIN CENTRE

	Name	Days	Programme
1.	Maura Miraglio ♀	1	NORMES
2.	Camilo Rubiano	0.25	NORMES
3.	Beatriz Vacotto ♀	2	NORMES
4.	Felix Martin-Daza	0.25	Social Security - ITCILO
5.	Lynn Villacorta ♀	0.5	Social Security - ITCILO
6.	Ginette Forgues ♀	0.5	Social Security - ITCILO
7.	Sylvain Baffi	3	Social Dialogue
8.	Alessandra Molz ♀	0.25	Employment

**Annex 13**  
**Detailed table of Bi-Tripartite Activities**

BI/TRIPARTITE PROGRAMMES IN 2008 BY TECHNICAL PROGRAMME

Title ILS	Venue	Dates	DoT	Part. Days	No. Part	AFRICA		AMERICAS		ASIA		EUROPE		ARAB STATES		TOTAL WORKERS	
						Workers		Workers		Workers		Workers		Workres			
						M	W	M	W	M	W	M	W	M	W		
AFRICA																	
A151983 - Atelier relatif à la préparation de rapports art. 22 sur les conventions internationales du travail de l'OIT, avec un accent particulier sur le travail des enfants (C.138 et C.182)	F	19/8/08 22/8/08	4	108	27	11	0	0	0	0	0	0	0	0	0	0	11
AMERICAS																	
A252010 - International labour standards and globalization: tools for a globalized world of work	F	29/9/08 2/10/08	4	64	16	0	0	2	7	0	0	0	0	0	0	0	9
ASIA																	
A351910 - Labour dimensions of human trafficking: understanding the issue and effective responses - lessons from the Greater Mekong Sub-region	F	21/7/08 25/7/08	5	145	29	0	0	0	0	2	2	0	0	0	0	0	4
A351809 - Tripartite workshop on core international labour standards for ASEAN countries	F	22/9/08 25/9/08	4	108	27	0	0	0	0	5	2	0	0	0	0	0	7
INTERREGIONAL																	
A901049 - International labour standards and equality in employment: focus on gender issues	C	7/4/08 18/4/08	10	310	31	1	1	0	0	0	2	0	2	1	0	0	7
A901050 - Formation tripartite sur la liberté syndicale et la dimension sociale de l'intégration régionale	C	18/8/08 29/8/08	10	250	25	0	1	1	3	0	0	0	0	0	0	0	5
A901059 - International labour standards and globalization	C	10/11/08 21/11/08	10	310	31	8	1	0	1	1	0	0	1	0	0	0	12
<b>SUBTOTAL 'ILS-FPR'</b>			<b>47</b>	<b>1295</b>	<b>186</b>	<b>20</b>	<b>3</b>	<b>3</b>	<b>11</b>	<b>8</b>	<b>6</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>55</b>	

Title ESD	Venue	Dates	DoT	Part. Days	No. Part	AFRICA		AMERICAS		ASIA		EUROPE		ARAB STATES		TOTAL WORKERS	
						Workers		Workers		Workers		Workers		Workres			
						M	W	M	W	M	W	M	W	M	W		
INTERREGIONAL																	
A901074 - Politiques et bonnes pratiques de formation professionnelle	C	17/3/08 21/3/08	5	50	10	1	0	0	0	0	0	0	0	0	0	0	1
A901075 - Labour market information	C	5/5/08 16/5/08	10	140	14	1	0	0	0	1	1	0	0	0	0	0	3
ARAB STATES																	
A501076 - Policies and best practice in vocational training	C	24/11/08 28/11/08	5	100	20	0	0	0	0	0	0	0	0	4	1	0	5
<b>SUBTOTAL 'ESD'</b>			<b>20</b>	<b>290</b>	<b>44</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>9</b>	

Title SOCIAL PROTECTION	Venue	Dates	DoT	Part. Days	No. Part	AFRICA		AMERICAS		ASIA		EUROPE		ARAB STATES		TOTAL WORKERS	
						Workers		Workers		Workers		Workers		Workres			
						M	W	M	W	M	W	M	W	M	W		
AFRICA																	
A101216 - Financial governance of social security schemes (QUATRRAIN AFRICA)	C	8/12/08 12/12/08	5	200	40	8	3	0	0	0	0	0	0	0	0	0	11
AMERICAS																	
A201037 - Gestión de la seguridad y salud en la empresa	C	5/5/08 16/5/08	10	160	16	0	0	2	1	0	0	0	0	0	0	0	3
ASIA																	
A351769 - Participatory approaches to improve working and employment conditions in the informal economy and other workplaces	F	13/10/08 17/10/08	5	105	21	0	0	0	0	2	4	0	0	0	0	0	6
EUROPE																	
A401144 - Tripartite workshop on employment injury protection schemes in Eastern Europe and Central Asia: trends, issues and strategies for reform	C	11/2/08 15/2/08	5	115	23	0	0	0	0	0	0	6	2	0	0	0	8
<b>SUBTOTAL 'SOCPRO'</b>			<b>25</b>	<b>580</b>	<b>100</b>	<b>8</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>28</b>	



**Annex 14**  
**Core courses 2009**

## 2009 PROGRAMME CORE COURSES

Coord Code	Title	Venue	Dates	Duration	DoT	No. Part	Part Days	Lang	Manager, Co-Manager	Sponsor	
1	A101270	Formation syndicale sur les relations professionnelles	C	23/03/2009 09/04/2009	2.5 W	14	16	224	FR	Insa DIA	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	3.0 W	15	15	225	FR	Insa DIA	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	2.5 W	15	15	225	EN	Insa DIA	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	3.0 W	15	15	225	ES	Jesus GARCIA JIMENEZ	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	3.0 W	15	15	225	ES	Jesus GARCIA JIMENEZ	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	2.5 W	13	16	208	EN	Arun KUMAR	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	3.0 W	20	15	300	EN	Arun KUMAR	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	2.0 W	10	19	190	EN RU	Evelin TOTH	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	3.0 W	15	15	225	AR	Insa DIA	ITALY MAE (VC) 2009 OTHER
10	A501279	Trade union training in freedom of association	C	02/11/2009 20/11/2009	3.0 W	15	15	225	AR	Insa DIA	ITALY MAE (VC) 2009 OTHERS
11	A901278	Trade union training in human rights and international labour standards	C	21/09/2009 02/10/2009	2.0 W	10	20	200	EN FR ES	Giacomo BARBIERI	ITALY MAE (VC) 2009 OTHERS
12	A901276	Formação sindical sobre capacitação para a organização	C	28/09/2009 16/10/2009	3.0 W	15	15	225	PT	Jesus GARCIA JIMENEZ	ILO RBTC/TC/AFRICA (08-09) ITALY MAE (VC) 2009 Study visit (in kind)

**Annex 15**  
**Planned and implemented activities for 2009**

ACTIVITIES IMPLEMENTED OR TO BE IMPLEMENTED IN 2009 EXCLUDING CORE COURSES BY REGION

Coord Code	Title	Venue	Dates	Duration	DoT	No. Part	Part Days	Lang	Sponsor
<b>AFRICA</b>									
A152126	Suivi du réseau des syndicalistes points focaux Sida sur la formulation de projet (Dakar, Senegal)	F	23/02/2009 27/02/2009	1.0 W	5	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	1.0 W	5	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	1.0 W	5	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	1.0 W	5	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	1.0 W	5	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	1.0 W	5	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	1.0 W	5	20	100	EN	ILO ACTRAV GENEVA ITALY MAE (VC) 2009
A170051	Distance education course on website development	D	30/12/2009 31/12/2009	0.5 W		20		EN	ITALY MAE (VC) 2009
<b>AMERICAS</b>									
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	13.0 W				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	2.0 W	4	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	5.0 W	10	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	5.0 W	10	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	8.0 W	16	5	80	ES	MINISTERIO DE TRABAJO Y ASUNTO SOCIALES (ESPAÑA)
A270058	Formación de formadores en línea	D	02/03/2009 08/05/2009	10.0 W	18	30	540	ES	ITALY MAE (VC) 2009
A252115	Foro público: la reforma de la seguridad	F	04/03/2009	0.5 W	1	63	63	ES	

Coord Code	Title	Venue	Dates	Duration	DoT	No. Part	Part Days	Lang	Sponsor
	social con enfoque de género - linked to P250350 (Lima, Peru)		04/03/2009						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	1.0 W	5	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	1.0 W	5	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	8.0 W	16	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	1.0 W	5	16	80	ES	ITALY MAE (VC) 2009
A270049	Desarrollo sostenible y empleo decente	D	04/05/2009 26/06/2009	8.0 W	16	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	1.0 W	5	16	80	ES	ITALY MAE (VC) 2009
A270068	Formación sindical en línea sobre técnicas de comunicación sindical	D	01/06/2009 24/07/2009	8.0 W	16	30	480	ES	ITALY MAE (VC) 2009
A201404	Formación tripartita Promocion Convenio 188 - Actividad ACTRAV	C	15/06/2009 19/06/2009	1.0 W	5	20	100	ES	SPANISH GOVERNMENT
A270067	Formación sindical en línea sobre libertad sindical	D	06/07/2009 28/08/2009	8.0 W	16	30	480	ES	ITALY MAE (VC) 2009
A270069	Formación sindical en línea sobre técnicas de comunicación sindical	D	03/08/2009 25/09/2009	8.0 W	16	30	480	ES	ITALY MAE (VC) 2009
A252155	Derecho del trabajo y relaciones laborales en America Latina (Montevideo)	F	10/08/2009 14/08/2009	1.0 W	5	20	100	ES	ILO REGIONAL OFFICE + OTHERS
A252255	Cooperación técnica y gestión de proyectos (Lima, Peru)	F	24/08/2009 28/08/2009	1.0 W	10	15	150	ES	ITALY MAE (VC) 2009
A270070	Formación sindical en línea sobre libertad sindical	D	07/09/2009 30/10/2009	8.0 W	16	30	480	ES	ITALY MAE (VC) 2009
A201419	Empleo doméstico y conferencia OIT	C	19/10/2009 23/10/2009	1.0 W	5	20	100	ES	UGT-ISCOD + OTHERS
A201402	Técnicas de negociación colectiva en el sector marítimo y pesca	C	02/11/2009 20/11/2009	3.0 W	15	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	1.0 W	5	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	0.5 W	4	15	60	ES	Safework + SSOS + ISTAS + others
A270059	Formación sindical en línea sobre seguridad social	D	30/12/2009 31/12/2009	0.5 W		30		ES	ITALY MAE (VC) 2009
A270052	Formación a distancia sobre empleo y género	D	30/12/2009 31/12/2009	0.5 W		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	0.5 W	5	20	100	ES	CC.OO Oficina Centro América-Caribe
A270047	Formación a distancia en seguridad social y salud y seguridad en el trabajo	D	30/12/2009 31/12/2009	0.5 W		20		ES	ITALY MAE (VC) 2009
<b>ASIA</b>									
A351906	Trade union training for FTUB on decent work for migrant workers (Mae Sot, Thailand)	F	05/01/2009 09/01/2009	1.0 W	5	28	140	EN	ILO RBTC/TC/ACTRAV (08-09)

Coord Code	Title	Venue	Dates	Duration	DoT	No. Part	Part Days	Lang	Sponsor
A370048	Distance education programme on collective bargaining skills	D	16/03/2009 15/05/2009	9.0 W	16	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	1.5 W	8	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	1.5 W	5	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	1.0 W	5	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	1.0 W	5	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	1.5 W	8	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	1.0 W	5	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	1.0 W	5	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	1.0 W	5	20	100	EN	ITALY MAE (VC) 2009 SPOCTU (South Pacific Council of Trade Unions )
A352177	Educators workshop on training methodologies (Bangkok) (Bangkok, Thailand)	F	16/11/2009 20/11/2009	1.0 W		20		EN	
A352102	Trade union training for leaders of Federation of Trade Unions (FTUB) Burma	F	14/12/2009 18/12/2009	1.0 W	5	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	0.5 W	5	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	0.5 W	5	20	100	EN	ITALY MAE (VC) 2009 ILO GENEVA - DISABILITIES PROGRAMME
A352124	Follow-up on trade union training on the informal economy (India or Thailand)	F	30/12/2009 31/12/2009	0.5 W	5	20	100	EN	ITALY MAE - ACTRAV ADDIS - ACTRAV GENEVA
<b>EUROPE</b>									
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	50.0 W				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	50.0 W				EN	EC
A401406	Workshop on European sectoral social dialogue - linked to P410561	C	02/02/2009 06/02/2009	1.0 W	5	22	110	EN	EUROPEAN COMMISSION
A452131	Strengthening the capacity of EMCEF	F	06/04/2009	0.5 W	3	22	66	EN	

Coord Code	Title	Venue	Dates	Duration	DoT	No. Part	Part Days	Lang	Sponsor
	affiliates in Croatia, Macedonia, Malta and Slovenia for participation in sectoral social dialogue at national and European level - linked to P410561 (Croatia)		08/04/2009						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	0.5 W	2	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)	F	09/06/2009 11/06/2009	0.5 W	3	20	60	EN	EUROPEAN COMMISSION
A401393	ICEM-IUF capacity-building for regional secretaries in the Balkans	C	22/06/2009 26/06/2009	1.0 W	5	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	0.5 W	3	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	1.0 W	3	15	45	EN	GOVERNMENT OF FLANDERS
A401395	Economic and financial crisis	C	02/09/2009 04/09/2009	0.5 W	3	25	75	EN FR	ETUC, ETUI-REHS
A401394	Training on communication and leadership for young trade unionists	C	21/09/2009 25/09/2009	1.0 W	5	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	0.5 W	3	35	105	EN	EUROPEAN COMMISSION
A401398	Decent work for migrant workers in global economy	C	30/12/2009 31/12/2009	0.5 W	4	25	100	EN FR	ETUC, ETUI-REHS
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	0.5 W	3	20	60	EN	EUROPEAN COMMISSION
<b>ARAB STATES</b>									
A501446	Trade union training for Workers' Committee in Gulf countries and Saudi Arabia	C	10/08/2009 14/08/2009	1.0 W	5	20	100	EN AR	ILO ACTRAV GENEVA
<b>INTERREGIONAL</b>									
C900153	Development of trade union training material (year 2009)	C	01/01/2009 31/12/2009	52.5 W				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	17.5 W	34	30	1020	EN	ITALY MAE (VC)
E910488	Technical services - ACTRAV (year 2009)	C	01/01/2009 31/03/2009	13.0 W				EN	ITALY MAE (VC) 2008
E910524	Programme development for Workers' Programme (year 2009)	C	01/01/2009 31/12/2009	52.5 W				EN	VARIOUS

Coord Code	Title	Venue	Dates	Duration	DoT	No. Part	Part Days	Lang	Sponsor
A970060	Follow-up online conference for trainers' evaluation conference on the SoliComm platform (A951868 - 2008)	D	12/01/2009 06/02/2009	4.0 W	8	18	144		
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	5.0 W	10	26	260		ITALY MAE (VC) 2008
A970050	Distance education course on information technology for full ICDL certificate	D	14/04/2009 23/10/2009	28.0 W	56	30	1680	EN	ITALY MAE (VC) 2009
E910617	IMF School 2009	C	29/06/2009 10/07/2009	2.0 W				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	2.0 W	10	20	200	EN	ITALY MAE (VC) 2009
A901401	SIDA, HIV/AIDS (Caraïbes, Europe, Asie)	C	30/11/2009 04/12/2009	1.0 W	5	20	100	EN FR PT	ONU SIDA, ILO SIDA GENEVA
A901226	Workshop on employment relationship recommendation	C	30/12/2009 31/12/2009	0.5 W	5	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	0.5 W	10	20	200	EN ES	SPANISH GOVERNMENT

**Annex 16**  
**Indicative Plan 2010**

Programme for Workers' Activities

## 2010 PROGRAMMES: INDICATIVE 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 T.U.		3	15	FR		RBTC/AFRICA/TC ITALY+Others
	Occupational Safety and Health and HIV/AIDS (English Speaking Africa + Caribe)		3	15	EN		RBTC/ACTRAV/TC ITALY+Others
AMERICAS							
	Social security and unions		3	15	SP		RBTC/ACTRAV/TC
	Training of trainers with 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

CODE	TITLE	DATES	WEEKS	PARTICIP	LANG.	STUDY VISITS	SPONSOR
	ILS and FoA		3	15	EN		RBTC/ASIA/TC ITALY+Others
EUROPE							
	Employment and informal economy		3	15	RU		RBTC/ACTRAV/TC ITALY+Others
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

(\*) An additional language could be added

Programme for Workers' Activities

**2011 PROGRAMMES: INDICATIVE 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 T.U.		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

CODE	TITLE	DATES	WEEKS	PARTICIP	LANG.	STUDY VISITS	SPONSOR
EUROPE							
	Social Security and unions		3	15	EN		RBTC/ACTRAV/TC ITALY+Others
ARAB STATES							
	Labour relations		3		AR		RBTC/ACTRAV/TC ITALY+Others
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
	ILS and the Declaration on Fundamental Workers' Rights – (Lusophone Africa and Brazil)		3	15	PT		RBTC/ACTRAV/TC ITALY+Others

(\*) An additional language could be added

**Annex 17**  
**Background of the Programme**

## **BACKGROUND OF THE PROGRAMME**

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

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

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

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

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

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

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

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

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

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

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

The Programme has the following long-term objectives to:

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

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

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

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