



Comité de Formación Sindical

Trade Union Training Committee

Comité de la Formation Syndicale

# Trade Union Training Committee

Report on trade union training programmes conducted in 2012 together with the programmes for 2013 – proposals for 2014 and indicative plans for 2015.

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## **A. Executive summary and general remarks**

### **2012: good results but also increasing difficulties**

In 2012, the Programme ran 53 educational activities (including 12 core courses in Turin, 29 in the field, three distance education courses and nine other training activities in Turin). The Programme included 1233 participants, of whom almost 50 per cent were women.

The Workers' Programme in 2012 implemented its activities within the framework of its mandate, aimed at improving:

- Institution- and capacity-building of trade unions in relation to the decent work agenda, the 2008 Social Justice Declaration, international labour standards and workers' rights, freedom of association, organizing and collective bargaining;
- Capacity of trade unions to represent and defend the interests of workers in collective bargaining, social and policy-making dialogue, Decent Work Country Programmes and UNDAF;
- Dissemination of training and educational capacities;
- The role and participation of workers in ITCILO activities and a tripartite approach in terms of the Centre's activities.

Among its **main achievements**, the Programme:

- Successfully consolidated new curricula: domestic work, sustainable development and green jobs, communication for trade unions, and wage policies and collective bargaining;
- Carried out important projects with a positive conclusion (social security and OSH in Latin America and domestic workers in Europe) with measurable results;
- Achieved a significant increase in the participation of women (from 42 per cent to 49 per cent);
- Obtained the highest end-of-course evaluation results of any ITCILO programme;
- Produced more new training material in Europe, Latin America and Africa;
- Consolidated new and old partnerships with labour-friendly institutions, trade union educational colleges and institutions – and expanded its outreach function by organizing tailor-made activities with GUFs (IndustriAll) and trade unions from OECD countries (Italy).

We also registered **negative and incipient facts**, however, mainly linked with difficulties in providing the Programme with adequate predictable resources to meet our priorities.

*No new projects specific to workers were carried out, old ones were discontinued and resources from different ILO sources were not available for educational programmes closely linked with the core priorities and agenda of the Organization.*

As a consequence, we registered a significant drop in the number of workers participating in our activities and in general in the activities of the Centre, with an increased imbalance among regions. Besides widening the gap between the registered results and targets set by the Centre's recently adopted Strategic Plan, these results undermine the core role of workers' participation and training activities and tripartite added value in an ILO-based training institution like ITCILO. Furthermore, the existing situation makes it more difficult to design and implement well planned educational pathways which are the most adequate in terms of impacting capacity-building for trade unions worldwide.

### **2013–2014: objectives and specific challenges**

In December 2012, when defining its priorities, the Workers' Group "*stressed the importance of the Turin Centre in realizing the objectives of the ILO and reasserted the value*

*of ACTRAV Turin in providing workers with capacity building related to the decent work agenda and in the challenges confronting the labour movement”.*

The Workers’ Activities Programme is strongly committed in this sense and operates in order to maintain and increase the quality and impact of its training offer. The Programme aims to use selectively the available resources for educational programmes rooted in the mainstream of the workers’ group priorities and the main old and new areas of trade union work in the present situation. The Programme is also working to attract additional resources and to increase the quality and effectiveness of existing cooperation with ACTRAV in Geneva, at regional and country level and with trade union organizations at all levels in order to develop consistent educational pathways and programmes promoting participatory training methodologies, stronger knowledge and experience-sharing in order to contribute to trade union policies and actions. The whole ACTRAV team in Turin is convinced that this is the right approach, capable of having an impact on institution- and capacity-building in workers’ organizations. This engagement is visible in the activities planned for 2013 and 2014.

The ILO reform process launched by the new Director General could be an invaluable window of opportunity for pushing in this direction and creating the conditions for a specific product, rooted in a results-based approach, for “the training component of institutional capacity building of workers’ organizations”. All the Programme’s activities indeed take in several ILO outcomes beyond the specific one linked to capacity-building for workers’ organizations and this is another element to be considered in favour of such an approach.

In order to make these objectives a reality we need the committed support of the Centre’s management, and certain issues must be clarified:

- The Workers’ Programme (as with the Employers’ Programme, but with the not insignificant difference that ACTRAV has long been investing sizeable resources in the former) plays a decisive role in closely linking the Centre with the ILO mandate. In any case, even in an increasingly market-driven Centre with higher internal competition for resources, the Workers’ Programme cannot be perceived as a “burden”.
- The specific nature of the Workers’ Programme serving the workers as a constituency of the ILO requires a clear resource mobilization strategy, consistent with the general strategy of the Centre but also specific. Moreover, the Programme’s financial performance should be measured according to its specific nature. The Programme, for instance, offers full fellowships to 99 per cent of participants in its activities and no change to this distinctive feature is intended in coming years.

This evaluation also applies to the tripartite content of the Centre’s activities as far as the participation of workers is concerned.

## **B. Report on 2012 Programme delivery**

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

The Programme's educational delivery system is organized into:

- core residential courses in Turin with a duration of two weeks (plus study visits if appropriate);
- courses and workshops in the field and in Turin (usually from three to five days);
- distance education activities, via SoliComm platform;
- blended courses (distance plus face-to-face);
- activities framed into projects (funded by external partner institutions);
- advisory services for the organization of courses or workshops for national trade unions and/or European and international organizations (including Global Unions);
- training activities for ACTRAV staff.

The Programme also aims to bring tripartism and participation by workers' representatives into the mainstream of the Centre's training activities.

The Programme is guided by a focus on strategic areas with the general objective of producing an improved institutional capacity building for workers' organizations at national, regional and global level within a rights-based approach anchored to:

- International Labour Standards and the Declaration on Fundamental Principles and Rights at Work, in particular freedom of association, the right to collective bargaining and the use of the supervisory system of the ILO;
- Implementation of the Declaration on Social Justice for a Fair Globalization;
- The Decent Work Agenda;
- Collective bargaining and working conditions with a special focus on the Tripartite declaration of principles concerning multinational enterprises and social policy;
- Trade union organizing and management, information technology and communication for unions;
- Gender and the rights of women workers.

The Programme's objectives are in line with the ILO Programme and Budget outcomes, in particular with outcome 10, "***Workers have strong, independent and representative organizations***", and its indicators:

- ✓ workers' organizations include the Decent Work Agenda in their strategic planning and training programmes;
- ✓ workers' organizations achieve greater respect for fundamental workers' rights and international labour standards through their participation in policy discussions at national, regional and international level.

Special attention is also paid to keeping our courses updated with the Agenda of the ILO and the priorities of the Workers' Group as well as the International Trade Union organizations and the extension and implementation of workers' rights in the most vulnerable sectors of the world of work, such as precarious work contracts, workers in the informal economy, women, migrants, EPZs.

Within these strategic areas and through a process of consultation with ACTRAV (Geneva and field) and the Secretary of the Workers' Group, and seeking the highest possible level of cooperation with the international, regional and national trade union organizations involved in our activities, the Programme develops and continuously updates its core curriculum. Particularly relevant curricula include the following:

- International labour standards and the Declaration on Fundamental Principles and Rights at Work;
- Trade union capacity building for Decent Work and for promoting the workers' agenda in DWCPs and UNDAF (the "Cubed" Programme);
- Elimination of child labour;
- Employment policies and the Global Jobs Pact;
- Social security;
- Occupational health and safety and HIV and AIDS;
- Economic and financial analysis of enterprises for collective bargaining;
- Collective bargaining;
- Employment relations and precarious workers;
- Workers in the informal economy;
- Social dialogue;
- International economics and political economy;
- Organizing and trade union management;
- Communication for trade unions;
- Rights of women workers;
- Information technology and online distance education for trade unions;
- Training methodology and trade union training systems;
- Decent work, sustainable development and green jobs (new).

## **B.2 Actions taken in relation with the conclusions of the 2012 Trade Union Training Committee meeting**

At its 31<sup>st</sup> meeting in Turin on 26–27 April 2012, the Trade Union Training Committee (TUTC) reached a consensus on a series of major points (full text of conclusions of the 30<sup>th</sup> meeting of the TUTC can be found in Annex 1) which represent the key guidelines and references for the ITCILO Workers' Activities Programme.

Following these recommendations and monitoring the use of resources carefully, the Programme for Workers' Activities has taken a number of actions aimed at:

- a) Strengthening resource mobilization for the Workers' Programme, with the support of ACTRAV, urging the management of the Centre to adopt a specific strategy for funding the Workers' Programme which has been more heavily affected than others by the reduction of predictable, regular contributions by donor governments;
- b) Supporting the integration of the Centre with the ILO;
- c) Engaging the Programme in the design and delivery of several project initiatives. In particular, the Programme has delivered projects for Africa, Europe and Latin America. Unfortunately, during 2012 important projects were discontinued by donors and new project proposals were rejected by potential donors;
- d) Improving the integration of the Turin Programme for Workers' Activities into the training component of TC programmes managed by ACTRAV-Geneva;
- e) 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);
- f) 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, with a new curriculum on sustainable development, green jobs and Decent Work;
- g) Engaging the Programme in the design and delivery of activities addressing cross-cutting issues linked to DWCPs. We faced serious difficulties, however, in making available resources for the implementation of the Decent Work training programme developed by ACTRAV-Turin to assist trade unions to integrate workers' priorities in DWCPs as well as in UNDAFs and based on the Social Justice Declaration and the four pillars of the Decent Work Agenda;



- h) Engaging the Programme in the design and delivery of activities addressing the impact and trade union response to the economic and financial crisis on the basis of the content of the Social Justice Declaration;
- i) Revising and producing training manuals and materials for labour education;
- j) Expanding and further developing regional labour education and research networks on specific topics;
- k) Seeking closer interaction with the ITUC and its regional structures in terms of focusing priorities for training activities and core issues to address;
- l) Supporting the participation of workers in general training courses.

In particular, efforts were successfully undertaken to **strengthen the gender mainstreaming** strategy in the activities of the Programme and **women's participation in our courses** and to improve the **decentralization of management of distance education activities**, thanks to closer cooperation with the Centre's ICTS department, even if this caused some difficulties in implementing distance education activities which are still not completely settled. Also, a revision of the Programme website is planned with the aim of distributing more information on its activities and programmes.

More effective cooperation with ACTRAV and the ITUC, regional trade union structures and global unions is needed to achieve better results as well as a stronger resource mobilization strategy for the Centre, particularly in relation to relevant donors such as the European Union and potential new donors (such as BRICS countries).

In 2012 the Programme obtained some positive results in **expanding its cooperation with labour-friendly institutions and with national trade union centres or Global Union federations** for co-funding activities or implementing tailor-made activities. **Cooperation with trade union training institutes and colleges was also expanded**, to the satisfaction of all parties.

But the **limited resources available for activities in the field** (apart from resources available for projects which are strictly earmarked) were **obstacles to the design and implementation of comprehensive training programmes in each region linked with shared capacity-building strategies**. This constraint caused difficulties in implementing the required coordination at regional level, beyond the capabilities of our team and our regional partner organizations.

Despite the subjective limitations of the Programme's capacity to conduct activities in French and Arabic, we were able to produce activities for French-speaking Africa and the Arab States thanks to the collaboration of ACTRAV specialists and regional desks and to the contributions of external collaborators.

Despite **the target for worker participation in Centre activities set by the ITCILO Strategic Plan, the level of worker participation in general is still far from this level** and in particular tripartite activities and academies are receiving very poor numbers of workers, with frequent problems also with regard to the process of nominating participants through the Secretary of the Workers' Group.

Nevertheless, a positive result was achieved **in the redesign of the course on wage policy through a tripartite review in cooperation with ILO-TRAVAIL and ITCILO** and in 2013 we will test this new curriculum on a very relevant issue.

### **B.3 Overall activity and participants in 2012**

In 2012, the Programme ran **53 educational events (26 fewer than in 2011): 12 core courses in Turin** (eleven core courses plus the core course for the Arab States postponed to January 2012), **nine other activities in Turin and 29 in the field (30 fewer than in 2011) and three distance education courses**. A brief description of each activity can be found in

Annex 2.

**Twenty-seven activities were fully funded or co-funded by projects (50.0 per cent of the total) with 714 participants (57.9 per cent of the total):** five activities in Turin, 19 in the field and three online.

**In 2012, the Programme had 1,233 participants** (equal to 11.37 per cent of the total number of participants in ITCILO activities) with a decrease of 37.8 per cent compared to 2011 and almost equal to figures for 2010 (see Table 1). The participants in 2012 were 629 men (50.6 per cent) and 604 women (49.4 per cent), confirming a positive trend with a further significant increase in women participants (+7.4 per cent).

Within this framework, **careful resource management was applied in order to make it possible to implement the highest possible number of activities and to maintain the level of training quality offered.** The contribution of all staff to these results was invaluable and very effective.

The topics of the activities in 2012 were as follows (certain activities cover more than one topic):

- Social protection and social security (10)
- Globalization, employment, Global Jobs Pact, MNEs (6)
- Sustainable development and green jobs (2)
- Wages and collective bargaining (5)
- International labour standards, freedom of association (5)
- Decent Work Agenda integrated approach (7)
- Social dialogue (9)
- OHS/E and HIV/AIDS (5)
- Union organizing and young leadership training (7)
- Precarious workers and employment relations (3)
- Informal economy workers (3)
- Gender mainstreaming (3)
- Migration (2)
- Domestic workers (8)
- Training of Trainers (4)
- Other (1)

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

**Table 1 Workers' Programme: Annual Participation (1995 to 2012)**

<b>Year</b>	<b>Participants</b>
1995	318
1996	274
1997	253
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

Year	Participants
2009	1,268
2010	1,218
2011	1,982
<b>2012</b>	<b>1,233</b>

**Table 2 Workers' Programme: Participants by Region (2012)**

Region	Men	Women	Women in 2011	Total
Africa	45.6%	54.4%	47%	239
Latin America	48.1%	51.9%	42%	272
Asia-Pacific	54.5%	45.5%	39%	213
Europe	53.2%	46.8%	41%	495
Arab States	76.9%	23.1%	24%	13
ICS				1
<b>TOTAL</b>	<b>629</b>	<b>604 (49.4%)</b>	<b>41.6%</b>	<b>1,233</b>

*These results confirm a structural weakness in terms of the ITCILO resource mobilization strategy for the Workers' Activities Programme, repeatedly highlighted at previous TUTC meetings.*

*The number of participants and activities rises and falls year on year, solely on the basis of the growing or declining resources made available to the Workers' Programme by new donor-funded projects, **without any real possibility of planning training programmes based on resources available upfront** (beyond the core courses approved by the TUTC every year). This also has repercussions on the very limited resources available for follow-up activities.*

The balance between different regions in the delivery of courses is also linked to this unpredictable trend in available resources. **This situation means that there is limited opportunity to meet the worker participation target for the Centre's activities set in the Strategic Plan.**

A positive development in 2012 has been new activities delivered in partnership with GUFs and trade unions from OECD countries, confirming a potential new area for the Workers' Programme in Turin.

Cooperation at regional level was also very positive: in Africa nearly all the field activities were held at training facilities owned by trade unions, namely ITUC-Africa's Training Centre in Lome, OATUU's Kwame Nkrumah Labour College in Accra and COTU-Kenya's Tom Mboya Labour College in Kisumu; in Asia we developed consolidated collaboration with institutions such as Jilaf in Japan and Koilaf in Korea, as well as strong partnerships with ACFTU in the People's Republic of China and FTUB in Burma; in the Americas and Europe our Programme cooperated intensively with CSA/TUCA and ETUC, ETUI and European Federations.

**Table 3 Workers' Programme: participants and days of training by type of activity (2012)**

Type of activity	Participants			Days of training	
	No.	%	Diff. 2011	No.	%
Core courses (Turin)	184	14.9	+ 38	1,970	33.2
Other activities (Turin)	274	22.2	+ 10	1,022	17.2
Activities in the field	710	57.7	- 867	2,403	40.4
<b>Face-to-face total</b>	<b>1,168</b>	<b>94.8</b>	<b>- 721</b>	<b>5,395</b>	<b>90.8</b>
Distance education	65	5.2	- 28	550	9.2
<b>TOTAL</b>	<b>1,233</b>	<b>100.0</b>	<b>- 803</b>	<b>5,945</b>	<b>100.0</b>
<i>Project-based</i>	<i>714</i>	<i>57.9</i>	<i>- 727</i>	<i>2,532</i>	<i>42.6</i>

#### B.4 Core courses

**The Programme organized twelve core courses in 2012, including one (for the Arab Region) planned for 2011 and postponed to January 2012** due to conflicting schedules with important trade union meetings organized in that region.

All core courses were conducted residentially in Turin with 184 participants, corresponding to 14.9 per cent of all participants. These core courses covered 1,970 days' training (33.2 per cent of the total) with an average of eleven days per participant. Four core courses in 2012 included a study visit to a labour organization which had expertise in the course subject area (2 in Spain, 1 in Japan and 1 in Milan, Italy).

Since 2008, the duration of core courses in Turin has been two weeks (plus one week's study tour, if appropriate, hosted by a national organization with expertise in the course subject). A shorter duration generates the need for a more effective balance between the specific content of the course and the institutional cross-cutting issues (like international labour standards, the international trade union movement, globalization, gender, freedom of association, the Decent Work Agenda and the Social Justice Declaration), and also in the online pre-course component of the core courses.

The Programme's annual delivery of core courses is determined on a regional cyclical basis (see Annex 4), but the 2012 schedule was also designed **to support the training objective of strengthening trade unions' capacity in the areas of organizing and collective bargaining and in addressing emerging issues like domestic workers and informal economy workers**. Consequently, four of the twelve core courses were dedicated to these subjects.

Furthermore, **the new curriculum for 2012, regarding capacity building for promoting the workers' agenda in DWCPs and UNDAF**, and linked with the new project designed by the Programme, **has been tested in four regions** (Europe was not included).

**A new curriculum on "Decent Work, sustainable development and green jobs" has been implemented for an interregional audience, while the curriculum on**

**communication skills for trade unions has been tested in the European region** with a focus on new media and young leadership promotion.

Three courses were conducted in English, two in Spanish, one in Portuguese, one in Russian/English, two in Arabic/English and one in English/Spanish (these last four featured simultaneous interpretation). Two courses for Africa were held with interpretation in English and French in order to encourage integration and exchange of experiences between the continent's two main linguistic groups.

Three were conducted for Africa, two for the Americas, two for Asia and the Pacific, one for Europe, two for the Arab region and two for an interregional audience (one of them for Portuguese-speaking Africa and Brazil).

The core courses were as follows:

#### AFRICA

- **A1-05066 - Trade union training on employment relations and the informal economy** (in French and English)
- **A1-05067 - Trade union training on capacity building for promoting decent work** (in English)
- **A1-05076 - Trade union training on occupational safety and health and HIV and AIDS** (in French and English)

#### AMERICAS

- **A2-05069 - Trade union training on workers' rights and international labour standards, with a focus on labour standards for domestic workers** (in Spanish)  
Study tour: Spain (CC.OO.)
- **A2-05075 - Trade union training on capacity development for the promotion of Decent Work** (in Spanish)  
Study tour: Spain (UGT)

#### ASIA-PACIFIC

- **A3-05068 - Trade union training on organizing and collective bargaining in multinational enterprises** (in English)
- **A3-05071 - Trade union training on union actions for Decent Work (focus on freedom of association & social security)** (in English)  
Study tour: Japan (JILAF)

#### EUROPE

- **A4-05073 - Training of young leadership on communication policies and skills for trade unions** (in Russian and English)  
Study tour: Milan, Italy (CGIL)

#### ARAB STATES

- **A5-04026 - Trade union training for democratic trade unionism and Decent Work in Arab countries** (in Arabic and English)  
*[Postponed from 2011 to January 2012 (one week's duration with 15 participants)]*
- **A5-05070 - Trade union training on social protection and social security policies** (in Arabic and English)

#### INTERREGIONAL

- **A9-05135 - Trade union training on labour relations and the informal economy**

- (in Portuguese for Africa and Brazil)
- **A9-05072 - Trade union training on Decent Work, sustainable development and green jobs** (in English and Spanish)

All the core courses were managed and taught by Programme staff. External resource persons were used to teach specific parts of the syllabus. More details on the core courses can be found in Annex 3.

## **B.5 Courses and activities in Turin and in the field**

In addition to the core courses, the Programme conducted other face-to-face activities in Turin and in various regions. In 2012, the Programme conducted **38 courses or activities: nine in Turin** (two more than in 2011) **and 29 in the field** (30 fewer than in 2011).

**These activities were attended by 984 participants: 710 participants for activities in the field** (57.7 per cent of the total against 78.5 per cent in 2011) with 2,403 days of training (40.4 per cent of the total) and **274 taking part in activities in Turin** (22.2 per cent of the total against 9.4 per cent in 2011) with 1,022 days of training (17.2 per cent of the total) with an average of 2.5 training days per participant.

**Of these activities, 21** (55.3 per cent of this kind of activity) **were organized as part of projects** funded by external bodies (see next section).

The full list of activities in Turin, activities in the field and project-based activities can be found in Annexes 5, 6 and 7, respectively.

The numbers of activities conducted in Turin were:

Asia–Pacific	2
Europe	5
Interregional	2

The numbers of activities in the field were:

Africa	6
Latin America	9
Asia–Pacific	6
Europe	8

## **B.6 Distance education**

Distance education via computer communications has become an integral part of the Programme but in 2012 we continued to face difficulties regarding transfer of the management of SoliComm to the Centre's Information Services and the simultaneous change in the software used for SoliComm and in its design. These problems were overcome in the second half of 2012 by favouring broader, more decentralized and user-friendly use of distance education.

**Table 4 Workers' Programme: Distance education activities (2003–2010)**

	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
<b>Total courses</b>	3	8	6	7	10	13	17	5	3	3
<b>Total participants (final)</b>	49	96	119	167	190	327	245	155	93	65
<b>Average participants (per course)</b>	<b>16</b>	<b>12</b>	<b>20</b>	<b>24</b>	<b>19</b>	<b>25</b>	<b>15</b>	<b>31</b>	<b>31</b>	<b>22</b>

In 2012, the Turin Programme for Workers' Activities ran **three distance education courses** for the Americas (all within the framework of a project).

**Participants in these courses numbered 65** (5.2 per cent of the total), of whom 41 were women (63.1 per cent), for a total of 550 days of training (9.2 per cent of the total).

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

## **B.7 Projects**

Projects conducted by the Programme are long-term, multi-activity endeavours funded by external organizations. **In 2012 the Programme conducted 27 activities within the following six projects**, directly managed by the Programme:

- **Strengthening of trade union action on social security in Latin America** (2<sup>nd</sup> phase and discontinued in 2012)  
Sponsor: Spanish Government  
Activities: seven activities in the field and three online.
- **Sectoral social dialogue in new member states and candidate countries (in partnership with EFFAT and AMCEF)**  
Sponsor: European Commission (in the framework of a joint EC/ILO management agreement)  
Activities: six activities conducted in Croatia, Hungary, Lithuania, Romania, Brussels and Turin.
- **Decent Work for domestic workers (in partnership with ITUC, ETUC and relevant European Federations)**  
Sponsor: European Commission  
Activities: four activities conducted in Germany, Ireland, Spain and Turin.
- **Strengthening of participation of women in social dialogue in the Great Lakes**  
Sponsor: Walloon Community (WBI)  
Activities: one in Burundi and one in the DRC and support for a course in Togo for African participants on organizing workers in the informal economy.
- **Several Italian-funded projects (MENA, Myanmar and others)**  
Sponsor: Italian Government  
Activities: one activity in Myanmar and support for two core courses in Turin for Africa and the Arab states.

**One activity in Africa for training of trainers on OHS and HIV and AIDS was**

**co-financed by the Swedish International Development Agency (SIDA), but within the framework of a project managed by ACTRAV-Geneva.**

For more information, please consult Annex 7.

## **B.8 Gender**

The Programme's record for the year 2012 in relation to women's participation in activities is presented in Annex 9.

**The total percentage of women participants in all courses of the Programme for Workers' Activities was an unprecedented 49.4 per cent (7.8 per cent more than the previous year), which was very close to the target of 50 per cent women participants.** The Workers' Programme has the highest level of participation by women out of the Centre's Technical Programmes (excluding the gender-specific one).

This result reinforces a positive trend already registered in 2011 (an increase of eleven points from 2010 to 2012), strengthened by the growing level of satisfaction in the evaluation concerning gender issues in the courses – although the evaluation still highlights unsatisfactory elements in gender mainstreaming in the courses.

This achievement was boosted by the implementation in 2012 of eight activities (including one European project) linked to the new curriculum on domestic workers, which we plan to develop and run beyond 2012.

The overall participation of women grew in all regions with the exception of the Arab States (Asia: +7 per cent, Europe: +6 per cent, Africa: +7 per cent and the Americas: +10 per cent).

The participation of women in the 12 core courses accounted for 51.6 per cent, therefore exceeding the target of 50 per cent. The same happened in field activities with an overall rate of 50.4 per cent and for distance education courses with a rate of participation by women of 63.1 per cent.

ACTRAV training programmes have been addressing the gender dimension of the specific issues under discussion in the courses, and discussions on the specific issues facing women workers were encouraged both with external resources and in groups.

The results in terms of women's participation show that we must also solidify these positive trends through closer cooperation with the Centre's Gender Programme. Further specific analysis of the situation in each region is needed in order to find the most effective ways and means to make high levels of participation of women in our courses a permanent feature of the Programme and to address better gender mainstreaming and gender perspectives in our courses, also including specific activities on gender discrimination and working and living conditions for women.

The Turin Programme for Workers' Activities will continue to encourage trade unions to nominate more women unionists for training activities by confirming the existing nomination criteria and explicit requirements.

## **B.9 Freedom of association and the right to collective bargaining**

Freedom of association and the right to collective bargaining are central topics in the Programme's activities and there is good long-standing cooperation on these issues with the ITC's Technical Programmes on International Labour Standards and Social Dialogue. A session on Freedom of Association, along with International Labour Standards, is included in all the core courses.



In 2012, freedom of association and collective bargaining were a major focus in six of the 12 core courses:

The Programme also conducted 15 activities in Turin and the field, which had freedom of association and collective bargaining as a major focus. These activities can be found in the relevant Annexes.

## **B.10 Training material**

In 2012, two training manuals entitled “*Sustainable development and Decent Work: A training manual for African workers*” (in English) and “*Union Training on Occupational Safety and Health*” (in English and French) were published.

During 2012, training material included in the overall proposal entitled “Decent Work Cubed” underwent further updating, review and development. Two new guides arising out of two specific training processes were also produced: “*Social Protection and domestic workers*” (in Spanish) and “*Basic Guide to Health and Safety at Work for trade union organizations*” (in Spanish).

**A new pedagogical tool, the “Manual for Trade Union Education on Social Dialogue” was produced in the framework of the EU-funded project.** The Manual is designed for trade union trainers responsible for organizing courses at sectoral and/or national level, with a particular focus on the specific conditions and needs trade unionists from Central and Eastern Europe face when it comes to strengthening Social Dialogue. Each of the seven short training modules contained in the manual deals with a specific issue and **the Manual is available in English, Romanian, Croatian, Polish, Hungarian, Slovenian, Czech, Lithuanian and Bulgarian.** It was widely disseminated with the assistance of ILO offices in Budapest and Brussels as well as by the European federations (IndustriAll ETU, EFFAT, ETF, EFBWW and UNI-Europa) **and via websites.**

## **B.11 Evaluation**

The Programme conducts detailed evaluations of its courses. In 2012, participants in these courses gave the Programme an overall grade of 4.39 on a scale from 0 to 5. A more detailed account of the evaluations by participants in 2012 can be found in Annex 10.

An unresolved 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 was once again ranked above the Centre average in terms of evaluation results. Nevertheless, satisfaction with preliminary information (3.95) and gender in training (4.24) were once again among the lowest ratings within our Programme, but both achieved the highest improvement in evaluation compared with 2011 and the overall quality of the activities received an evaluation of 4.55 with 96 per cent of responses rating it between 4 and 5.

The follow-up evaluation conducted for 11 activities gave good results on a scale from 0 to 5, compared with the Centre average:

- Large or very large improvement in competencies 3.90 (ITCILO 3.75)
- Large or very large improvement in job performances 3.79 (ITCILO 3.56)
- Large or very large improvement in organizational performance 3.12 (ITCILO 2.87)
- Use of established networks 2.72 (ITCILO 2.53)
- Use of training material 3.38 (ITCILO 3.10)
- Participation in course as a good investment 4.18 (ITCILO 3.96)

## **B.12 Regional reports**

### **a) Africa**

Notwithstanding the relatively solid growth trajectory in Africa, unemployment, underemployment, poverty and inequality remain major problems. The economic rebound has not translated into commensurate reductions in the continent's employment crisis and poverty, nor any significant progress towards the attainment of the Millennium Development Goals, especially in Sub-Saharan Africa. The continent is experiencing infinitesimal job growth, apparently perpetuating a fundamental feature of its previous growth spell driven by the capital-intensive extractive sectors, which also have few forward and backward linkages with the rest of the economy. Soaring unemployment and underemployment rates weigh heavily on Africa's youth and women, the majority of whom are engaged in low productivity economic activities in the ever-growing informal economy and subsistence agricultural sector that are plagued with widespread Decent Work deficits. All of the African countries analysed during the period under review demonstrated higher youth than adult unemployment rates. The problem is more acute in North Africa, where 27.1 per cent of young people were unemployed in 2011, and the ratio of youth-to-adult unemployment rates was estimated at 3.9 per cent – compared to 2.5 per cent worldwide.

Currently, most African countries are implementing the Decent Work Country Programmes which comprise an embodiment of outcomes and outputs that constitute at least an approach towards Decent Work, for which the effectiveness of progress and achievements would be measured. Increasingly, social partners are part of the implementing committees of the DWCPs, but the involvement of workers' organizations, particularly at the formulation stages of the DWCPs, is in some instances hasty and superficial and workers' priorities are not always taken into due consideration.

In 2012 ACTRAV-Turin contributed to the enhancement of the capacities of trade unions in Africa through the provision of relevant education and training activities that benefited various cadres. From a long-term perspective, these interventions were intended to contribute to the development of workers' organizations' advanced knowledge and labour education capacity, with the ultimate goal of strengthening the knowledge and influence of workers' organizations in decision-making through social dialogue and collective bargaining as well as their effective participation in the Decent Work Country Programmes. A total of nine training courses were implemented, including three core courses held at the Turin Centre, and six other activities carried out at field level. Some 208 participants including 113 (or 54.33 per cent) female trade unionists attended these training courses. Also, two training manuals entitled "Sustainable Development and Decent Work – a training manual for African workers" and "Union Training on Occupational Safety and Health" (in French and English) have been published after validation in 2011.

A training strategy involved the creation and delivery of high quality training courses that empowered and significantly contributed to incremental knowledge and skills of trade union representatives and activists. The courses were identified through a consultative process with the ACTRAV-Africa Desk, ACTRAV Field Specialists and also through the attention paid to the Resolutions and Strategic Plans of ITUC-Africa and OATUU as key reference materials reflecting the expressed and felt needs of their respective affiliates.

Moreover, the Workers' Group Priorities and the TUTC's decision informed the choice of courses and the identification of target groups. The profiles of targeted cadres were used as benchmarks for determining the training scope, curricula and the selection of resource persons for each course. The curricula were organized around problems, rather than mere subjects, and these problems reflected the concerns of trade unions on key challenges plaguing the world of work. As such, training curricula activities were developed in line with the ILO's four strategic objectives: Decent Work agenda, Social Justice Declaration, Global

Jobs Pact, ILO Outcomes and Workers' Group Priorities. Emphasis was placed on ILO international labour standards and supervisory mechanisms, freedom of association and collective bargaining, organizing with emphasis on reaching out to the informal economy and EPZ workers, employment with a special focus on the raging youth employment crisis, social security and social protection floor for all, social dialogue and tripartism, occupational safety and health, HIV and AIDS, gender mainstreaming, labour migration and the Green Economy initiatives.

The objectives of each training course enabled us to create teaching materials and products that not only covered the technical know-how but also addressed deeper concerns of African trade unions in the context of contemporary issues and challenges plaguing the world of work. The suggestions and contributions by the staff of various technical departments of ITCILO, the ILO, ACTRAV, the ITUC, ITUC-Africa and OATUU who were involved as resource persons shaped the structures, content and timetables of the training courses.

The courses were conducted in supportive environments through highly participatory approaches which ensured full involvement of all participants through the exchange of information and experiences. The training methods used included presentations which were sometimes performed via videoconference, brainstorming, problem-solving group work and plenary discussions. The group work fostered increased social integration and as a result, participants were able to self-correct, consider multiple perspectives, understand the larger context of a problem, or relate theory to practice. In the end this enabled them to grow intellectually and appreciate the importance of self-directed learning drawing on their own rich experiences, skills, and trade union values. Also, they were able to develop efficient tools to inform the policy direction and actions of their trade unions around the themes of the various courses that were implemented.

Nearly all the field activities were held in training facilities owned by trade unions, namely: ITUC-Africa's Training Centre in Lome, OATUU's Kwame Nkrumah Labour College in Accra and COTU-Kenya's Tom Mboya Labour College in Kisumu. This way, we were able to involve some of the professional staff of both ITUC-Africa and OATUU as resource persons in our training activities. It is envisioned that our training activities will make a positive contribution to ITUC-Africa's effort with regard to establishing a Research Institute. The ILO, ACTRAV-Geneva, the Walloon Community, the Swedish International Development Agency and the Government of Italy were our main Cooperating Partners.

The various training activities that were implemented during the period under review contributed to the accomplishment of ILO outcome 10, i.e. Workers have strong, independent and representative organizations, and also outcome 1, i.e. More women and men have access to productive employment, decent work and income opportunities; outcome 6, i.e. Workers and enterprises benefit from improved safety and health conditions; outcome 7, i.e. More migrant workers have access to productive employment and Decent Work; outcome 8, i.e. The world of work responds effectively to the HIV and AIDS epidemic; outcome 12, i.e. Tripartism and strengthened labour market governance contribute to effective social dialogue and sound industrial relations; outcome 13, i.e. A sector-specific approach to Decent Work is applied; and outcome 14, i.e. The right to freedom of association and collective bargaining is widely known and exercised.

In specific terms these training activities contributed to the capacity enhancement of trade unions in Africa on issues of organizing with special focus on reaching out to workers in the informal economy, employment relations, promoting decent work, eliminating the spread and mitigating the effects of the HIV and AIDS epidemic, promoting a preventative safety and health culture in the world of work, promoting workers' effective participation in social dialogue forums, empowering women and promoting gender equality and equity, and honing the competencies of union educators and other shop-floor union representatives on emerging labour and socio-economic issues. It is hoped that the enhanced competency will continue to aid trade union leaders to articulate forward-looking policies at tripartite and bipartite social dialogue forums, including the ongoing DWCPs.

Moreover, our interventions continued to reinforce unions' advocacy and campaigns for a paradigm shift towards an alternative growth model that emphasized a balance between economic growth, social progress, decent work and environmental preservation. In nearly all the courses, participants were encouraged to form networks around the themes. These networks continue to function as dynamic platforms for knowledge-sharing and as vehicles for promoting solidarity actions. For instance, the network on HIV and AIDS has expanded and is gaining more importance in the fight against HIV and AIDS related stigma, advocacy for review of workplace policy on HIV and AIDS aimed at bringing this into line with ILO Recommendation 200, easing the effects and contributing to the elimination of the spread of the HIV epidemic.

The interregional and regional training activities were platforms for informed debate around issues and challenges of interest to trade unions. They were also opportunities for strengthening South–South cooperation and developing trade unions' perspectives in responding to the challenges engendered by globalization and regional integration. The individual action plans developed by participants under each implemented activity were means of transferring knowledge and skills gained to their members with a view to achieving multiplier effects.

The network of volunteer educators with highly developed communication and facilitation skills, acquired through their participation in our training activities, will help trade unions to carry forward the momentum already created, through the implementation of their own educational programmes. The learning materials developed will continue to support the field work of union educators. National trade union centres that are running the study circle projects are using the expertise of the trained educators and the learning materials developed by our programme. This is a very good example that we hope other national trade union centres will emulate in their quest for providing members with education in a cost-effective and sustainable way. It is hoped that the application of the knowledge and skills gained by those who took part in the activities will enable them to cascade this process to different cadres within the trade union movement with a view to achieving a multiplier effect.

Bearing in mind the resource constraints, it is important for us to search for potential donors and to negotiate cost-sharing modalities with ITUC-Africa and OATUU. In addition, with the support of ITCILO's ITCS Department we would like to develop clear and detailed guidelines on how to design and implement distance education, enabling us to implement blended courses cost-effectively.

## **b) The Americas**

### *Training strategy*

To fulfil its mandate of supporting the important role played by the trade union movement of the Americas within the framework of the Decent Work Agenda and of its updating and improvement, the ITCILO Programme for Workers' Activities considers it essential, given the inseparable and interdependent nature of decent work, to promote the capacity building of trade union organizations in strategic objectives in line with the provisions of the 2008 ILO Declaration. With this in mind, three requirements relating to trade union training for the promotion of decent work are considered to be uppermost among the priorities for Latin America:

1. Collective construction of a trade union training methodology. This is based on the premise that training is a teaching–learning process that needs to be planned and ordered. Based on an internal strategy of designing “training” for the “action”, decent work must be seen as a concept “of” trade union action and “for” trade union action. Organization of training with the benchmark training curricula involves a systematic process of planning the trade union training by levels and areas in order to achieve a consistent and progressive connection between the

issues to be addressed (training as a process). This considers the diverse profiles of trade unionists and the different depths of knowledge required as students progress in the content or based on the specific responsibilities of trade unionists. This approach enhances procedural capabilities (know-how) so that the theoretical knowledge, when applied to experience, can improve the daily practice of trade union action.

2. Setting up/consolidation of Technical Trade Union Training Teams on Decent Work within trade union organizations. This means that organizations can call on trade union working teams to support the design and implementation of training programmes on decent work as well as social dialogue processes through trade union initiatives and as a focal point for setting up trade union cooperation networks at national and international level.
3. Coordination and cooperation between trade union organizations nationally and internationally. Given the importance, acknowledged by the ITUC, of national and international coordination and cooperation between trade union organizations, one of the aims of the work done has been to support the strengthening of processes of cooperation between trade union organizations at national level as well as communication and cooperation networks at subregional, regional and intercontinental level.

All the courses held in Turin for Latin America in 2012 involved an intercontinental exchange component: the European delegation coordinating with the European Trade Union Institute in the case of the regular course on International Labour Standards and Domestic Work; with the African delegation of the African regional course on the promotion of decent work and with delegates from Brazil and Portuguese-speaking Africa for the interregional course held in Portuguese.

#### *ACTRAV coordination*

The original initiative of systematic work on capacity building for the promotion of decent work, in accordance with the provisions of the 2008 Declaration, arose from experience and previous work, both in Turin and in the field, carried out by the Turin Centre Programme for Workers' Activities in this region: the current proposed training plan has evolved out of the achievements of this initiative over time and the overall work done by ACTRAV.

Throughout 2012, ACTRAV (Regional and Turin) has developed various activities focusing on trade union training methodology for the promotion of Decent Work (two field activities lasting two weeks each and another activity in Turin lasting three weeks, with a total of 43 participants, including 25 women trade unionists). The most outstanding result was validation of the training programme "Planning union training for Decent Work promotion – Decent Work Cubed", both with the Trade Union Confederation of the Americas (TUCA) and the Global Union Federations, with special focus on cross-cutting of International Labour Standards with regard to each of the components of Decent Work and methodological systematization of gender mainstreaming.

ACTRAV-Turin provided technical and methodological contributions to the training initiatives delivered by ACTRAV-Regional on Political Economy, Social Dialogue and Health and Safety at Work, both in face-to-face and distance learning activities. Working with ACTRAV-Geneva, it also coordinated all activities implemented, from planning to subsequent execution. Special mention must be made of the regional course on trade union rights and international labour standards relating to domestic work in the wake of the adoption of Convention 189 by the 2011 Conference.

Execution of the final tranche of the Project on Social Security for Trade Union Organizations (SSOS) was also duly coordinated with the various ACTRAV subregional specialists, both in terms of national activities carried out and in subregional trade union

training and coordination workshops prior to discussion of the national social protection floor initiative held at the Conference, resulting in Recommendation 202.

*Coordination at regional level with trade union organization*

Throughout 2012, special importance was attached to systematic coordination with TUCA-ITUC through the ACTRAV-Regional-Headquarters and Turin team for all regular courses delivered in Turin on topics identified by the Trade Union Training Committee. In the case of activities in the field, work was carried out with the TUCA trainers' network for presentation of the "Decent Work Cubed" training initiative mentioned above.

With regard to this training initiative, during 2012, under the relevant coordination of ACTRAV-Regional and Geneva we worked with trade union delegates from the International Trade Union Federations (INDUSTRIALL, BWI, UNI, IFJ, ITF, IE, PSI, and IUF). This resulted in the drawing up of specific lines of intervention in regional work plans.

In April, the results of work coordinated between TUCA and ACTRAV-Regional/Turin were presented as part of the second TUCA Congress on the topics of Social Security and Health and Safety at Work. This meeting was held with trade union delegates from all over the continent and in the presence of Spanish delegates from the CCOO and UGT and their respective trade union cooperation institutes, all with the support of the Spanish-funded SSOS Project.

*Coordination with National Training Centres and research institutions*

2012 was an important year for ongoing coordination and collaboration with the International Labour Foundation for Sustainable Development, Sustainlabour, using training materials available in distance learning mode prior to RIO+20, where social protection was fixed as one of the cornerstones of a model of sustainable development. Sustainlabour also helped develop an interregional course on Decent Work, Sustainable Development and Green Jobs delivered in Turin in September.

In 2012, two memoranda of understanding were signed: one between the ITC ACTRAV Programme and the Trade Union School of the Spanish Trade Union Confederation of Workers' Commissions (CCOO), and another between the Programme and the Trade Union Institute for Development Cooperation (ISCOD) of the General Union of Spanish Workers (UGT), with the aim of placing the terms of cooperation that both organizations have offered ACTRAV for more than 10 years on a formal footing and reaffirming the desire of both organizations to continue prioritizing this type of cooperation over and above difficulties arising out of the current crisis.

Special mention must go to the cooperation with the UOCRA Foundation of the Argentine CGT Guild of Builders, enabling two of the above courses to be delivered at its headquarters, with its logistical and methodological support. The support of the members of the Multidisciplinary Technical Team for Decent Work from the Argentine CGT was especially important in this context, as was that of the Workers' Representation Team from the Social Security Bank (BPS) of Uruguay for training in the field of Social Security, as part of the SSOS Project.

*Coordination with other ITCILO Technical Programmes*

Activities held in Turin during 2012 benefited from the support and participation of the Centre's International Labour Standards and Gender Departments. They also contributed with papers and some groups participated in their own training sessions. Papers were also submitted by the Department of Social Security and EPSD with reference to green jobs and sustainable development.

Coordination with the Employers' Activities Programme (ACTEMP) was invaluable throughout the term of the SSOS Project and more specifically for implementation of the results presentation sessions that were held in Madrid last May.

### *Coordination with Field Offices and Departments in the Geneva Headquarters*

All activities in the field during 2012 benefited from the participation of specialists from the various offices depending on the subject area covered, having previously provided descriptions of the activities and a proposed programme so that they could be shared. One particularly important factor this year was the cooperation of technical specialists – all coordinated directly by the regional work training specialist – from the Regional Office, where a good proportion of activities were held. Specialists from other offices also provided support and supervision on topics of gender, social security or health and safety at work, and were even involved in the process of preparing training materials. ACTRAV-Turin also cooperated with the Andean Subregional Office in the process of drawing up training guidelines to be included in the project on the social protection floor initiative that is being supported by Spanish cooperation for the Subregion. Specific coordination activities have also been carried out with the ILO in Geneva, involving the departments of Standards, Social Security and Health and Safety at Work

### *Coordination with international cooperation agencies*

Exceptionally, and to mark the end of the cooperation agreement with the Spanish Agency for Development Cooperation and the Spanish Workers' Commissions (CCOO), a cooperation agreement was signed with the CCOO Peace and Solidarity Foundation, under the terms of which it was possible to carry out five field activities with ACTRAV-Regional and Turin. The Peace and Solidarity Foundation funded more than two thirds of the cost of these activities, as well as funding the publishing of training material developed by ACTRAV. During 2012, the ITC, in coordination with the Region and Geneva, made the necessary efforts to keep working jointly with Spanish cooperation with the submission of a new continuity project on the topic of social security and its relationship with an alternative model of sustainable development, including new Latin American countries and thus exploring the intercontinental expansion of the proposal (Africa). Unfortunately, a review of the priorities of Spanish cooperation in the context of the economic crisis and corresponding budget cuts meant that the project submitted could not ultimately be adopted.

### *Training material*

During 2012 work went ahead on updating, reviewing and developing training material included in the overall proposal entitled “Decent Work Cubed” mentioned above. Two new guidelines arising out of two specific training processes were also produced during 2012:

- Social protection and domestic workers in Peru from the perspective of those involved.
- Basic Guide to Health and Safety at Work for trade union organizations.

### *SSOS Project Closure and presentation of results*

Over and above the activities held in 2012 within the framework of the Spanish-funded Project on Social Security for Trade Union Organizations (SSOS) and the results obtained during the term of the project, the following qualitative achievements were recorded:

- Social Security was adopted as a trade union priority.
- National strategic alliances: consultation mechanisms between trade union centres were reinforced and new alliances were forged with other civil society organizations.
- Unity of action of national and continental trade union centres and strengthening of international trade union cooperation networks. Ability to involve trade unions in other countries and other continents as well as to coordinate Social Security efforts with other Projects being developed in the region in order to increase the cover offered to beneficiaries.
- The project made a significant contribution to a number of national Decent Work Country Programmes and to ILO policies for Latin America in general, giving rise to important synergies with other programmes and initiatives.

The project served as a tool for trade union coordination prior to international discussions on the national social protection floor initiative (in the wake of ILO Recommendation 202).

### c) Asia and the Pacific

Asia–Pacific accounts for about two thirds of the global workforce and, economically, is the fastest growing region currently. It contributed about 36 per cent of the global gross domestic product (GDP) in PPP terms and 34 per cent of the total world merchandise exports in 2011. The PRC, India, and Japan accounted for over 70 per cent of the region’s total GDP.<sup>1</sup>

While the region’s economic performance has remained positive, the global economic crisis exposed the weaknesses of the export-led development strategies and threatens the fragile achievements made by the developing Asian countries on MDG goals. It is a region with extreme socio-economic inequalities, high underemployment and chronic poverty; two-thirds of the world’s poor, living on \$1.25 a day or less, are in Asia–Pacific. Growth has been accompanied by a rise in the share of precarious, low wage employment and employment in the informal economy – which are indicators of the fact that growth is not creating decent work. Asia’s share of global youth unemployment is over 45 per cent. The mechanisms for social dialogue remain weak and respect for ILO Conventions 87 and 98 remains a low priority. Much remains to be done in regard to achieving the objectives of Asian Decent Work Decade (2006–2015).

The main priorities of trade unions are: promotion of social protection, decent work for workers in precarious employment (such as migrants, women and youth) and respect for freedom of association, collective bargaining and tripartism. In terms of training needs, the areas of union competencies that need strengthening are: organizing, union management, negotiations and collective bargaining skills, knowledge development on wages and employment policies for sustainable development (including minimum wages and green jobs), industrial relations and labour law reforms and organizing and collective bargaining within MNEs.

ACTRAV-Turin’s training activities for Asia–Pacific are therefore planned in view of the TUTC recommendations and advice of ACTRAV colleagues and seek to contribute towards achievement of ILO Outcome 10 (Workers have strong, independent and representative organizations).

During the year 2012, the Programme carried out 10 training programmes for Asia and the Pacific Region: four residential programmes in Turin (including two for the All-China Federation of Trade Unions) and six training workshops in the field, including one training programme for the Federation of Trade Unions of Burma (FTUB) in Yangon. These were attended by 213 unionists, including 97 women (45 per cent). In addition, 40 Asian unionists (of which 7 were women) also participated in other interregional programmes run by the Turin Centre. Details of these training activities are given in the annexes.

Areas of focus for training programmes are: Decent Work Agenda; ILO Standards; the ILO’s supervisory machinery for promoting freedom of association; employment, wages and social protection policies; organizing and collective bargaining skills and unions’ role in Decent Work Country Programmes. In general, the content of the training programmes focused on union priorities in the context of the four strategic objectives of the Decent Work Agenda and also aimed to mainstream gender issues in the courses, sometimes also supplemented by specific sessions for integrating gender perspectives in trade union work.

While all training activities explicitly contribute to Outcome 10 (Workers have strong, independent and representative organizations), since the main themes of training programmes also focus on specific issues linked to the Decent Work Agenda, ACTRAV

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<sup>1</sup>*Key Indicators for Asia and the Pacific 2012: Highlights*, Asian Development Bank, <http://www.adb.org/publications/series/key-indicators-for-asia-and-the-pacific> [accessed 30 April 2013].



training also contributes to the achievement of other ILO outcomes such as Outcome 1 (Decent Work opportunities), Outcome 4 (Social Security), Outcome 5 (Improved working conditions), Outcome 6 (OSH), Outcome 7 (Migrants), Outcome 12 (Tripartism and social dialogue), Outcome 14 (Freedom of association and Collective bargaining), Outcome 17 (Discrimination) and Outcome 18 (International labour standards).

Training methods: training is designed as a process that integrates information, knowledge and experience-sharing for policy development and union actions. The training methods used acknowledge participants' practical experience in the field of trade union work and seek to enhance these skills through collaborative learning processes – through group discussions, group work and presentations – in groups or individually. Training programmes also build in interregional experience and Asian participants have often had the opportunity to share practices and learn from union experiences in Europe, Latin America and Africa. Every training programme promotes follow-up action plans by participants aimed at strengthening the work of the unions that nominated them. Full scope is given for participants to discuss and come up with their own solutions and actions to bring about change in the identified problems.

Curricula and the content of the programmes are continuously upgraded to reflect emerging issues and training needs of the unions in the region. In 2012, in partnership with ITUC, ACTRAV and TRAVAIL/ILO, a new course on Decent Work for Domestic Workers was designed, bringing together both unions and domestic workers' organizations in Asia with a view to furthering the '12 by 12' ITUC campaign as well as promoting the organization and unionization of domestic workers. Similarly, a five-day course on Wage Policies and Collective Bargaining was also designed and implemented in cooperation with TRAVAIL/ILO.

The current political reforms in Myanmar offer new opportunities for Burmese workers to organize and strive for conditions of decent work after many years. With the support of the Italian government-funded ITCILO project, ACTRAV-Turin conducted a tailor-made training activity in Yangon with the help of the FTUB on 'Promoting freedom of association, the right to organize and collective bargaining' in Myanmar. This workshop was conducted in cooperation with ITUC and the ILO's Yangon Office and helped to promote follow-up plans for organizing workers in Myanmar and for working together. Ideally, ACTRAV should have a project to follow-up for sustained capacity building of workers' organizations in Myanmar; in particular, a great deal of training needs to be addressed in the areas of union organizing, management and collective bargaining skills.

Pursuant to the education cooperation agreement with ACFTU signed by ACTRAV-GVA, two tailor-made training activities are being conducted each year on a co-sharing basis with ACFTU. Study visits for ACFTU are part of this training and are generally hosted by European trade unions. In 2012, CCOO, Spain and OGB, Austria supported the study visit. These training programmes have been evaluated very positively by the participants and this cooperation has also been appreciated by the ACFTU leadership. It is hoped that this positive experience will transform itself into greater support for ACTRAV's education and training activities as part of the South-South cooperation initiative between ACTRAV and ACFTU.

In general, training activities are planned in consultation with the ACTRAV-Asia Desk, keeping in mind the overall policy recommendations of the TUTC. This coordination also helps in taking on board the priorities of the region as communicated by the ACTRAV Field Specialists who are later often involved in the delivery of training activities. Discussions are ongoing with Desk Officers as to how this coordination can be improved. Coordination with the ACTRAV-Asia Desk also extends into the area of raising resources and building partnerships for the training activities of ACTRAV-Turin with other ILO programmes, as well as trade unions in the region for co-sharing resources – both financial and technical (such as with the Korea Labour Foundation and ACFTU).

Given that it is not easy to find donors for Turin-based worker education programmes for Asia–Pacific, our approach has been to build partnerships with other national unions and labour support organizations in the region for co-sharing and co-organizing training activities. This has led to sponsorship of study visits for Asia–Pacific training activities by European trade unions and co-funding of field training programmes from JILAF/Japan, KOILAF/South Korea, SNTUC/Singapore and FES/Global Trade Union Programme. Similar cooperation and support has been offered by ACFTU for 2013. Partnerships with national unions in Asia reflect not only the positive recognition of ACTRAV’s work in the area of workers’ education but also provide an opportunity for the programme to contribute towards workers’ education activities in terms of content and methodologies.

Ongoing challenges:

*Need to expand distance education methodologies in Asia for trade unions (barrier: absence of a common language in Asia, unlike Latin America);*

*Need to promote greater integration of gender perspective in trade union work in Asia and also promote more opportunities for women union leaders;*

*Funding of trade union education: need to raise additional resources for workers’ education for unions in Asia, including through ILO Field Offices, ROAP’s RBTC-Asia funds meant for ITC Turin;*

*Need to have at least biannual planning for Turin programmes in line with the work plans of ACTRAV field specialists so that Turin complements and supports ACTRAV specialists’ work in the field: need for involvement of ACTRAV-Turin in ACTRAV TC programming;*

*Finding ways to improve coordination and collaboration with ILO Field Offices where ILO TC resources are increasingly decentralized;*

*Improving follow-up at national level with trade unions that send participants to ACTRAV-Turin programmes.*

#### **d) Europe**

In the reported period, the European Social Model continues to be under serious threat. Europe is facing a phenomenon of decent work deficit which is spreading across the region. Harsh consequences of the crisis, unemployment, and especially youth unemployment and precariousness are reaching dramatic levels. In all the crisis-hit countries, high unemployment coupled with mounting job insecurity and wage and social benefit cuts imposed by austerity measures have raised Europeans’ perception of injustice and fuelled both peaceful demonstrations and less peaceful outbreaks of social unrest. According to the ILO, unemployment is on the rise in the majority of European countries, reaching unprecedented levels in the EU and in particular in the Southern European countries. Returning to the pre-crisis employment situation is becoming an increasingly distant objective. In 2012, unemployment in the EU was 2 million higher than one year before. The situation of young people is particularly worrying as almost one in four are jobless at present. In some Southern European countries this figure has even climbed to more than one in two. The increase in unemployment is accompanied by growing precarious work that is characterized by less job security, lower wages, less access to training, higher occupational risks and significantly lower coverage by social protection and collective bargaining, compared to workers in regular full-time jobs. Precarious work has a disproportionate effect on young, low-skilled workers, women with family responsibilities and migrant workers. In addition to this, the crisis has further increased informal employment, typically associated with poor working conditions and income and the absence of legal and social protection.

These developments are accompanied by growing imbalances in wages that are lagging behind productivity growth in many countries. This discrepancy is mirrored by the longer term decline in the wage share in terms of gross domestic product. The crisis has also

reinforced long-term trends of low pay and poverty in the region. In 2011, 18.6 million people were experiencing in-work poverty in the EU 27, while in South-East and Eastern Europe and Central Asia 8 million workers lived on less than US\$ 2 per day. Spending on occupational safety and health (OSH) measures has also been under pressure in many countries. Policy decisions that have focused on fiscal austerity have sometimes been associated with an inconsistent application of international labour standards, involving neglect or violation of the fundamental principles and rights at work, especially freedom of association and collective bargaining. Decentralization of collective bargaining has accelerated during the crisis. Recent labour law reforms have weakened social partners' collective bargaining role in negotiations on wages and working conditions as well as in the broader policy-making process. These patterns may aggravate the mentioned trends in precarious employment and slow down the growth in real wages versus productivity gains.

Working in this complex context, the training strategy of the Workers' Programme in Europe rests on four pillars: (1) strategic partnership with European trade union federations in the implementation of large-scale capacity-building projects in New Member States and Candidate Countries of the EU with a sectoral and multi-sectoral approach; (2) building excellent cooperation with the ETUC on EU projects of common interest, such as employment and international labour standards, for example; (3) implementation of tailor-made courses in cooperation with the European Trade Union Institute, especially interregional courses, merging the EU group of participants with participants from other regions of the world to examine topics of common interest, such as globalization, crisis, collective bargaining, labour migration and so on; and (4) continuation of regular partnerships and cooperation with the ITUC Pan-European Regional Council, especially in the implementation of core courses. Building on the experiences of previous years as much as possible, training projects include a research component, the design of new training materials and a greater focus on dissemination.

The “*Strengthening sectoral social dialogue in New Member States and Candidate Countries of the European Union in EFFAT and EMCEF/IndustriAll sectors*” project was, for the first time, implemented not as an ITCILO project, under the full responsibility of the Workers' Programme, but using the new formula of a joint management agreement between the ILO and the ECon (*Cooperation on Social Dialogue and Industrial Relations in the context of the financial and economic crisis*), in which the ACTRAV training activities are a component of a larger tri-annual project involving different units both at the ITCILO and ILO headquarters. It is also the first time that a training package has been offered simultaneously to two different European trade union federations, namely EFFAT and EMCEF/IndustriAll, with the objective of bringing together national sectoral trade unions from different sectors – food, agriculture and tourism on the one hand, and mining, chemical industry and energy on the other – around the same topics. For maximum impact, the project adopted a training of trainers approach, selecting participants who were in a position to transfer their newly acquired knowledge to others in their organization, thus ensuring a multiplier effect and dissemination. Training activities focused on a selection from listed topics: (1) social dialogue and collective bargaining in EFFAT and EMCEF sectors, (2) building stronger unions through organizing and consolidation of trade union structures, (3) impact of the crisis on workers' rights and trade union strategies, (4) communication strategies for trade unions, and (5) gender equality. The training activities were carried out with the support of ACTRAV, the ACTRAV specialist from the Budapest ILO and the ILO Brussels Office.

At the final conference of the project, conclusions were adopted identifying the need for further training assistance on the following themes: *Strengthening trade union structures at local and sectoral levels; Organizing workers, especially youth and women; Communication strategies and skills for trade unions; Reform and redistribution of financial resources; Reforms in labour and social legislation; Conversion of precarious work into work with rights; Ways and means to actively engage trade union members and restore the principle of militancy in trade union organizations; and Political empowerment of trade unions*. These themes will form the basis for the content of training activities in the 2<sup>nd</sup> year of ILO–EC project implementation, in 2013 and beyond.

The project distinguishes itself with the development and publication of a new

pedagogical tool intended for extensive use at national level, the Manual for Trade Union Education on Social Dialogue. The Manual is designed for trade union trainers responsible for organizing courses at sectoral and/or national level. A particular focus is put on the Central and Eastern European Countries (CEECs), both New EU Member States and Candidate Countries, and thus the specific conditions and needs trade unionists from these countries face when it comes to strengthening Social Dialogue. The manual comprises seven short training modules, each dealing with a specific issue. In Modules 1 to 4, training focuses on enabling trade unionists to gain a better understanding of the different aspects and levels of Social Dialogue. These modules cover a basic introduction to Social Dialogue, some more detailed explanation of national and European processes, as well as a presentation of European Works Councils as one specific instrument of company-based transnational dialogue. Modules 5 and 6 focus on skills training. They address the specific Social Dialogue competencies of conflict resolution and negotiation skills. Module 7 deals with gender mainstreaming – a crucial, transverse topic in all social dialogue processes. The Manual is available in English, Romanian, Croatian, Polish, Hungarian, Slovenian, Czech, Lithuanian and Bulgarian and is widely disseminated with the assistance of ILO offices in Budapest and Brussels as well as by the European federations: IndustriAll ETU, EFFAT, ETF, EFBWW and UNI-Europa, via websites and in seminars.

A second training and research project on “*Decent Work for Domestic Workers*” was implemented in partnership with the EFFAT and the ETUC and in close collaboration with the ITUC. This brought together national trade union confederations and sectoral trade unions that organize domestic workers around a common objective, that of the recognition and expansion of rights of domestic workers in selected EU Member States, and advocated the ratification of the Domestic Workers Convention, 2011 (No. 189) and recommended that due attention to be paid by legislators to the Domestic Workers Recommendation, 2011 (No. 201). The training component focused predominantly on explaining the ILO standards and ratification process as well as on international exchanges of trade union experiences of organizing domestic workers and protecting their rights through legislation, collective agreements and common initiatives involving social partners. Research was conducted leading to a report on Decent Work for Domestic Workers: the state of labour rights, social protection and trade union initiatives in Europe, with case studies on Italy, Ireland, Germany and Spain, disseminated to ETUC and EFFAT affiliates in English, French, Spanish and Italian, and widely used at national level as a basis for trade union discussions, policies, actions and campaigns. The project was implemented with contributions from ACTRAV, ILO-MIGRANT, and the ILO offices in Berlin, Madrid and Rome.

The fruitful and successful long-standing collaboration with the European Trade Union Institute continued in 2012, with joint implementation of three training activities. In two of them, participants from the EU, selected by the ETUI, were mixed with the participants from Latin America and New Independent States, in order to benefit from a cross-fertilization between the regions.

One of these experimental training approaches was tried and tested for the first time in the highly interactive European core course Young Leadership Training on Communications Strategies and Skills for Trade Unions in NIS, given in Russian and merged with the ETUI course on communication for the EU in English and Spanish. Such an innovative training course, both in terms of methodology and content, and despite the linguistic barrier, was very well received by the participants and achieved an exceptional overall evaluation score of 4.75. This means that despite the difficulties in organizing such complex courses, ACTRAV should strive to continue in this direction and offer such unique training models. This core course was carried out with the support of ACTRAV specialists from the ILO Offices in Budapest and Moscow, ACTRAV and ILO DCOMM. The activities run with the ETUI drew on the expertise of colleagues from ILO SOCIAL DIALOGUE, ILO MIGRANT and the ITCILO Social Protection Programme.

In the implementation of this core course as well as in different training projects and activities, excellent working relations with the ACTRAV Desk for Europe, ACTRAV specialists in Budapest and Moscow and the ILO Brussels Office were essential. In particular, it is worth emphasizing the very active engagement of the ILO Budapest and Brussels Offices

in the dissemination of the recently published ACTRAV/ITCILO Manual for Trade Union Education on Social Dialogue.

In 2012, in 14 activities implemented by ACTRAV-Europe, 495 workers' representatives were trained, of which 232 were women; in other words, 46.9 per cent female participation was achieved. This is a positive development, mainly due to the prevalence of female participants in the Domestic Workers' project. Compared to the 511 participants trained in 2011, in 2012 there was a small decline of three per cent. In spite of many positive developments, one negative trend must be highlighted: the significant drop in the total number of workers' representatives trained by ITCILO programmes other than ACTRAV.

As far as plans for 2013 are concerned, a new multi-sectoral project is foreseen for different industries covered by IndustriAll Europe Trade Union, as well as delivery of one or more tailor-made training activities for the affiliates of the ETUC, UNI-Europa and ETF and a number of other partners.

The core course for the NIS region in Russian will focus on collective bargaining. New training materials will be prepared on organizing and collective bargaining.

#### **d) Arab States**

The emerging sociopolitical situation in the Arab region has the potential to usher in a new democratic social order and a development approach that engages citizens in the formulation of inclusive development policies and meets the aspirations for decent work of millions of Arab youth and women. There is also a serious risk of negative trends developing in the opposite direction, however. Nevertheless it is also an opportunity for the international community to strengthen democratic institutions, civil society organizations and the trade union movement to assist in promoting social justice, good governance and the democratic development process.

The prominent role of the workers' movement as a catalyst for the winds of democratic change has brought new perspectives and priorities to trade unionism in the region. In some countries new unions are emerging; in others, existing ones have been active promoters of change or are engaged in a process of transformation. In general, freedom of association has gained a new relevance as a means for promoting collective actions and social dialogue between trade unions, and employers could also play an important role in this.

In responding to these emerging realities and given the potential of workers' movements, the Workers' Activities Programme in Turin aims *to strengthen trade unions' institutional and technical capacity to be independent, democratic and representative organizations and develop the capacity of workers' organizations in the North African region to engage effectively in social and policy dialogue and negotiations through the promotion of freedom of association and right to collective bargaining, influence public decisions and defend workers' rights and interests. Trade unions are also called on to contribute to democratic, inclusive and sustainable development with a focus on rights at work, women and youth employment.*

*Our activities in the Region are also aimed at creating opportunities for trade unions in the Arab countries to exchange experiences and network, also thanks to synergies and cooperation with other projects implemented by ACTRAV, ITUC, ETUC and other partner organizations in the region.*

The challenges faced by trade unions in the Region would require implementation of *a comprehensive capacity-development programme, including technical support for the trade union leadership, training on organizational, socio-economic and legal issues for organized and non-organized workers*, and contribution also to the establishment of an *Education and Research Network* for the Region in support of more effective regional coordination to be consolidated among trade unions.

The countries in the Arab region still face major challenges concerning their social and economic development model, poverty, unemployment, trade unions and human rights. Failure to promote growth and jobs, along with measures to encourage respect for fundamental rights at work is creating social tensions and widespread discontent among workers. The region urgently needs economic diversification and Arab countries need to expand their domestic markets; this involves, among other things, measures for Decent Work and respect for fundamental labour standards, particularly freedom of association.

Unfortunately, a project submitted for funding to Europe Aid on Capacity Development of Trade Unions for Decent Work, Democratic and Sustainable Development has been rejected and we are seeking other sources of funding to develop our training programme in the Arab States, with the support of ACTRAV, ETUC and PRODEV and the Training Department of ITCILO. The priorities for trade union education are: organizing and building democratic, representative and effective trade unions, knowledge of international labour standards, the ILO's freedom of association machinery, collective bargaining skills, social security, youth employment, organizing in special economic zones and migration. Gender mainstreaming is also important, in order to take into account the needs of women workers in labour relations systems and in trade union leadership, programmes and actions.

In 2012, the following core course took place at the Turin campus:

- **“Towards Democratic Trade Unionism & Decent Work in Arab Countries”** - (15 participants, including four women)

This core course, planned in close collaboration with ITUC and ACTRAV colleagues responsible for the Arab region, aims to deepen the understanding of trade union representatives on independent and democratic trade unions and trade union structures, democratic social dialogue institutions and policies for promotion of Decent Work and responsive labour relations systems – and to support the recently established Regional Trade Union Forum.

- **“Trade union training on social protection and social security policies”** - (17 participants including seven women)

This core course contributed to strengthening capacities for promoting fundamental rights of workers in the era of globalization and developing union policies and strategies for promoting social security for all workers, especially for workers in the informal economy.

## **f) Interregional activities**

The number of interregional activities was limited due to resource constraints and the postponement of the course on “Decent Work for domestic workers” to 2013 in order to take advantage of the eight activities on this subject held during 2012.

Nevertheless, each of the activities conducted offered interesting potential opportunities for future development of our Programme in terms of cooperation with national Centres and with GUFs and for testing new curricula (as in the case of the course on sustainable development and green jobs), following up several previous activities at regional level.

Below is a brief summary of interregional training activities that were conducted last year:

- **“Trade union training on labour relations and the informal economy”** for Portuguese-speaking African countries and Brazil, in Portuguese, with 14 participants including eight women.

This core course contributed to strengthening capacities for promoting workers' fundamental rights in order to:

- ✓ Understand different aspects of work and assess current trade union policies with workers in the informal economy;
  - ✓ Identify key issues, examples of best practices and challenges of trade union policy in the informal economy;
  - ✓ Incorporate a gender perspective in trade union policy in the informal economy;
  - ✓ Adopt a rights-based approach in the design of trade union policy in the informal economy.
- **“Trade union training on Decent Work, Sustainable Development and Green Jobs”** – Interregional course conducted in English and Spanish with 16 participants including eight women.

This core course contributed to strengthening capacities and competencies of the trade union movement by training trade union officials involved in promoting sustainable development and decent work, with specific reference to the 2008 Social Justice Declaration and the 2009 Global Jobs Pact. This has specifically involved:

- ✓ Reviewing some key concepts behind environmental thinking, including the notion of environmental crisis, growth, sustainable development and analysing the characteristics of the dominant economic model of production and its social and environmental impact;
  - ✓ Analysing challenges and opportunities for the generation of decent work in a new model of sustainable production and consumption.
  - ✓ Exploring different approaches for trade union action in environmental matters at all levels starting from the workplace, focussing on examples of more sustainable workplaces and tripartite and bipartite social dialogue and presenting some examples of trade union action in environmental matters;
  - ✓ Sharing the cross-cutting nature of a sustainable development approach in response to the ILO Social Justice Declaration, Global Jobs Pact and the Green Jobs Initiative of the ILO and other UN agencies as well as international trade union organizations (ITUC).
- **A9-05450 -“FIAT/CHRYSLER 2<sup>nd</sup> Network meeting”** - in English/French/Spanish/Italian/Polish/Czech/Serbian, with 65 participants including nine women.

This activity, conducted in partnership with IndustriAll Global Union, is aimed at strengthening trade union coordination action at European and international level and always includes a training component linked to emerging issues in labour relations with the company involved.

- **A905346 - “Young leadership training course for CISL, Italy”** - in English and Italian with 27 participants including 11 women.

This course is the first training activity which has been tailor-made for a national Centre by the OECD area for many years. In particular, this course was framed within a broader programme (a series of one-week training modules over the course of one year, conducted by the CISL National Training School in Fiesole, Florence) for young leaders of the Italian Trade Union Confederation, CISL. Participants were taught about the core issues linked to the ILO’s functions, the Workers’ Group priorities and the international trade union movement. Furthermore, they participated in a joint session with the participants of the interregional course on Decent Work, sustainable development and green jobs, producing a very effective and successful exchange of experiences.

### **B.13 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, over the past few years the Programme has accumulated relevant experience in conducting residential courses on ICT, organizing week-long seminars and year-long blended activities on the subject, providing advisory services, writing specific training material and teaching courses completely online.

In 2012, the Programme aimed to update and adapt its existing ICT services, focusing on the emerging needs of unions and the Workers' Programme itself and on the most effective use of resources.

**A special focus was given to completing the redesign of the system in order to make possible decentralized use of the Platform to manage distance education and conferencing at regional level and to unify its system with the rest of the Centre.**

The core tool for the development of this strategy was the SoliComm Platform, an integrated computer system developed by the Programme specifically for serving unions in the areas of knowledge-sharing and collaboration and online training. Stronger cooperation with the Centre's ICT services was implemented during 2012, seeking better synergy and resource savings. This work is now completed with the use of new software but the process still created some difficulties when conducting new distance education activities during 2012. The Programme's plans for the future are to build on this expertise to better serve unions worldwide as well as the Workers' Programme at large, in the following fields:

*a) Distance and "Blended" Education*

Using SoliComm, distance education via computer communications has become an integral part of the education offered by 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.

*b) Knowledge-Sharing and Collaboration*

SoliComm is an integrated platform targeted at unions and organizations in the labour movement. During the last few years its services have been improved, allowing a richer and more user-friendly interchange between its users.

In addition, thanks to help from the Innovation Fund in 2012, an interactive platform for promoting trade union training called "Labour-CUBIPEDIA" will be made available. The project was designed by the Workers' Programme and benefits from collaboration with two external partners, the Spanish institutions FOREM-Fundación Formación y Empleo Miguel Escalera and IFES-Instituto de Formación y Estudios Sociales. The platform will offer an **integral trade union training proposal on decent work** (with axes, manuals and trainers' guides). The proposed training process could be adapted to national realities and the priorities and needs of individual trade unions. The platform will also provide **practical online tools** for looking at synergies between training, professional skills and collective bargaining and an online "**Trade Union Encyclopaedia on Decent Work**", similar to the Wikipedia model. The project will be completed in 2013.

## **B.14 Financial report**

In 2012, the Programme funded its courses, activities and projects in a variety of ways. ACTRAV-Geneva provided resources from its RBTC funds and the ITCILO provided funds from the Italian voluntary contribution, from surpluses and from the Regional RBTC. Funds from ILO regional offices and ILO-Geneva departments were also used. A number of national and international trade unions or labour-friendly organizations co-funded Programme activities. Projects funded by the European Union or by governments contributed fully or partially to the implementation of a significant number of activities.



As shown in table 5, in 2012 the Programme received a very limited amount of new Italian funds. This was balanced out by carrying over savings from 2011. As this trend seems likely to continue in future years thanks to a policy of savings, some captive funds were carried over and will contribute to partially compensating for the reduction in fresh funds expected in 2013.

Consequently, captive funds represented 42.75 per cent of the income (against 29.57 per cent in 2011 and 50.63 per cent in 2010) and the contribution from the Regional RBTC remained stable. Other external sources of funding made up 9.1 per cent of the income (9.3 per cent in 2011 and 8.81 per cent in 2010).

The importance of resources from projects was made clear in terms of securing the volume and quality of the activities, but the figures show how unpredictable these resources are. In 2012 they represented 44.0 per cent of the Programme's total income (53.3 per cent in 2011 and 31.7 per cent in 2010).

The implementation of the core courses in Turin absorbed around 73 per cent of all captive funds available, leaving limited resources for field activities (largely funded only by projects) and for prudent carry-over to the following year.

A detailed report on the use of Italian and ACTRAV-Geneva contributions in 2010 can be found in Annexes 11 and 11bis.

**Table 5: Workers' Programme: funding resources (2011-2012)**

<b>Funding resources</b>	<b>2011</b>	<b>2012</b>	<b>Diff.</b>	<b>Notes</b>
<b>Italian contribution</b>	€ 468,211	€ 511,145	+ €42,934	Including €400,197 carry-over from 2011 to 2012.
<b>ACTRAV contribution</b>	€ 660,802	€ 693,318	+ € 32,516	The ACTRAV RBTC contribution is 60% in the 1st year and 40% in the 2 <sup>nd</sup> year of the biennium.
<b>RBTC/ILO/TC</b>	US\$ 216,211	US\$ 215,000	=	In the biennium the RBTC/ILO/TC contribution is around 60% in the 1st year and 40% in the 2 <sup>nd</sup> year.
<b>TOTAL INCOME</b>	<b>€ 2,640,390</b>	<b>€ 2,207,151</b>	<b>- € 433,239</b>	
<b>Project contribution</b>	€ 1,406,830	€ 971,751	- € 435,709	
Contribution to fixed costs	€ 705,239	€ 659,730	- € 45,509	
<b>% CFC with regard to income</b>	<b>26.71%</b>	<b>29.89%</b>	+ 3.18%	

### **Project contribution in 2012:**

<b>European Union</b> (domestic workers & Sectoral Social Dialogue)	€ 552,900
<b>Spain</b> (Social security – final phase)	€ 229,486
<b>Italy</b> (MENA and Myanmar)	€ 49,866
<b>Walloon Community</b> (Great Lakes Region & Africa)	€ 106,499
<b>Sweden</b> (OHS in Africa)	€ 33,000

### **B.15 Workers' Activities team in Turin**

The Programme's staff in 2012 and their main responsibilities were:

Mr Giacomo Barbieri,	Programme Manager and Interregional Activities desk; focal point on gender mainstreaming
Mr Jesus García Jimenez,	Programme Officer, Regional Desk for Latin America and the Caribbean; focal point on social security and distance education and coordinator of the social security project in Latin America
Mr Mban Kabu,	Programme Officer, Regional Desk for Africa; focal point on workers' rights and HIV and AIDS
Mr Arun Kumar,	Programme Officer, Regional Desk for Asia and the Pacific; 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; focal point on gender mainstreaming
Ms Clelia Pellerino,	Programme Secretary
Ms Daniela Ciot	Junior Programme Secretary (project-based)

The staff were severely stretched to meet demands from all course activities and to maintain high standards. They succeeded thanks to their constant commitment.

Thanks must also be given for the highly positive contributions to the Programme from some of the 2012 Programme collaborators, in particular Kristin Carls, Giulia Massobrio and Gaëlle Stierlam.

### **B.16 ITC-Turin, ACTRAV, ILO and external resource persons**

The Programme makes use of external resource persons in its courses and other activities, providing participants with viewpoints and experience from many different regions and labour organizations around the world. Furthermore, the use of resource persons provides us with experts capable of teaching specific topics covered by the Programme.

In 2012 the Programme used 163 external resource persons, 42.0 per cent of whom were women and 67 nationals of countries outside Europe. They came from 32 countries outside Europe and 18 European countries. Twenty-one ILO officials from Geneva and the Regional Offices taught on the Programme's courses and activities and 22 ACTRAV officials from Geneva and from the field conducted sessions as part of courses and activities. In addition, ten 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. Fourteen representatives of Italian unions conducted sessions on the structure of

the labour movement in Italy and Europe.

A full list of the resource persons, including activities linked with projects, is provided in Annex 12.

### **B.17 Workers involved in Centre activities, including bi- and tripartite courses**

In 2012, 300 workers (of whom only 27.9 per cent were women) attended courses at the Centre that were not organized by the Programme for Workers' Activities, compared with 566 in 2011 and 785 in 2010 (see tables 6 and 7).

These numbers represent only a very poor 2.86 per cent of the total number of participants in ITCILO's activities. Workers attending courses organized by ACTRAV Turin represent 79.85 per cent of the total number of workers taking part in Turin Centre activities. More detailed information is available in Annex 13.

The aggregated figures for participation of workers and employers is equally unsatisfactory: **workers and employers participating in activities not conducted by ACTRAV or ACTEMP represent only 4.4 per cent of the total number of participants in ITCILO activities**, and ACTEMP activities cover 77.5 per cent of all participants representing employers.

Focusing on **the Academies, eight Academies took place in 2012 with 632 participants. Only two workers (0.16 per cent) and five employers (0.79 per cent) participated in these Academies.**

This very low level and the continuous decline in the participation of workers and employers in the activities of the Centre, and particularly Academies, make it clear that there is an unacceptable deficit of tripartite representation and tripartism in general.

**Indeed, in 2012 there were only 20 courses that can be considered bi- or tripartite. The number of workers participating was 243**, compared to 416 in 2011 and 667 in 2010.

It is worth highlighting that out of these 20 activities, **seven were only for workers** (five conducted by ILS and two by EMLD) **with 128 workers participating:**

- three activities, in partnership with the ITF, on the maritime convention with 67 participants (ILS);
- two activities in Africa and Latin America under the responsibility of ACTRAV Geneva on ILS and freedom of association for labour-friendly lawyers with 47 participants (ILS);
- two activities in Africa on inclusive finance for workers, presumably with ACTRAV field specialists, with 18 participants (EMLD).

Furthermore, in these cases, where activities concern only workers, the Programme for Workers' Activities should be involved in their design and implementation.

In practice, there were only 13 tripartite activities with 111 participants compared with 425 activities run by the Centre (3.0 per cent of the total) with 10,847 participants (0.9 per cent of the total).

In the present situation **the vast majority of workers participating in courses not organized by ACTRAV Turin are funded by sponsors (inside the ILO or through projects), producing serious problems in the process of nomination of candidates through the Secretary of the Workers' Group, too frequently bypassed by decisions made elsewhere.**

**Table 6: All Centres: Workers participating in bi- or tripartite activities (2012, by Programme)\***

\* Bi- or tripartite activities, or if workers plus employers accounted for 40 per cent of the total, or workers alone made up 25 per cent of the total

PROGRAMME	AFRICA		AMERICAS		ASIA		EUROPE		ARAB STATES		TOTAL
	M	W	M	W	M	W	M	W	M	W	
ILS/FPR activities) (6	14	11	29	13	16	1	31	5	0	0	120
EMLD activities) (3	12	7	0	0	1	1	1	0	0	0	22
SOCPRO activities) (2	6	2	6	0	0	0	0	0	0	0	14
SOCDIA activities) (5	25	3	0	0	0	1	11	8	1	0	49
ERAS (1 activity)	1	0	0	0	2	1	0	0	0	0	4
GENDER activity) (1	0	0	0	0	0	0	2	2	0	0	4
EPSD activities) (2	1	1	1	0	14	2	1	0	0	0	20
PRODEV activity) (1	0	0	0	0	0	0	8	2	0	0	10
<b>TOTAL activities) (21</b>	<b>59</b>	<b>24</b>	<b>36</b>	<b>13</b>	<b>33</b>	<b>6</b>	<b>54</b>	<b>17</b>	<b>1</b>	<b>0</b>	<b>243</b>
<i>TOTAL 2011(36 activities)</i>	<i>140</i>	<i>38</i>	<i>35</i>	<i>14</i>	<i>47</i>	<i>20</i>	<i>76</i>	<i>36</i>	<i>8</i>	<i>2</i>	<i>416</i>

**Table 7: All Centres except the Workers' Programme: Number of Workers in Activities (2012)**

Programme	AFRICA		AMERICA		ASIA		EUROPE		ARAB STATES		TOTAL
	M	W	M	W	M	W	M	W	M	W	
ILS/FPR	17	12	29	14	18	1	33	6	0	0	130
GENDER	1	3	0	0	0	3	2	4	0	0	13
EPSD	3	2	4	0	14	2	2	0	0	0	27
ERAS	2	1	0	0	2	2	0	0	0	0	7
EMLD	18	8	0	2	1	1	1	0	0	0	31
SOCPRO	13	5	6	2	1	0	0	0	0	0	27
SOC DIA	29	5	0	0	0	1	11	8	1	0	55
ACTEMP	0	0	0	0	0	0	0	0	0	0	0
SDG	1	0	0	0	0	0	0	0	0	0	1
DELTA	0	0	1	0	1	2	0	0	0	0	4
PRODEV	0	0	0	0	0	0	13	3	0	0	16
<b>TOTAL</b>	<b>84</b>	<b>36</b>	<b>40</b>	<b>18</b>	<b>37</b>	<b>12</b>	<b>62</b>	<b>21</b>	<b>1</b>	<b>0</b>	<b>311</b>
<i>TOTAL 2011</i>	<i>184</i>	<i>54</i>	<i>59</i>	<i>28</i>	<i>60</i>	<i>21</i>	<i>98</i>	<i>49</i>	<i>9</i>	<i>4</i>	<i>566</i>

## C. Preliminary Report 2013

### General remarks

The budgetary context in which the Programme is operating in 2013 is a concern, as in 2012, with pessimistic prospects for achieving new donor-funded projects. This situation will keep the Programme in an unstable condition with increased dependence on unpredictable and, in any case, strictly earmarked resources. Expected results in terms of workers' participation in the activities of the Workers' Programme and all the activities of the Centre will probably confirm the trend shown in the following table, with figures which are far from the targets set by the ITCILO Strategic Plan.

**Table 8: Participants in activities (2011–2012)**

	2011	2012	difference
<b>Total ITCILO participants</b>	11,958	10,847	-1,111
<b>Total ITCILO participants: workers</b>	2,548	1,543	-1,005
<b>Total ACTRAV Turin participants</b>	1,982	1,233	-749
<b>Deviation from Strategic Plan target (2,200 workers)</b>	+348	-657	

In a nutshell, **the Workers' Activities Programme (together with the corresponding programme for employers) is losing more than 1,300 participants in one year (more than the Centre's total loss in terms of participants).** These figures show that there is a specific problem with the funding strategy for the programmes linked to social partners, which should be addressed by means of specific solutions.

**The possibility of implementing a programme of activities relevant to the capacity building of ILO constituents depends on finding more upfront resources and timely availability of the resources achieved through projects.** The Centre Management also has a fundamental role to play here, through the involvement of the ILO, trying to put into practice an adequate strategy linked to the reform process of the ILO itself. As usual, we count on the highest possible level of cooperation and integration with ACTRAV and the Workers' Group, needed to identify the best balance between different kinds of activities (core course, Turin-based, field-based and distance) and strengthen the long-term stability and relevance of the Programme.

The Workers' Activities Programme, run jointly with ACTRAV and the Workers' Group, is engaged in generating the conditions **for specific products for the training component of a broader process of institutional capacity building for trade unions.** Some promising first steps in this positive direction seem to be possible in cooperation with the new structure designed by the reform of the ILO Headquarters and structures.

On the other hand, we face increasing difficulties in the allocation of resources to the Workers' Programme from the Regional RBTC assigned to the Centre, essentially in relation to the conflicting priorities between our Programme and the Regional Offices and growing competition among Technical Programmes within the Centre which increase the possibility of unilateral choices by the Regional Office.

### Activities planned for 2013

Thanks to resources carried over from 2012 and to some small projects, **64 activities**

**are included in the Programme's pipeline:** 22 in Turin, 35 in the field and seven distance learning or blended, with the number of participants expected to be around 1,400. Part of the resources needed for implementing these activities, however, is still to be guaranteed or is linked to the approval of pending projects.

From the point of view of the training offered, the Workers' Programme is including in the content of the existing curricula issues linked to the priorities of the Workers' Group, as well as updating old curricula and developing new curricula on Sustainable Development and Decent Work, Organizing and Collective Bargaining in MNEs for Respect of Workers' Rights, and Trade Union Rights and International Labour Standards for Domestic Workers.

The efforts to link the core issues of Labour Standards, Freedom of Association and Right to Collective Bargaining, Decent Work and Gender Mainstreaming to the most urgent and current topics for workers in the global economy will continue to be a priority for the Workers' Programme with the goal of effectively contributing to the capacity development of trade unions worldwide.

Organizing and collective bargaining, as well as MNEs, working conditions, the struggle against inequality, poverty and precariousness are among the main areas where the Workers' Programme will be engaged in delivering training aimed at the collective action of trade unions.

Particular efforts will also be made in 2013 to further develop the *new set of training modules to meet the capacity-building needs that trade unions are facing in the design and implementation process of the DWCPs*, through an approach based on the Social Justice Declaration of 2008 and on the interdependent nature of the four pillars of the Decent Work Agenda. This training programme (known as "Decent Work Cubed") is closely linked to the identification of possible ways of receiving new resources earmarked for its implementation. The same applies to a new training programme on multinational companies, planned to launch in 2013.

Based on the new situation experienced in recent years, the Programme is called on to continue and fine-tune its efforts to consolidate and expand the quality, effectiveness and relevance for trade union organizations of its training activities through a set of actions, including:

- **design of integrated educational pathways aimed at enhanced capacity building** via training of specialists on specific subjects and on promotion of training capacities for further dissemination;
- **stronger integration and sharing of information with other training activities** implemented in the field by ACTRAV field specialists and by regional and national trade union organizations;
- increased cooperation with other Technical Programmes of the Centre to enhance the added value of more inputs in their activities from the Workers' side;
- implementation of activities through projects with a special focus on interregional ones;
- **better interaction with national organizations and a more effective evaluation of the impact of training**, which could also stimulate more suitable appointments of candidates to our courses (new follow-up procedures to be identified).

To achieve these ambitious aims, in addition to the need for an appropriate level of predictable funding, the possibility of planning our activities based on a two-year period could be considered.

As far as the core courses are concerned, the Workers' Programme planned to conduct up to 12 courses this year, but we need to monitor carefully the available resources in

order to maintain a good balance with other activities in the field. Since 2010 we have organized at least one course every year in English and French for the African region.

The core courses already scheduled for 2013 and approved by the TUTC in 2012 are as follows (see also Annex 14):

#### Africa

- Sustainable development and Decent Work for all – English/French
- Capacity building on organizing and managing trade unions – English/French
- Capacity building on collective bargaining for trade unions – French

#### Latin America

- Occupational safety and health at work – Spanish
- Employment policies and the informal economy – Spanish

#### Asia-Pacific

- Capacity building on promoting Decent Work – English
- Communication for inclusive and effective trade unions – English

#### Europe

- Capacity building on collective bargaining for trade unions – Russian/English

#### Arab States

- Trade union training on gender equality – Arabic

#### Interregional

- Social security and social protection for trade unions – Portuguese (Portuguese-speaking Africa and Brazil)
- Trade union rights and International Labour Standards especially for domestic workers – English/Spanish/French
- Organizing and collective bargaining in MNEs for respect of workers' rights –

English/Spanish

Other courses and activities are decided upon during the year in consultation with the ACTRAV Geneva regional desks. 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; for the full provisional list, see Annex 15.

The Programme will implement the following projects in 2013:

- Multi-sectoral project on social dialogue  
Sponsor: European Commission (in the framework of the ILO joint management agreement)  
Partner: IndustrieAll Europe
- Strengthening of trade union action on occupational health and safety  
Sponsor: Swedish Government
- Strengthening trade unions in the Great Lakes Region & Africa (if approved)  
Sponsor: Walloon Community
- Projects in Myanmar and in the MENA subregion  
Sponsor: Italian Government

Within this changed framework, new projects are extremely important for the Programme and exploring the possibility of a new partnership with the European Commission in the area of Development Cooperation or elsewhere, as well as with other partners, should be a priority for us in cooperation with ACTRAV, with trade union organizations and with the Centre's Management. Particular attention should be paid to projects with an interregional focus and in the African region and Arab States (in this area there are some possibilities of introducing a bipartite project jointly with ETUC and BusinessEurope for the Maghreb region).



The Workers' Programme in 2013 will also seek increased cooperation with GUFs and with unions from the developed world as well as more tailor-made activities for national Centres.

Positive developments in this direction in 2013 are:

- an increased training component introduced in activities with IndustriAll concerning the Trade Union Network of the Fiat–Chrysler group;
- the implementation for the first time of a training workshop for Asia–Pacific sponsored by ACFTU, improving existing cooperation with this organization;
- confirmed and expanded partnership with labour-friendly institutions and educational structures and colleges in Asia–Pacific and Africa;
- memorandum of cooperation signed with the Trade Union School of the Spanish CCOO and ISCOD, the development cooperation institute of the UGT in Spain.

Bipartite initiatives will be implemented in Europe in 2013 in cooperation with EuroCommerce and UNI Europa on sectoral social dialogue and – for the first time – in cooperation with an Italian company, Enel, and the Enel European Works Council on the implementation of the recently agreed International Framework Agreement.

A very interesting and promising joint workshop involving ACTRAV Turin and ETUI–Solidar on “*Promoting methodological and technological cooperation for a better trade union education*” took place in March 2013 to evaluate the usefulness and possibility of building a network between these three organizations with the aim of submitting a joint project on this subject.

New training material and the updating of existing material will continue with a special focus on gender mainstreaming and on the new training modules on the Decent Work Agenda, on OSH/E and on sustainable development as well as on the accumulated experience in the area of sectoral social dialogue in Europe.

Following the efforts made in order to strengthen the effectiveness of the SoliComm Platform and the distance education tools in 2013, we expect to return to more distance activities with greater delegation to field structures in the creation and management of online activities such as conferences and subconferences (empowerment of the field structures).

### Tripartism

The development of the institutional capacity of ILO constituents is an explicit objective of the Centre's Results-Based Strategic Plan for 2012–2015. Enhancement of the tripartite dimension of its programmes is one of the main principles guiding the work of the Centre and is based on two pillars: a) the strengthening of worker- and employer-specific training programmes as well as the labour administration programme; and b) the enhanced relevance of the different activities of the Centre to social partners and their involvement in these activities. To this end, a specific joint ILO and ITCILO resource mobilization strategy is needed to guarantee upfront resources for this mandate: in particular the regional RBTC, beyond the limited amount assigned every biennium to the Centre, technical cooperation and RBSA.

On the subject of stronger tripartite input in Turin's activities, new guidelines were set in March 2013 which move in the right direction and also look at the promising experience of March 2012, when a workshop of experts on wage policy – with workers, employers, ILO headquarters and ITCILO participating – agreed to review the existing curricula for courses on wage policy with a clearer tripartite content and design (to be implemented possibly in connection with specific courses for workers and employers) which will be tested in 2013. This methodology will also be transferred to other issues of interest to a tripartite audience, in particular linked to Academies. An updated list of experts on specific subjects to be used as

resource persons for workers will also be given to the other Technical Programmes.

On the other hand, the growing number of activities promoted by the Centre in partnership with the ILO, which are frequently workshops discussing very relevant and sometimes controversial issues, requires a renewed and timely effort, coordinated between the ILO and ITC, to make sure that workers and employers are informed and involved in these activities from the beginning with full respect for the procedures for the appointment of worker participants by the Secretary of the Workers' Group.

## **D. Proposals for 2014 and suggested plans for 2015**

The Programme's core courses are cycled by region and topic (see Annex 4). In view of the courses conducted in past years and with the aim of maximizing the possibility of assisting trade unions to integrate workers' priorities in DWCPs, the following plans for 2014 and 2015 are presented (see Annex 16).

### **Provisional Plan for Core Courses in 2014**

#### Africa

- Trade union training on social security – English/French
- Communication for trade unions – English
- Capacity building on the fight against poverty for trade unions – English/French

#### Latin America

- International labour standards and the Social Justice Declaration in MNEs – Spanish
- Capacity building on employment relations and precarious work for trade unions – Spanish

#### Asia–Pacific

- Trade Union Rights and International Labour Standards (domestic workers) – English
- Capacity building on organizing and collective bargaining for trade unions – English

#### Europe

- International labour standards and the Social Justice Declaration in MNEs – English/Russian

#### Arab States

- Capacity building on employment policies (with a focus on youth and women) – Arabic/English

#### Interregional

- Capacity building on wage policy and the fight against inequality for trade unions – English/Spanish **new**
- Capacity building on organizing for trade unions – Portuguese (Portuguese-speaking Africa and Brazil)
- Trade union rights and international labour standards – English/Spanish/French

### **Suggested plans for 2015**

*Suggested plans for 2015 will be distributed and discussed during the TUTC meeting.*



Annex 1	Conclusions from the TUTC 2012
Annex 2	Summary of Course Description 2012
Annex 3	Core Courses 2012 divided by region
Annex 4	Core Courses (regional distribution 2000 – 2012)
Annex 5	Activities in Turin 2012 excluding core courses & projects
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Annex 7	Distance Learning activities 2012 by region
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Annex 12	List of resource persons
Annex 13	Detailed Tables of Bi- and Tripartite Activities
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Annex 14	Core courses 2013
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Annex 16	*****RtqxkukpcnPlan 2014
Annex 17	Background of the Programme



## **Annex 1**

### **Conclusions from the TUTC 2012**





## **Conclusions and recommendations**

Taking good note of the many contributions that emerged in the debate, Committee consensus was reached on the following points:

1. Confirming its concern for the structural unbalance in the resources available for the Turin Centre and asking its Director to prioritize in the implementation of the Strategy Plan the integration of the Centre into the ILO as its training arm in support of the realization of the Decent Work Agenda and the development of capacity of ILO constituents as recognized in the 2008 Social Justice Declaration.
2. Reasserting the strategic crosscutting role of International Labour Standards, freedom of association and collective bargaining, tripartism, gender equality and improved learning methodologies as essential prerequisites and means of action for all activities of the Centre.
3. Demanding that, through stronger integration between the Centre and the ILO, including regular discussions in the ILO Governing Body about the perspectives of the Centre, the resource allocation for the Centre become an integral part of the ILO resource mobilization, not a separate or additional last-minute component, especially when it comes to Technical Cooperation, negotiations with donors, the use of RBSA etc.
4. Asking the Director – in consultation with the Officers of the Turin Board - to promote the involvement of the new Director General after the election in the process of decisions with a view to reach these objectives and consolidate the role and the mandate of the Centre, its integration with the ILO and the mobilization of predictable and adequate resources.
5. Confirming its concern for a two-tier Centre that could progressively dilute the core mandate of the Centre and weaken workers' participation in training activities and calling upon the Centre to manage the tension between diversification of outreach and resources and the ability to improve the delivery of the core Turin mandate of providing capacity building to constituents on the Decent Work Agenda, including the standards dimension, also in its broader UN outreach action.
6. Asking for the implementation of an effective funding strategy for the Workers' Programme which was more damaged by the reduction of the traditional funding sources of the Centre.
7. Enhancing the development of the Centre policy on bi-tripartite courses with increased representation of social partners and mutually agreed curricula through a stronger

cooperation of the Programme for Workers' Activities with other Technical Programmes and a greater focus on the quality and the added value of tripartite contribution.

8. Urging the Centre to take steps to ensure that workers are better represented through the consultation and approval of the Secretary of the Workers' Group of the nominations of workers to all Centre activities other than the ones organized by the Workers' Programme.
9. Acknowledging the dedication and professional skills of the staff of the Centre and asking for a permanent improvement of regular negotiations and discussions with the Staff Union Committee in particular on points and targets of the Strategic Plan related to staff and working conditions.
10. While appreciating the efforts of Actrav-Turin for capacity building of trade unions and coherent resource mobilization, the Committee recommends the Programme to strive for better balance among regions, with improved interregional training initiatives and a balanced access for participants speaking languages other than English and Spanish, and between emerging issues and fundamental topics such as International Labour Standards, Freedom of Association, Collective Bargaining, including wages, and Social Security.
11. Asking the Programme for Workers' Activities in Turin jointly with ACTRAV Geneva and the Secretary of the Workers' group to elaborate a strategy paper on planning and delivery of high quality training aimed at enhancing the relevance of training for the trade union organizations involved and the coordination with ACTRAV HQ, the Workers Group and the international trade union movement.
12. Improving the capacity of identifying and addressing training needs and mobilizing resources through a stronger cooperation with ACTRAV HQ, regional education specialists and the Secretary of the Workers' Group. Promoting on a rotation basis specific regional workshops to contribute to the planning of the training programmes of ACTRAV Turin, as suggested as a follow up to the ACTRAV 2007 Symposium on Workers' education.
13. Continuing to improve and stabilize gender balance and gender mainstreaming in course design, delivery and evaluation.
14. Further developing and expanding the Program in the Arab Region and in French-speaking Africa and asking the Direction of the Centre to contribute to these objectives.
15. Continuing the development of a high-quality training programme based on updated and new curricula more focussed on the specific contents of the courses and with the aim of implementing consolidated training processes with modules addressing diversified training needs in each area of our programme and building on the priorities of the ILO Workers' Group.

16. Exposing as much as possible all regions to core topics, such as employment relationship, wage policies, organizing and collective bargaining, social security, sustainable development, MNEs and continuing to work on the priorities of the ILO Workers' Group in order to increase the relevance of the training activities to trade union organizations and contribute to dissemination of knowledge and information.
17. Supporting, through coordinated efforts for its implementation, the new Decent Work training programme developed by ACTRAV Turin to assist trade union to integrate workers' priorities in DWCP's as well as in UNDAF's and based on the Social Justice Declaration and the four pillars of the Decent Work Agenda.
18. Striving for donors' support for new projects of the Workers' Programme, building on the positive experiences in Europe and Latin America, with the support of the Directorate of ACTRAV and through a constant participation of the Turin Programme in resource mobilisation.
19. Implementing a permanent assessment of the impact of training activities for Trade Union Organizations in different regions with a view to improve the quality of training and increasing follow-up activities and strengthening the process of establishment of networks of focal points on the issues addressed by our training activities to ensure the highest benefit at regional and national level.
20. Keeping up-to-date a database of existing education structures and institutions run by trade union organizations all over the world and developing new links with labour colleges for the delivery of joint training activities also supporting South-South trade union cooperation.
21. Continuing and expanding the development of training materials with a greater focus on regular updating of the contents and addressing new issues of relevance for workers' organizations.
22. Asking for an enhanced dissemination of information about the Turin training Programme within ACTRAV, the Workers' Group, the trade union movement and among potential donors.
23. The attached list of activities proposed for 2013 and 2014 was examined and approved.



## **Annex 2**

### **Summary of Course Description 2012**



## SUMMARY OF COURSE DESCRIPTIONS 2012

Course activity files and training material on the Programme for Workers' Education 2012 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

**Title: A1-05066 - Trade union training in employment relations and the informal economy**  
**Venue: Turin**  
**Dates: 20 February – 02 March 2012**  
**Language: English/French**  
**Participants: 13 (10 women)**

This training course strengthened the capacities of trade unions so as to enable them to influence employment relations in favour of workers and to promote their rights, especially within the informal economy where working conditions are precarious.

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

- Describe the social and economic impact of global economic crisis on employment, labour relations, workers and their trade unions;
- Analyse the key features of their national labour relations systems (and labour law) that regulate employment relationships;
- Appraise policies of their enterprises and managements in regard to employment, unions and labour relations and develop key union positions for collective bargaining;
- Build understanding of the decent work concept and approach with special emphasis on the role of core ILO standards concerning freedom of association and collective bargaining for promotion of decent work;
- Explain the ILO Recommendation No. 198 on Employment Relationships and evolve strategies for trade unions to promote reforms in labour relations systems for the protection of contract, casual and informal workers;
- Prepare policies that reflects the felt needs of informal workers including, women workers in the labour relations systems and trade union programmes and actions;
- Formulate proposals and agenda on organising and the extension of social protection coverage to workers in the informal economy;
- Prepare Action Plans for the implementation at the national or local level that is aimed at contributing to the technical and/or organisational strengthening of their trade unions in the areas of organising atypical workers, collective bargaining and reforms of labour relations systems.

**Title: A1-05067 - Trade union training on capacity building for promoting decent work**  
**Venue: Turin**  
**Dates: 8-19 October 2012**

**Language: English**  
**Participants: 15 (8 women)**

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

- Describe the trade union strategy for promoting decent work underpinned by the Workers' Group priorities;
- Explain the youth employment crisis: contributing factors, challenges and consequences of inaction;
- Describe evolving employment relationships and the ILO's instruments for employment promotion, fundamental rights, freedom of association and collective bargaining;
- Explain the Decent Work concept and identify pathways for achieving Decent Work for young people in Africa and Latin America;
- Analyse the global wage trend and the role of collective bargaining in shaping wage policies;
- Develop and negotiate a results-based, gender-oriented, and low-carbon economy agenda for better DWCP outcomes;
- Prepare Action Plans for the implementation at the national or local level that is aimed at contributing to the technical and/or organisational strengthening of their trade unions in the area of DWCP.

**Title: A1-05076 - Trade union training on occupational safety and health and HIV/AIDS**  
**Venue: Turin**  
**Dates: 26 November – 7 December 2012**  
**Language: English/French**  
**Participants: 15 (8 women)**

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

- Explain key ILO concepts, principles, statistics, policies and relevant international labour standards concerning safety and health, including those dealing with HIV and AIDS.;
- Describe the ILO Global Strategy on OSH and the Promotional Framework for OSH Convention No. 187 and Recommendation No. 197;
- Analyse the ILO Recommendation N. 200 on HIC and AIDS;
- Share experiences on OSH policies and practices, and develop knowledge of participatory approaches to OSH management;
- Discuss issues of priority concern to workers in the area of OSH and HIV and propose new strategies in dealing with them;
- Develop strategies aimed at ensuring the role of trade unions in strengthening the level and quality of public labour inspection systems;
- Develop individual Action Plans that would enable them transfer the knowledge and skills gained during the training to their trade unions.

**Activities in the field**



**Title: A1-54558: Social dialogue in the field: theory and practice**  
**Venue: Bukavu, Democratic Republic of Congo**  
**Dates: 7-10 March 2012**  
**Language: French**  
**Participants: 42 (28 women)**

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

- Explain the concepts of Collective Bargaining and Social Dialogue and their application in the field;
- Better understand key ILO standards on collective bargaining;
- Examine local policies and practices concerning collective bargaining, identify strengths and weaknesses and suggest possibly necessary modifications;
- Understand management policies, the key areas of collective bargaining and draw up lists of effective claims;
- Discuss collective bargaining strategies and acquire techniques that allow successful negotiations;
- Carry out efficient collective bargaining at all levels to promote gender equality;
- Set up strategies to include gender issues in all trade union programmes and actions, including collective bargaining.
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**Title: A1-54559 – Interunion committee: a tool for women and social dialogue in the Great Lakes area**  
**Venue: Bujumbura, Burundi**  
**Dates: 7-10 May 2012**  
**Language: French**  
**Participants: 52 (32 women)**

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

- Analyse the situation of trade union organisations in the Great Lakes region, and understand the interest in interunion committee collaboration;
- Consider the role and place of women in trade unions;
- Set up strategies to include gender issues in all trade union actions;
- Carry out actions in the field locally based on acquired knowledge and established networks;
- Make the Great Lakes interunion committee more dynamic and create a work platform especially for women in the region;
- Carry out management and post-conflict situation prevention actions.
- 

**Title: A1-55169 - Trade union actions for achieving decent work for migrants for English-speaking Africa**  
**Venue: Kisumu, Kenya**  
**Dates: 21-25 May 2012**  
**Language: English**

**Participants: 15 (7 women)**

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

- Describe the situation of international labour migration and the ILO's efforts to protect migrant workers through a rights-based approach.
- Analyse migrant workers and the global economy with special emphasis on the impact of the global economic crisis on labour migration.
- Analyse the working and living conditions of migrant workers.
- Appraise the situation of migrant workers and the need for trade union action.
- Explain the content of the ILO Conventions and related instruments concerning the rights of migrant workers.
- Describe the key governance principles, the role of social dialogue and labour inspection in labour migration and suggest ways of strengthening policy coherence.
- Examine the linkage between migrant workers' priorities with ILO's Decent Work Agenda.
- Suggest trade union actions aimed at addressing the root causes of labour migration in Africa and for achieving decent work for all.
- Prepare individual follow-up proposals for transferring knowledge and skills gained to trade unions with a view to enhancing their role in promoting and protecting the rights of migrant workers

**Title: A1-54560 – Trade union training on the organisation of workers in the informal economy**

**Venue: Lomé, Togo**

**Dates: 11-14 June 2012**

**Language: French**

**Participants: 16 (6 women)**

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

- Understand the informal economy, its main characteristics and the relevance for trade unions;
- Identify the shortage of decent work for workers in the informal economy and link them to the answers provided by the ILO;
- Develop actions and strategies for the creation of decent working conditions, including but not limited to issues such as social security, social welfare, labour rights, social dialogue and collective bargaining for workers in the informal economy;
- Draw up strategies, activities and means of organisation for workers in the informal economy.

**Title: A1-55171 - Training of trainers on occupational safety and health for trade union representatives in Africa**

**Venue: Accra, Ghana**

**Dates: 13-17 August 2012**

**Language: English/French**

**Participants: 20 (7 women)**

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

- Describe active learning methodology and techniques;
- Explain fundamental concepts and principles of safety and health in relation to the world of work;
- Describe the ILO Global Strategy and Normative Framework on OSH;
- Analyse the ILO Recommendation N. 200 on HIV and AIDS;
- Propose trade union action and strategy on OSH and HIV and AIDS;
- Develop strategies aimed at ensuring the role of trade unions in strengthening the level and quality of public labour inspection systems;
- Develop individual Action Plans that would enable them to transfer the knowledge and skills gained during the training to their trade unions.

**Title: A1-55170 - TU training on promoting and defending the rights of domestic workers**

**Venue: Kisumu, Kenya**

**Dates: 10-14 December 2012**

**Language: English/French**

**Participants: 19 (9 women)**

This course contributed to the development of advanced knowledge and labour education capacity of workers' organisations that would enable them play a proactive and constructive role in promoting decent work in the domestic labour sector of Africa.

At the end of the training course, participants:

- Appraised the situation of domestic workers and the need for trade union action;
- Described the content of the ILO Convention on the rights of domestic workers and other related instruments;
- Identified domestic workers' priorities and link them up with ILO priorities for achieving decent work for all;
- Formulated actions and strategies aimed at extending social security and social protection coverage to domestic workers;
- Prepared individual Action Plans to guide their efforts in reaching out to domestic workers.

## **LATIN AMERICA AND THE CARIBBEAN**

### **Activities in Turin**

**Title: A2-05069 - Trade union rights and international labour standards, with particular emphasis on domestic labour standards**

**Venue: Turin and Madrid**

**Dates: 14 May – 1 June 2012**

**Language: Spanish**  
**Participants: 14 (13 women)**

The objectives of this course were as follows:

- To perform a comparative analysis between countries in the region with regard to ILSs with a particular focus on fundamental Conventions and the domestic work situation.
- To strengthen and build capacity in the procedures and mechanisms of adoption, ratification, submission, monitoring and control provided for in ILO International Labour Standards and apply them in the practice of their regular activities in order to protect and promote principles and fundamental rights at work for the benefit of their members as well as deploying them in the wake of the approval of Convention 189.
- To participate in the importance and effectiveness of the ILO Declaration on Fundamental Principles and Rights at Work and its follow-up mechanism.
- To analyse gender mainstreaming in the ILO International Labour Standards selected, especially in the fundamental Conventions and Convention 189 and Recommendation 201.
- To develop educational materials and individual action plans (including a project proposal) for their implementation at international, national or local level.
- To examine the working conditions of female domestic workers in each of the participating countries, taking into account the perspective of both countries of origin and destination, as well as existing internal migration.
- To analyse the ILO Multilateral Framework on Labour Migration (non-binding principles and guidelines for a labour migration approach based on rights) with regard to its application considering the working conditions and employment status of migrant female domestic workers.
- To identify joint actions between various international organizations and agencies and regional and national trade union organizations, to combat exploitation and abuse, particularly of girls in domestic work.
- To develop an action plan for the development of future programmes and projects that meet female domestic workers' needs for trade union organization, protection and support, in a manner consistent with the international regulatory framework

**Title: A2-05075 –Trade union capabilities for the promotion of decent work**

**Venue: Turin and Madrid**

**Dates: 8 – 26 October 2012**

**Language: Spanish**

**Participants: 15 (6 women)**

The objectives of this course were as follows:

- To identify training pathways to strengthen trade union action in the promotion of Decent Work based on the contents of the package: Decent Work Cubed.
- To incorporate the pillars of Decent Work in specific documents for application in the process of developing and training trade union leaders, with specific reference to strengthening their capacities in social dialogue and collective bargaining.
- To validate and adapt the contents of the Decent Work Cubed package to the social and working context of their own sector for the promotion of each pillar.

- To identify and share experiences demonstrating teamwork with trade unionists from International Trade Union Federations who have achieved progress in the promotion of decent work.

### **Activities in the field**

**Title: A2-55321 – Regional Seminar on Decent Work with gender mainstreaming**

**Venue: Buenos Aires, Argentina**

**Dates: 25 June – 6 July 2012**

**Language: Spanish**

**Participants: 13 (11 women)**

The objectives of this course were as follows:

- To identify training pathways to strengthen trade union action through a process of training trainers in the promotion of Decent Work based on the contents of the package: Decent Work Cubed, with a special emphasis on International Labour Standards.
- To incorporate the pillars of Decent Work in specific documents for application in the process of developing and training trade union leaders, with specific reference to strengthening their capacities in International Labour Standards, social dialogue and collective bargaining.
- To define courses of action for setting up a Multidisciplinary Team for Decent Work (MTDW) within the Federations.
- To exchange experiences between trade unionists specializing in training in order to strengthen their capacities in trade union action.
- To exchange working experiences between trade unionists specializing in International Labour Standards in order to strengthen their capacities in trade union action.
- To consolidate the training process stemming from the Peace and Solidarity Foundation of the Comisiones Obreras labour union.

**Title: A2-55325 – Regional training the trainers workshop on Decent Work Cubed**

**Venue: Buenos Aires, Argentina**

**Dates: 25 June – 6 July 2012**

**Language: Spanish**

**Participants: 15 (8 women)**

Development objectives

The aim of this course is to train trainers to spread the use of the DW Cubed training material with the aim of helping to build multidisciplinary teams in countries of the region for the training of trade union leaders.

Specific objectives

- To identify training pathways, using face-to-face and distance learning methods, to strengthen trade union action through a process of training trainers in the promotion of Decent Work based on the contents of the package: Decent Work Cubed.
- To incorporate the pillars of Decent Work in specific documents for application in the process of developing and training trade union leaders, with specific reference to strengthening their capacities in social dialogue and collective bargaining.
- To define courses of action to form a Multidisciplinary Team for Decent Work (MTDW) in each of the countries, examining how Information and Communication Technology (ICT) could be used for this purpose.
- To exchange experiences between trade unionists specializing in training in order to strengthen their capacities in trade union action.
- To consolidate the training process stemming from the Peace and Solidarity Foundation of the Comisiones Obreras labour union.

**Title: A2-55730 – Political economy, decent work and trade union internationalism**

**Venue: Lima, Peru**

**Dates: 10 – 14 December 2012**

**Language: Spanish**

**Participants: 15 (6 women)**

The objectives of this course were as follows:

- To understand, interpret and manage the main economic and labour market concepts and indicators.
- To legitimize trade union demands with regards to decent work by placing them within the framework of the Declaration on Social Justice for a Fair Globalization of 2008, and the Global Jobs Pact of 2009 in international economic processes.
- To identify strategies for applying a gender perspective with regard to institutions of global governance.
- To be aware of the importance of the ILO regulatory framework as one of the tools available to respond to the crisis.
- The characteristics of the current economic and financial crisis within the context of adjustments arising from restrictive fiscal policies and their impact on society, employment, income distribution and consumption.
- Participation of the trade union movement in the achievement of the United Nations Millennium Development Goals, in the process of reforming the UN system, and in multilateral negotiations in the WTO.

**P202810 - Strengthening of social security training of trade union agents in Latin America, with particular reference to the viability of social protection systems (Social security project for trade union organizations – SSOS).- STAGE II (June 2010 – June 2012)**

*The second stage of the project (2010-2012 - 24 months) aims to achieve three objectives: to answer many of the needs expressed by trade unions, strengthen activities of the first stage of the project by consolidating and adding to the progress initiated, and expanding the countries benefiting from the scheme to include the Southern Cone, Chile and Brazil and, in Central America, Costa Rica as regional benchmark countries.*

The lines of work defined in the project text to achieve the three objectives outlined are:

- training and advice on social security and OSH for the consolidation of trade union technical teams in trade union organizations to allow them to achieve ongoing improvements in their ability to make proposals in social dialogue and provide information and training services to workers.

The corresponding training programme includes national, subregional and regional face-to-face activities and also specific distance learning:

- strengthening of subregional and regional coordination in social security and health and safety at work. An international perspective on social security and OSH is a strategic issue for the purposes of effectively including a social dimension in economic integration processes.
- the need to promote gender equality through social security and OSH, and include gender mainstreaming in Project development. This section also aims to: i) develop a database on the status of coverage of women in the countries; ii) promote gender mainstreaming in public social policies in the countries, and iii) develop pilot experiences to extend social protection to women, whether in health or pension programmes.
- strengthen tripartite and social dialogue (cross-cutting). Strengthening of tripartism and social dialogue in social security as well as achieving the aim of working to include an appropriate social dimension in processes of integration requires meetings to share knowledge of the experience of building the European Union and its current operation, with Spain as a benchmark for cultural links between businesses in Latin America and the European Union.

Activities carried out in 2012 were as follows:

TITLE	DATES	NO OF PARTICIPANTS
<b>REGIONAL ACTIVITIES</b>		
Regional Conference on Occupational Safety and Health and Social Security (Brazil)	16/04/2012	15
	17/04/2012	6♀
Bipartite conference on SS and OSH (Madrid)	29/05/2012	8
	30/05/2012	4♀

<b>SUBREGIONAL ACTIVITIES</b>		
Subregional Workshop for Southern Cone and Andean Countries on Social Security (Social Protection Floor Initiative), Asuncion (Paraguay)	16/05/2012	13
	18/05/2012	5♀
Subregional Workshop for Central America and the Caribbean on Social Security (Social Protection Floor Initiative), Panama	22/05/2012	15
	24/05/2012	4♀
<b>NATIONAL ACTIVITIES</b>		
Workshop on female domestic workers and social security in the Dominican Republic (Santo Domingo)	08/03/2012	32
	09/03/2012	21♀
Workshop on OSH, Argentina (Buenos Aires)	12/03/2012	25
	14/03/2012	4♀
<b>DISTANCE-LEARNING</b>		
Distance-learning course on the social protection floor initiative	20/02/2012	20
	20/04/2012	9♀
Course on DW, Sustainable Development, SS and gender	23/04/2012	20
	31/05/2012	17♀
Distance-learning course on OSH and gender.	26/03/2012	25
	23/05/2012	15♀
<b>SCHOLARSHIP FUNDING IN OTHER ACTIVITIES</b>		
Management of occupational safety and health (SOCPRO)	16/04/2012 27/04/2012	1♀
		<b>174</b>
<b>TOTAL PARTICIPANTS</b>		<b>86♀</b>



## **ASIA AND PACIFIC**

### **Activities in Turin**

**Title: A3-05068 - Organizing and collective bargaining in multinational enterprises (MNEs)**

**Venue: Turin**

**Dates: 13-24 February 2012**

**Language: English**

**Participants: 17 participants (7 women)**

This course contributed to:

- Strengthen trade unions' organizational & technical capacities for promoting Freedom of Association, social dialogue & Collective Bargaining in MNEs;
- Develop understanding on ILO standards & policies, including Tripartite Declaration of Principles concerning MNEs and Social Policy (MNE Declaration) and role of trade unions;
- Understand OECD Guidelines for multinationals and other international initiatives that seek to promote socially responsible MNE management practices;
- Gain knowledge of international labour movements' initiatives for promoting Organizing & Decent Work in MNEs and develop strategies for organizing & collective bargaining in MNEs;
- Understand the MNEs management policies and develop negotiation skills for collective bargaining in MNEs;
- Prepare a follow up proposal for transferring knowledge & experience gained to their unions to support union work in the areas of organizing and collective bargaining in MNEs.

**Title: A3-05071 - Trade Union Training on Union Actions for Decent Work (Focus on FoA & Social Security)**

**Venue: Turin/Tokyo**

**Dates: 25 June – 13 July 2012**

**Language: English**

**Participants: 15 participants (7 women)**

This course contributed to:

- Promoting understanding of the unions on ILO's Decent Work approach to employment, labour & development issues, Decent Work Country Programmes & role of trade unions;
- Strengthening national trade union capacities to take informed actions through tripartite social dialogue and collective bargaining to promote freedom of association & social protection as integral part of the decent work agenda of the country;
- Enhance knowledge & use of International Labour Standards, including ILO's supervisory machinery for promoting freedom of association rights of workers;
- Facilitating dialogue and exchange of experiences on challenges and opportunities for trade unions & international labour solidarity in defending workers interests and rights in

a globalized world.

### **Additional Activities in Turin**

**Title: A3-05187 - Training course for ACFTU on challenges and role of trade unions in globalizing economy**

**Venue: Turin/Madrid**

**Dates: 16-25 April 2012**

**Language: English/Chinese**

**Participants: 19 participants (8 women)**

This course contributed to:

- Strengthening ACFTU's capacities for organizing workers and promoting fundamental rights of workers in China;
- Promoting understanding of ACFTU unionists on the forces/factors shaping the world of work in the globalized economy and responses of ILO and labour movement to promote decent work and sustainable development;
- Facilitating dialogue and exchange of experiences on challenges and opportunities for trade unions & international labour solidarity in defending workers interests and rights in a globalized world.

**Title: A3-05199 –Trade union training on promoting decent work through organizing and collective bargaining (China)**

**Venue: Turin / Vienna**

**Dates: 10-19 September 2012**

**Language: English/Chinese**

**Participants: 20 participants (11 women)**

This course contributed to:

- Promoting understanding of ACFTU unionists on the forces/factors shaping the world of work in the globalized economy and responses of ILO and labour movement to promote decent work and sustainable development;
- Promoting understanding of participants on ILO's Decent Work Agenda and approach to employment, labour and development issues and role of trade unions;
- Strengthening ACFTU unions' capacities for organizing and collective bargaining for promoting fundamental rights of workers;
- Facilitating dialogue and exchange of experiences on challenges and opportunities for trade unions & international labour solidarity in promoting workers' rights in a globalized world.

### **Activities in the field**

**Title: A3-55196 – Trade union training on wage policies and collective bargaining**  
**Venue: Singapore**  
**Dates: 30 July – 3 August 2012**  
**Language: English**  
**Participants: 23 participants (10 women)**

This course contributed to:

- Strengthen trade unions' social dialogue and collective bargaining capacities for promotion of Decent Work;
- Develop understanding on ILO policies & standards in regard to wage policy, including Minimum Wages policies and practices;
- Improve collective bargaining skills of unions for sharing in economic & industrial growth;
- Facilitating dialogue and exchange of experiences on challenges and opportunities for trade unions in defending workers interests and rights in a globalized world.

**Title: A3-55250 - Promoting Freedom of Association and Decent Work for workers in precarious employment**  
**Venue: Bangkok**  
**Dates: 21-25 August 2012**  
**Language: English**  
**Participants: 23 participants (9 women)**

This course contributed to:

- Review the national labour relations systems (and labour laws) that regulate employment relationships and strengthen trade union capacities to take informed actions to promote freedom of association, organizing and social protection for workers in precarious employment relationships;
- Develop understanding among the trade unions on how ILO policies & standards can help promote decent work for all, including for workers in precarious employment;
- Strengthen national trade union capacities to take informed actions to influence labour relations and promote workers' rights;
- Facilitating dialogue and exchange of experiences on challenges and opportunities for trade unions in defending workers interests and rights in a globalized world.

**Title: A3-55201 - Trade union training on social protection and security policies**  
**Venue: Seoul, Republic of Korea**  
**Dates: 8-12 October 2012**  
**Language: English**  
**Participants: 18 (7 women)**

This course contributed to:

- Promote understanding of the key issues in the area of social protection and social security schemes, including ILO's Social Protection Floor recommendation.
- Assist unions in developing policies & strategies for organizing and promoting social protection for workers, especially for workers in the informal economy.

- Strengthening national trade union capacities to take informed actions through tripartite social dialogue and collective bargaining to promote social protection as integral part of the decent work agenda of the country.

**Title: A3-55203 - Training on organizing and decent work for domestic workers**

**Venue: Kuala Lumpur, Malaysia**

**Dates: 16-19 October 2012**

**Language: English**

**Participants: 20 (17 women)**

This course contributed to:

- Build the capacity of trade unions and organisations of domestic workers to organize and promote decent work for domestic workers.
- Promote awareness on the scope, purpose and content of the new ILO standard on Domestic Workers.
- Identify practical, administrative and legal obstacles to freedom of association and social protection for domestic workers and changes needed in order to promote decent work for domestic workers.
- Discuss strategies for campaigns to promote the widespread ratification and implementation of the Convention 189 and Recommendation 201, in line with the ILC resolution to promote decent work for domestic workers.

**Title: A3-52662 - Trade union training on Decent Work, Decent Work Country Programmes (DWCPs) and role of trade unions**

**Venue: Jakarta, Indonesia**

**Dates: 6-9 November 2012**

**Language: English**

**Participants: 22 participants (women 10)**

This course contributed to:

- Promoting understanding of the unions on ILO's Decent Work Agenda & Approach to employment, labour & development issues, Decent Work Country Programmes and role of trade unions in its formulation & implementation
- Identify capacity gaps within trade unions that need addressing for improving effectiveness of TU actions and participation in DWCPs.
- Strengthening union capacities for social dialogue and collective bargaining to promote workers priorities and standards through influencing DWCPs and actions to promote Decent Work for All.

**Title: A3-55205 - Trade Union Training on Freedom of Association, Organizing and Collective Bargaining**

**Venue: Yangon, Myanmar**

**Dates: 11-14 December 2012**

**Language: English**

**Participants: 33 (10 women)**

This course contributed to:

- Promoting the understanding on principles of freedom of association (FoA) and ILO's supervisory system for defense of workers' rights, both within Burma and outside.
- Develop understanding on ILO's Decent Work agenda, approach & Standards to promote Decent Work for all workers.
- Strengthening trade union capacities to take informed actions – for promotion of FoA, organizing, collective bargaining and Decent Work for Burmese workers.

## **EUROPE**

### **Activities in Turin**

**Title: A4-05073 - Young leadership training on communication policies and skills for trade unions**

**Venue: Turin**

**Dates: 3-14 December 2012**

**Language: English /Russian**

**Participants: 18 participants (8 women)**

Development objective

Using communication as a permanent support to objectives, policy and programmes of trade union organisations

Immediate objectives

- Apply newly-acquired communication skills and gain self-confidence in public speaking
- Manage in various communication situations by applying the right message
- Use newly-developed communication capacities to deal with the media in the trade union context
- Recognize the potential and how to use the social media for trade union communication
- Identify the need of sharing information in order to increase the trade union internal democracy

### **Projects**

RER/11/54/EEC Strengthening social dialogue and industrial relations in Europe through the capacity building of workers and employers linked to umbrella RER/11/03/EEC Cooperation on Social Dialogue and Industrial Relations in the context of the financial and economic crisis

**P454653 Action: Capacity building of workers' organizations**

## **Strengthening sectoral social dialogue in New Member States and Candidate Countries of the European Union in selected Sectors (1 October 2011 – 30 September 2012)**

### Summary of the Action

Building on its extensive experience of implementation of training and capacity building sectoral social dialogue projects, accumulated since 2003, ACTRAV ITC-ILO, continued its training strategy in Europe by launching a tri-annual programme entitled Strengthening sectoral social dialogue in New Member States and Candidate Countries of the European Union in selected sectors. The training programme is envisaged to address the issue of limited participation of social partners from NMSCC in European sectoral social dialogue committees and limited implementation of European social dialogue outcomes on the national level. It meets the objective of increased institutional capacity of the affiliates of selected European Trade Union Federations for participation in sectoral social dialogue at national and European levels, thus contributing to EC and ILO strategies in the field of social dialogue. In 2012, six transnational activities were implemented, targeting trade unions from agriculture, food, tobacco, hotel-restaurant-café and tourism industry affiliated to EFFAT and mining, chemical and energy workers affiliated to EMCEF (as of May 2012, industriALL European Trade Union). The Action has trained 206 participants (88 women) from 14 countries: Bulgaria, Croatia, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Macedonia (FYR), Malta, Poland, Romania, Slovakia, Slovenia and Turkey. The Action originally anticipated to train around 140 participants (400 in the tri-annual period) but due to the high interest of many organisations for the training offer as well as the interpretation provided in many languages, the number of participants increased by 47%, which was made possible with substantial savings made in the sub-regional activities. The Action was implemented in close collaboration with the International Trade Union Project Office Zagreb of IndustriALL Global Union/IndustriALL European Trade Union, IUF/EFFAT for South East Europe.

One of the main outputs of the Action is the production of the Manual for trade union education on the subject of Social Dialogue, targeted especially for sectoral trade unions from Central and Eastern Europe. The Manual consists of 7 stand-alone training modules: (1) Introducing Social Dialogue; (2) National Social Dialogue; (3) European Social Dialogue; (4) European Works' Councils; (5) Resolving Conflict; (6) Negotiating with Employers and (7) Gender Mainstreaming. The Manual has been published in English, Romanian, Hungarian, Polish and Croatian and will be translated in other languages of Central and Eastern Europe in the second year of the project implementation.

### List of activities:

- A405177 – “Sectoral social dialogue in new Member States and candidate countries for EFFAT and EMCEF affiliates”, Turin, Italy, 20-24 February 2012, 32 participants (12 women)
- A455185 – “Capacity-building for social dialogue: Workshop for trade union organizations in Croatia, Macedonia, Malta and Slovenia in EFFAT and EMCEF sectors”, Opatija, Croatia, 3-4 April 2012, 29 participants (10 women)
- A455181 – “Capacity-building for social dialogue: Workshop for EFFAT and EMCEF affiliates in Estonia, Latvia and Lithuania”, Vilnius, Lithuania, 6-7 June 2012, 19 participants (8 women), 19 participants, (8 women)

- A455182 – “Capacity-building for social dialogue: Workshop for EFFAT and IndustriALL affiliates in Slovakia, Czech Republic, Poland and Hungary”, Budapest, Hungary, 2-3 July 2012, 48 participants (21 women)
- A455184 – “Capacity-building for social dialogue: workshop for EFFAT and IndustriALL affiliates in Turkey, Bulgaria and Romania”, Bucharest, Romania, 11-12 July 2012, 35 participants (16 women)
- A455192 – “Closing conference: Strengthening sectoral social dialogue in NMSCC in EFFAT and IndustriALL sectors”, Brussels, Belgium, 13-14 September 2012, 43 participants (21 women)

#### **P455207 Decent Work for Domestic Workers (15 December 2011 – 14 December 2012)**

The EU-funded pilot project entitled ‘Decent Work for Domestic Workers’, implemented by the Programme for Workers’ Activities of the International Training Centre of the ILO, in partnership with the European Trade Union Confederation (ETUC) and the European Federation of Food, Agriculture and Tourism Trade Unions (EFFAT), aimed at promoting a rights-based approach to domestic workers as an especially disadvantaged category of precarious workers. The activities of the project focused on the specific challenges facing migrant domestic workers, measures and incentives aimed at enabling the transformation of their precarious employment relationships into contracts carrying more social rights, including the collective representation of workers, as well as measures and incentives aimed at combating undeclared work by transforming it into regular employment, in particular in the area of domestic work.

The project built upon the findings of the ITC-ILO cross-sectoral project ‘Decent Work for Precarious Workers’, implemented in 2011, in partnership with the ETUC, the EFFAT Project on Precarious Work, the ACTRAV-ILO Symposium on Precarious Work (October 2011) as well as the outcomes of the International Labour Conference in 2011 in the domain of domestic workers. It explored the avenues of recognition and expansion of rights of domestic workers in selected EU Member States. Promoting the rights-based approach to this category of workers, the project advocated the ratification of Domestic Workers’ Convention (C. 189, 2011) and the due attention to be paid by legislators to the Domestic Workers’ Recommendation (R. 201, 2011) in EU Member States, in line with the resolution of the European Parliament.

The project delivered three workshops, a small-scale research and a closing European conference. The workshops, in Berlin, Madrid and Dublin strengthened the capacity of trade unions in the domain of domestic workers’ rights. The research focused on the implementation of national legislation on domestic workers in selected countries (Italy, Germany, Spain and Ireland), on the challenges facing migrant domestic workers in both countries of origin and countries of destination, social partner joint initiatives and trade union actions targeted at organising and protecting this category of workers. The training and the research were complemented by an on-line publication of country presentations, national case studies of good practice and resource materials. The closing conference in Turin ensured the evaluation of the project, dissemination of collected information and guidance for future activities of workers organisations in this domain.

The project was addressed predominantly to countries of destination (Austria, Belgium, Denmark, Finland, France, Germany, Ireland, Italy, the Netherlands, Portugal, Spain, Sweden and the UK) and a limited number of countries of origin (Bulgaria, Estonia, Lithuania, Poland and Romania). In the time span of 12 months the project reached out to

some 40 trade union organisations and trained 128 participants (95 women), 28% more than planned by the project, thanks to the high interest of certain countries for this topic, especially Italy and Spain.

List of activities:

- A4-55254 - Decent work for domestic workers for Austria, Germany, Belgium, Netherlands, Bulgaria. Venue: Berlin, Germany, 24-25 April 2012, 18 participants (14 women)
- A4-55256 - Decent work for domestic workers for France, Italy, Spain, Portugal and Romania. Venue: Madrid, Spain, 19-20 June 2012, 35 participants (27 women)
- A4-55255 - Decent Work for domestic workers. Venue: Dublin, Ireland, 25-26 June 2012, 29 participants (20 women)
- A4-05257 - Closing conference: Decent work for domestic workers in EU Member States. Turin, 27-28 November 2012, 46 participants (34 women)

### **Additional Activities in Turin**

**A4-05274 - EFFAT- ETUI Workshop on negotiating at times of crisis in the EFFAT sectors, Turin, 25-27 January 2012, 29 participants (9 women)**

**A4-05193 - Employment, decent work and migration, Turin, 15-18 May 2012, 20 participants (11 women)**

**A4-05202 - Young leadership training, Turin, 3-7 December 2012, 16 participants (6 women)**

### **ARAB STATES**

#### **Activities in Turin**

**Title: A5-04026 -Towards democratic trade unionism and decent work in Arab countries**

**Venue: Turin**

**Dates: 23-17 January 2012**

**Language: English/Arabic**

**Participants: 15 (4 women)**

This training programme contributed to:

- Promoting independent democratic trade unionism in Arab region and its role in strengthening democratic institutions, good governance and promotion of fundamental workers' rights;
- Develop understanding among the trade unions on how ILO standards can help promote



democratic and responsive labour relations systems so as to promote Decent Work for all workers;

- Strengthening national trade union capacities for organizing workers and to take informed actions – nationally, regionally and internationally – to influence labour relations and promote decent work;

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

- Demonstrate understanding of the impact of global economic crisis and current political developments in Arab region on trade unions, employment and labour relations systems and institutions;
- Review the key features of trade unions organizations and functioning with a view to improve their capacities for organizing, representation, voice and collective bargaining for promotion of workers' rights and decent work for all;
- Understand the role of and capacities needed for social dialogue and collective bargaining;
- Review national labour relations systems (and labour law) that regulate employment relationships, keeping in view relevant ILO policies and standards and practices in other different countries;
- Acquire knowledge of ILO's Decent Work concept and relevance of ILO standards on freedom of association and collective bargaining for promoting democratic labour relations;
- Demonstrate understanding of the management policies in regard to employment, unions and labour relations and develop key areas for collective bargaining;

**Title: A5-05070 - Trade union training on social protection and social security policies**

**Venue: Turin**

**Dates: 19 – 23 November 2012**

**Language: English/Arabic**

**Participants: 17 (7 women)**

This training course contributed to:

- Strengthening unions capacities for promoting fundamental rights of workers in the era of globalization;
- Developing union policies and strategies for promoting social security for all workers, especially for workers in the informal economy;
- Enhancing knowledge and use of ILO's Standards and policies for promoting Decent Work.

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

- Identify main challenges and difficulties being faced by trade unions in organising and protecting workers' rights;
- Demonstrate understanding of the globalization process, economic crisis, its social and economic impact on workers and trade unions and Decent Work as a response to crisis and pathway to sustainable development;
- Know about the major provisions of international labour standards in the area of social security;

- Learn about social security policies, systems and practices in other countries as well as about social protection initiatives being undertaken by trade unions;
- Understand key issues in the area of social security reforms including targeting, coverage, benefits, sources of financing, role of law and collective bargaining;
- Understand the role of freedom of Association and right to collective bargaining in promoting an “enabling environment” for social protection of workers;
- Develop understanding of gender concerns in the area of social protection policies;
- Propose (to their unions) improved strategies for social protection of workers, targeting in particular the migrants and other workers in private and informal sectors;

## **INTERREGIONAL**

### **Activities in Turin**

**Title: A9-05135 – Labour relations and the informal economy (Portuguese-speaking African countries and Brazil)**

**Venue: Turin**

**Dates: 20 February – 9 March 2012**

**Language: Portuguese**

**Participants: 14 (8 women)**

#### Objectives

- Understand different aspects of work in the informal economy;
- Assess current trade union policies in the informal economy;
- Identify key issues, examples of best practices and challenges of trade union policy in the informal economy;
- Incorporate a gender perspective in trade union policy in the informal economy;
- Use the relevant WHO tools and adopt a rights-based approach in the design of trade union policy in the informal economy.

**Title: A9-05072 - Inter-regional trade union training on Decent Work, Sustainable Development and Green Jobs**

**Venue: Turin**

**Dates: 3-14 September 2012**

**Language: English/Spanish**

**Participants: 16 (8 women)**

The objectives were:

- To strengthen the competences of the trade union movement by training the trade unionists who are involved in promoting sustainable development and decent work, with specific reference to the 2008 Declaration and the Global Jobs Pact of 2009, and the

Director General's speech on Decent Work for Sustainable Development at the 2007 ILC.

This has specifically involved:

- reviewing some key concepts behind environmental thinking, with reference to the way the regions are affected by the main local and global environmental problems, and also the notion of environmental crisis, growth, sustainable development and the main aspects and concepts underpinning these concepts.
- analysing the characteristics of the method of production and conception, their social and environmental impacts as well as employment and social opportunities to achieve a shift towards a more sustainable model.
- presenting some of the instruments used as sustainability indicators of the development model.
- analysing challenges and opportunities for the generation of decent work in a new model of sustainable production and consumption.
- exploring different approaches for trade union action in environmental matters at different levels, from the workplace to the local area, within a national, regional and international context, focussing on examples of more sustainable workplaces and tripartite and bipartite social dialogue on environmental issues.
- presenting some examples of trade action in environmental matters, particularly in countries within the region.
- sharing the cross-cutting nature of a Sustainable Development approach in response to the 2008 Declaration and the Global Jobs Pact of 2009 and the green jobs initiative of the ILO and other United Nations agencies (UNEP) as well as trade union organizations.

### **Additional Activities in Turin**

**Title: A9-05450 - FIAT/CHRYSLER network meeting**

**Venue: Turin, Italy**

**Dates: 6-7 June 2012**

**Languages: English/French/Spanish/Italian**

**Participants: 65 participants (9 women)**

This activity, conducted in partnership with IndustriAll Global Union, was aimed to strengthen the trade union coordination action at European and international level and included a training component linked to emerging issues in the labour relations with the company involved.

**Title: A9-05346 – Young leadership training course for CISL**

**Venue: Turin, Italy**

**Dates: 4-6 September 2012**

**Languages: English/Italian**

**Participants: 27 participants ( 11 women)**

This course represented a first experience of training activity tailor-made for a national Centre coming from the OECD area since many years. In particular this course was framed in a broader program (a series of one-week training modules within one year conducted by the

national Training School of CISL in Fiesole, Florence) for young leaders of the Italian Trade union Confederation CISL. The participants were taught on the core issues linked with the ILO functions and the Workers' group priorities and on the international trade union movement. Furthermore they participated to a joint session with the participants to the interregional course on decent work, sustainable development and green jobs, producing a very effective and successful exchange of experiences.



## **Annex 3**

### **Core courses 2012 divided by region**



## ANNEX 3 - CORE COURSES 2012 DIVIDED BY REGION

Coord Code	Title	Venue	Dates	DoT	No. Part	Part Days	Lang	Sponsor
A105066	Trade union training in employment relations and the informal economy	C	20/02/2012 02/03/2012	10	13	130	ENFR	ITALY MAE (VC) ILO ACTRAV GENEVA FES (GERMANY)
A105067	Trade union training on capacity building for promoting decent work	C	08/10/2012 19/10/2012	10	15	150	EN	ILO RBTC/TC/ACTRAV (12-13) ILO RBTC/TC/AFRICA (12-13) FES (GERMANY)
A105076	Trade union training on occupational safety and health and HIV/AIDS	C	26/11/2012 07/12/2012	10	15	150	ENFR	ILO RBTC/TC/ACTRAV (12-13) INCOME TRANSFERRED FROM A905072/120322 ILO ACTRAV GENEVA ILO AIDS GENEVA
<b>SUBTOTAL ' Africa'</b>				<b>30</b>	<b>43</b>	<b>430</b>		
A205069	Derechos sindicales y normas internacionales del trabajo, con especial atención a las normas sobre trabajo doméstico - linked to P202810	C	14/05/2012 01/06/2012	15	14	210	ES	ILO RBTC/TC/ACTRAV (12-13) ILO RBTC/TC/AMERICAS (12-13) FES (GERMANY) MINISTERIO DE EMPLEO Y SEGURIDAD SOCIAL DE ESPANA
A205075	Capacidades sindicales para la promoción del trabajo decente	C	08/10/2012 26/10/2012	15	15	225	ES	ILO RBTC/TC/ACTRAV (12-13) ILO RBTC/TC/AMERICAS (12-13)
<b>SUBTOTAL ' Americas'</b>				<b>30</b>	<b>29</b>	<b>435</b>		
A305068	Organizing and collective bargaining in multinational enterprises (MNEs)	C	13/02/2012 24/02/2012	10	17	170	EN	ILO SPECIAL ALLOCATION TO TURIN CENTRE FOR 2012 ACTIVITIES
A305071	Trade union action for decent work (freedom of association and social security)	C	25/06/2012 13/07/2012	15	15	225	EN	ILO RBTC/TC/ACTRAV (12-13) FES GERMANY ILO RBTC/TC/ASIA (12-13)
<b>SUBTOTAL ' Asia'</b>				<b>25</b>	<b>32</b>	<b>395</b>		
A405073	Young leadership training on communication policies and skills for trade unions	C	03/12/2012 14/12/2012	10	18	180	ENRU	ILO RBTC/TC/ACTRAV (12-13) ILO GENEVA FES (GERMANY)
<b>SUBTOTAL ' Europe'</b>				<b>10</b>	<b>18</b>	<b>180</b>		
A504026	Towards democratic trade unionism and decent work in Arab countries	C	23/01/2012 27/01/2012	5	15	75	AR	ITALY MAE (VC) 2012
A505070	Trade union training on social protection and social security policies	C	19/11/2012 23/11/2012	5	17	85	ENAR	ILO RBTC/TC/ACTRAV (12-13) ITALY GENERAL FUND - MENA PROJECT FES ILO RBTC/TC/ARAB STATES (12-13)
<b>SUBTOTAL ' Arab States'</b>				<b>10</b>	<b>32</b>	<b>160</b>		
A905135	Relações laborais e a economia informal (PALOPS e Brasil)	C	20/02/2012 09/03/2012	15	14	210	PT	ITALY MAE (VC)
A905072	Inter-regional trade union training on Decent Work, Sustainable Development and Green Jobs	C	03/09/2012 14/09/2012	10	16	160	ENES	ILO RBTC/TC/ACTRAV (12-13)
<b>SUBTOTAL ' Interregional'</b>				<b>25</b>	<b>30</b>	<b>370</b>		
<b>GRAND TOTAL</b>				<b>130</b>	<b>184</b>	<b>1970</b>		





## **Annex 4**

### **Core courses (regional distribution 2000 – 2012)**



**CORE COURSES - REGIONAL DISTRIBUTION, 2000 - 2012 - 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	2000-2001-2005-2008-2011	2003	2001-2004-2009-2012	2000-2001-2011	2002-2005-2007-2011-2012	2000	2003-2006-2009	2008-2009	
Child Labour									2000	
<b>Employment Policies</b>										
Employment Policies	2008	2002-2004-2006	2005	2001-2004-2006		2003-2007-2010	2010	2005		
Sustainable development and decent jobs									2012	
<b>Social protection</b>										
Social security	2000-2004-2007	2002-2006-2009	2001	2002-2005-2008-2010		2000-2003-2009	2011	2002-2012	2010	
OSH/E and HIV/AIDS	2002-2010-2012	2003-2012	2002-2006	2000-2003-2006		2001-2006-2011		2004-2009		
<b>Social dialogue and collective bargaining</b>										
Economic and financial analysis of enterprises for c. bargaining			2000	2003		2005-2010				
Collective bargaining	2002 - 2011	2004 - 2011	2004	2011		2012		2000-2010	2010	
Labour relations	2001 - 2012	2003-2009-2012	2012			2000-2008		2001	2010	
<b>Organizing and TU management</b>										
Organizing and capacity building	2006-2012	2004-2007	2009	2007 - 2011-2012		2006		2007-2012	2011	
Communication		2010					2012			
<b>International economy &amp; globalization</b>										
International economics and political economy	2001-2005-2010	2000-2005		2000-2007-2009		2004			2010	
Social justice and global economy	2011									
<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	2008-2010		2008	2009	2008		
<b>Sectoral 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 2012 excluding core courses & projects**



## ANNEX 5 - ACTIVITIES IN TURIN EXCLUDING CORE COURSES AND PROJECTS

Coord Code	Title	Venue	Dates	DoT	No. Part	Part Days	Lang	Sponsor
A305187	Training course for ACFTU on challenges and role of trade unions in globalizing economy	C	16/04/2012 25/04/2012	8	19	152	ENCH	ILO SPECIAL ALLOCATION TO TURIN CENTRE FOR 2012 ACTIVITIES
A305199	Trade union training on promoting decent work through organizing and collective bargaining (China)	C	10/09/2012 19/09/2012	8	20	160	ENCH	ITALY MAE (VC)
<b>SUBTOTAL 'Asia'</b>				<b>16</b>	<b>39</b>	<b>312</b>		
A405274	EFFAT- ETUI Workshop on negotiating at times of crisis in the EFFAT sectors	C	25/01/2012 27/01/2012	3	29	87	ENFR	ETUI
A405193	Employment, decent work and migration	C	15/05/2012 18/05/2012	4	20	80	ENFR ES	ETUI
A405202	Young leadership training	C	03/12/2012 07/12/2012	5	16	80	EN	ETUI
<b>SUBTOTAL 'Europe '</b>				<b>12</b>	<b>65</b>	<b>247</b>		
A905450	FIAT/CHRYSLER network meeting	C	06/06/2012 07/06/2012	2	65	130	ENFR ESIT	INTERNATIONAL METALWORKERS FEDERATION (IMF) INCOME FROM ROOMS
A905346	Corso giovani dirigenti CISL	C	04/09/2012 06/09/2012	3	27	81	ENIT	CENTRO STUDI NAZIONALE CISL
<b>SUBTOTAL 'Interregional'</b>				<b>5</b>	<b>92</b>	<b>211</b>		
<b>GRAND TOTAL</b>				<b>33</b>	<b>196</b>	<b>770</b>		





## **Annex 6**

### **Activities in the field 2012 excluding projects**



## ANNEX 6 - ACTIVITIES IN THE FIELD 2012 EXCLUDING PROJECTS

Coord Code	Title	Venue	Dates	DoT	No. Part	Part Days	Lang	Sponsor
A155169	Trade union actions for achieving decent work for migrants for English-speaking Africa ( Kisumu, Kenya )	F	21/05/2012 25/05/2012	5	15	75	EN	ILO RBTC/TC/AFRICA (12-13) ILO RBTC/TC/ACTRAV (12-13)
A155170	Trade union training on promoting and defending the rights of domestic workers ( Kisumu, Kenya )	F	10/12/2012 14/12/2012	5	19	95	ENFR	ILO RBTC/TC/ACTRAV (12-13)
<b>SUBTOTAL 'Africa'</b>				<b>10</b>	<b>34</b>	<b>170</b>		
A255321	Seminario regional sobre trabajo decente con transversalidad de genero (FSI y red DDHH) ( Buenos Aires, Argentina )	F	25/06/2012 06/07/2012	10	13	130	ES	ILO ACTRAV GENEVA ILO RBTC/TC/ACTRAV (12-13)
A255325	Taller regional de formación de formadores trabajo decente al cubo ( Buenos Aires, Argentina )	F	25/06/2012 06/07/2012	10	15	150	ES	ILO ACTRAV GENEVA ILO RBTC/TC/ACTRAV (12-13)
A255730	Economia política, trabajo decente e internacionalismo sindical ( Lima, Peru )	F	10/12/2012 14/12/2012	5	15	75	ES	ILO RBTC/TC/ACTRAV (12-13)
<b>SUBTOTAL 'Americas'</b>				<b>25</b>	<b>43</b>	<b>355</b>		
A355196	Trade union training on wage policies and collective bargaining ( Singapore )	F	30/07/2012 03/08/2012	5	23	115	EN	SNTUC (IN KIND) ILO RBTC/TC/ACTRAV (12-13)
A355250	Promoting Freedom of Association and Decent Work for workers in precarious employment ( Bangkok, Thailand )	F	21/08/2012 25/08/2012	5	23	115	EN	JILAF (JAPAN) ILO RBTC/TC/ACTRAV (12-13)
A355201	Trade union training on social protection and security policies ( Seoul, Republic of Korea )	F	08/10/2012 12/10/2012	5	18	90	EN	ILO RBTC/TC/ACTRAV (12-13) KOREA LABOUR FOUNDATION - KLF (IN KIND)
A352662	Trade union training on Decent Work, Decent Work Country Programmes (DWCPs) and role of trade unions ( Jakarta, Indonesia )	F	06/11/2012 09/11/2012	5	22	110	EN	RBTC/TC ACTRAV RBTC/TC/ASIA
<b>SUBTOTAL 'Asia'</b>				<b>20</b>	<b>86</b>	<b>430</b>		
<b>GRAND TOTAL</b>				<b>55</b>	<b>163</b>	<b>955</b>		



## **Annex 7**

### **Distance learning activities 2012 by region**



## ANNEX 7 - DISTANCE EDUCATION ACTIVITIES IN 2012

Coord Code	Title	Venue	Dates	DoT	No. Part	Part Days	Lang	Sponsor
A272983	Formación sindical sobre la iniciativa del piso de protección social - linked to P202810	D	20/02/2012 20/04/2012	9	20	180	ES	MINISTERIO DE EMPLEO Y SEGURIDAD SOCIAL DE ESPANA
A275200	Salud y seguridad en el trabajo con enfoque de género - linked to P202810	D	26/03/2012 31/05/2012	10	25	250	ES	MINISTERIO DE EMPLEO Y SEGURIDAD SOCIAL DE ESPANA
A275179	Trabajo decente, desarrollo sostenible y seguridad social - linked to P202810	D	23/04/2012 31/05/2012	6	20	120	ES	MINISTERIO DE EMPLEO Y SEGURIDAD SOCIAL DE ESPANA
				<b>25</b>	<b>65</b>	<b>550</b>		





## **Annex 8**

### **Project activities 2012 by region**



## ANNEX 8 - PROJECT ACTIVITIES 2012 BY REGION

Coord Code	Title	Venue	Dates	DoT	No. Part	Part Days	Lang	Sponsor
A105066	Trade union training in employment relations and the informal economy	C	20/02/2012 02/03/2012	10	13	130	ENFR	ITALY MAE (VC) ILO ACTRAV GENEVA FES (GERMANY)
A154558	Le dialogue social sur le terrain, de la théorie à la pratique - linked to P154556 ( Bukavu, RDC )	F	07/03/2012 10/03/2012	3	42	126	FR	WALLON REGION ITALY MAE (VC) SLIPPAGE 2011  ILO ACTRAV
A154559	L'Intersyndicale: un outil pour les femmes et le dialogue social dans la région des Grands Lacs - linked to P154556 ( Bujumbura, Burundi )	F	07/05/2012 10/05/2012	5	52	260	FR	WALLON REGION ILO RBTC/TC/ACTRAV (12-13) ILO ACTRAV GENEVA
A154560	Formation syndicale sur l'organisation des travailleurs de l'économie informelle - linked to P154556 ( Lomé, Togo )	F	11/06/2012 14/06/2012	4	16	64	FR	WALLON REGION (BELGIUM) ILO RBTC/TC/ACTRAV (12-13) ILO ACTRAV GENEVA
A155171	Training of trainers on occupational safety and health for trade union representatives in Africa ( Accra, Ghana )	F	13/08/2012 17/08/2012	5	20	100	ENFR	ILO RBTC/TC/ACTRAV (12-13) ILO SIDA through ILO ACTRAV
<b>SUBTOTAL 'Africa'</b>				<b>27</b>	<b>143</b>	<b>680</b>		
A272983	Formación sindical sobre la iniciativa del piso de protección social - linked to P202810	D	20/02/2012 20/04/2012	9	20	180	ES	MINISTERIO DE EMPLEO Y SEGURIDAD SOCIAL DE ESPANA
A255402	Retos y desafíos de las trabajadoras del hogar para su inclusión en la seguridad social - linked to P202810 ( Santo Domingo )	F	08/03/2012 09/03/2012	2	32	64	ES	MINISTERIO DE EMPLEO Y SEGURIDAD SOCIAL DE ESPANA
A255173	Seminario taller de presentación y validación de la guía nacional de acción sindical en salud y seguridad en el trabajo para sindicalistas Argentinos - linked to P202810 ( Buenos Aires, Argentina )	F	12/03/2012 14/03/2012	3	25	75	ES	MINISTERIO DE EMPLEO Y SEGURIDAD SOCIAL DE ESPANA
A275200	Salud y seguridad en el trabajo con enfoque de género - linked to P202810	D	26/03/2012 31/05/2012	10	25	250	ES	MINISTERIO DE EMPLEO Y SEGURIDAD SOCIAL DE ESPANA
A255183	Jornadas regionales - linked to P202810 ( Foz de Iguacu, Brasil )	F	16/04/2012 17/04/2012	2	15	30	ES	MINISTERIO DE EMPLEO Y SEGURIDAD SOCIAL DE ESPANA
A275179	Trabajo decente, desarrollo sostenible y seguridad social - linked to P202810	D	23/04/2012 31/05/2012	6	20	120	ES	MINISTERIO DE EMPLEO Y SEGURIDAD SOCIAL DE ESPANA
A205069	Derechos sindicales y normas internacionales del trabajo, con especial atención a las normas sobre trabajo doméstico - linked to P202810	C	14/05/2012 01/06/2012	15	14	210	ES	ILO RBTC/TC/ACTRAV (12-13) ILO RBTC/TC/AMERICAS (12-13)  FES (GERMANY) MINISTERIO DE EMPLEO Y SEGURIDAD SOCIAL DE ESPANA
A255324	Encuentro subregional Cono Sur y Países Andinos sobre seguridad social - linked to P202810 ( Asunción, Paraguay )	F	16/05/2012 18/05/2012	3	13	39	ES	MINISTERIO DE EMPLEO Y SEGURIDAD SOCIAL DE ESPANA

Coord Code	Title	Venue	Dates	DoT	No. Part	Part Days	Lang	Sponsor
A255186	Encuentro subregional Centro América y Caribe sobre seguridad social - linked to P202810 ( Panama )	F	22/05/2012 24/05/2012	3	15	45	ES	MINISTERIO DE EMPLEO Y SEGURIDAD SOCIAL DE ESPANA
A255190	Encuentro regional - presentación de resultados - linked to P202810 ( Madrid, Spain )	F	29/05/2012 30/05/2012	2	8	16	ES	MINISTERIO DE EMPLEO Y SEGURIDAD SOCIAL DE ESPANA
<b>SUBTOTAL 'Americas'</b>				<b>55</b>	<b>187</b>	<b>1029</b>		
A355205	Trade union training for FTUB on Freedom of Association, organizing and collective bargaining ( Yangon, Myanmar )	F	11/12/2012 14/12/2012	4	33	132	EN	ITALY MYANMAR PROJECT
<b>SUBTOTAL 'Asia'</b>				<b>4</b>	<b>33</b>	<b>37</b>		
A405177	Sectoral social dialogue in new Member States and candidate countries for EFFAT and EMCEF affiliates - linked to P454653	C	20/02/2012 24/02/2012	5	32	160	EN	EUROPEAN COMMISSION through ILO PARDEV (RER/11/54/EEC)
A455185	Capacity-building for social dialogue: Workshop for trade union organizations in Croatia, Macedonia, Malta and Slovenia in EFFAT and EMCEF sectors - linked to P454653 ( Opatija, Croatia )	F	03/04/2012 04/04/2012	2	29	58	EN	EUROPEAN COMMISSION through ILO PARDEV (RER/11/54/EEC)
A455254	Decent work for domestic workers for Austria, Germany, Belgium, Netherlands, Bulgaria - linked to P455207 ( Berlin, Germany )	F	24/04/2012 25/04/2012	2	18	36	ENFR	EUROPEAN COMMISSION
A455181	Capacity-building for social dialogue: Workshop for EFFAT and EMCEF affiliates in Estonia, Latvia and Lithuania - linked to P454653 ( Vilnius, Lithuania )	F	06/06/2012 07/06/2012	2	19	38	EN	EUROPEAN COMMISSION through ILO PARDEV (RER/11/54/EEC)
A455256	Decent work for domestic workers for France, Italy, Spain, Portugal and Romania - linked to P455207 ( Madrid, Spain )	F	19/06/2012 20/06/2012	2	35	70	EN	EUROPEAN COMMISSION
A455255	Decent Work for domestic workers - linked to P455207 ( Dublin, Ireland )	F	25/06/2012 26/06/2012	2	29	58	EN	EUROPEAN COMMISSION
A455182	Capacity-building for social dialogue: Workshop for EFFAT and IndustriALL affiliates in Slovakia, Czech Republic, Poland and Hungary - linked to P454653 ( Budapest, Hungary )	F	02/07/2012 03/07/2012	2	48	96	EN	EUROPEAN COMMISSION through ILO PARDEV ( RER/11/54/EEC)
A455184	Capacity-building for social dialogue: workshop for EFFAT and IndustriALL affiliates in Turkey, Bulgaria and Romania - linked to P454653 ( Bucharest, Romania )	F	11/07/2012 12/07/2012	2	35	70	EN	EUROPEAN COMMISSION through ILO PARDEV ( RER/11/54/EEC)
A455192	Closing conference: Strengthening sectoral social dialogue in NMSCC in EFFAT and industriALL sectors - linked to P454653 ( Brussels, Belgium )	F	13/09/2012 14/09/2012	2	43	86	EN	EUROPEAN COMMISSION through ILO PARDEV ( RER/11/54/EEC)
A405257	Closing conference: Decent work for domestic workers in EU Member States - linked to P455207	C	27/11/2012 28/11/2012	2	46	92	ENFR	EUROPEAN COMMISSION ILO GENEVA
<b>SUBTOTAL 'Europe'</b>				<b>23</b>	<b>334</b>	<b>764</b>		

Coord Code	Title	Venue	Dates	DoT	No. Part	Part Days	Lang	Sponsor
A505070	Trade union training on social protection and social security policies	C	19/11/2012 23/11/2012	5	17	85	ENAR	ILO RBTC/TC/ACTRAV (12-13) ITALY GENERAL FUND - MENA PROJECT FES ILO RBTC/TC/ARAB STATES (12-13)
<b>SUBTOTAL 'Arab States'</b>				<b>5</b>	<b>17</b>	<b>22</b>		
<b>GRAND</b>				<b>114</b>	<b>714</b>	<b>2532</b>		



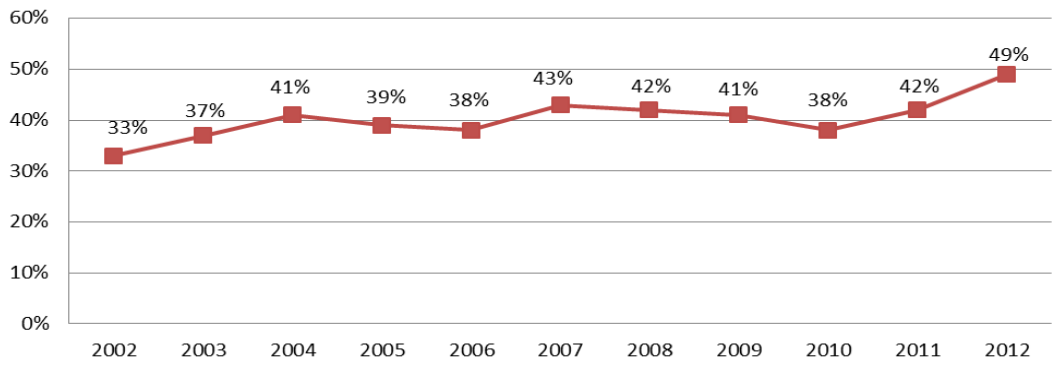
## **Annex 9**

### **Gender data**

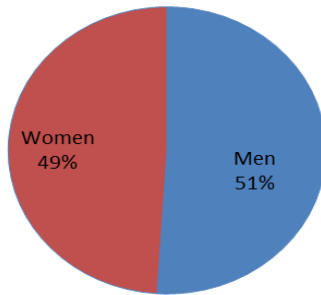




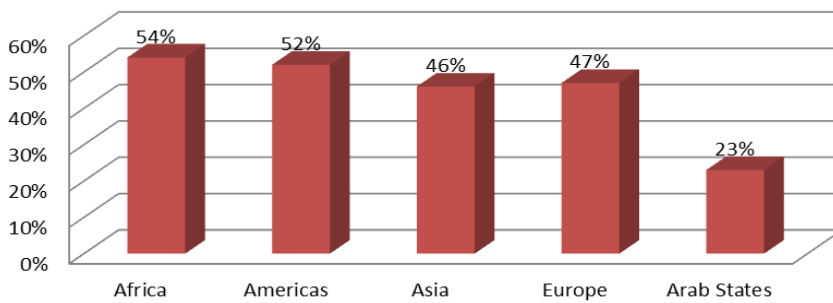
### Women participation overall 2002 - 2012



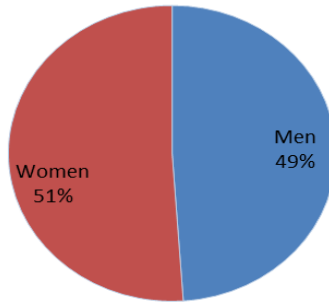
### Women Participation overall 2012



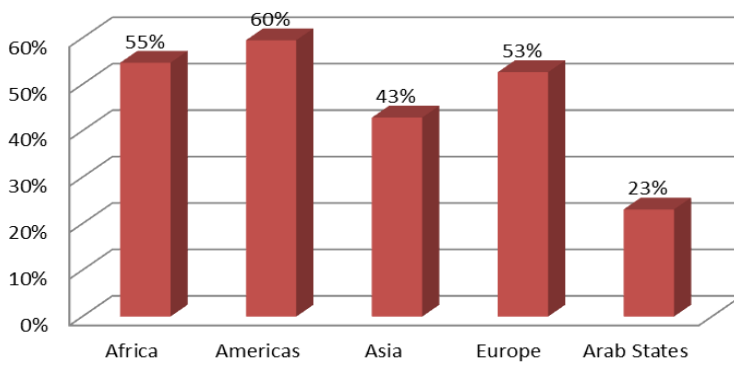
### Women participation overall 2012 by Region



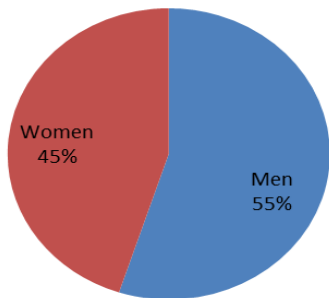
**Core overall 2012**



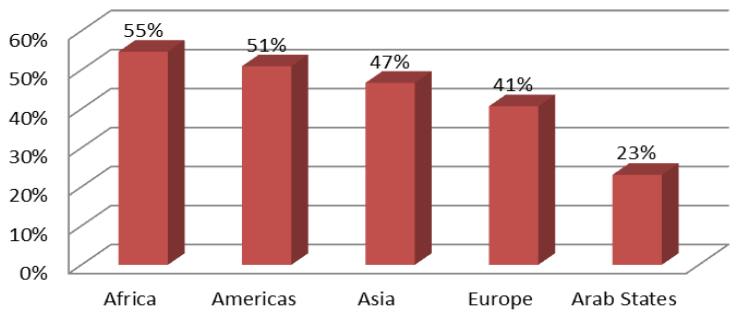
**Core by Region 2012**



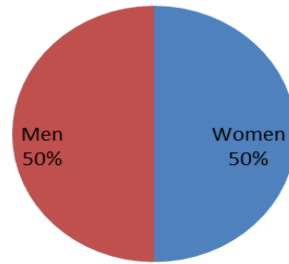
**Women participation in Turin courses 2012**



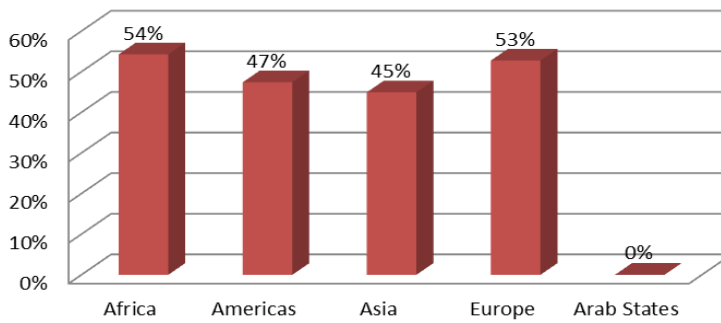
**Women participation in Turin courses by Region 2012**



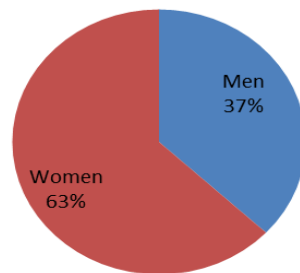
### Women participation in Field activities 2012



### Women participation in Field activities 2012 by Region



### Women participation in distance learning activities 2012





## **Annex 10**

## **Evaluation**



## Evaluation Results 2012\* - Workers' Activities

### End-of-activity evaluation

Question	2012		Difference in mean scores	
	means	% 4 & 5	ACTRAV2012- ACTRAV2011	ACTRAV2012- ITCILO2012
Preliminary information	3.95	72%	0.22	0.26
Achievement of objectives	4.31	90%	0.03	0.11
Contents serve objectives	4.42	92%	0.06	0.14
Gender in the training	4.24	81%	0.18	0.30
Learning methods	4.37	91%	0.06	0.07
Resource persons	4.53	95%	-0.01	0.09
Group working relations	4.37	91%	0.00	0.05
Materials	4.40	92%	0.04	0.09
Activity's organization	4.43	89%	-0.14	0.04
Secretariat	4.55	93%	-0.02	0.07
Relevance to current function	4.49	95%	-0.02	0.05
Relevance to organization's needs	4.47	93%	0.02	0.01
Activity overall quality	4.55	96%	0.09	0.08
<b>Average of all 13 questions</b>	<b>4.39</b>	<b>90%</b>	<b>0.05</b>	<b>0.10</b>
<b>Nb of received questionnaires</b>	<b>866</b>			
<b>Nb of evaluated activities</b>	<b>40</b>			

### Follow-up evaluation

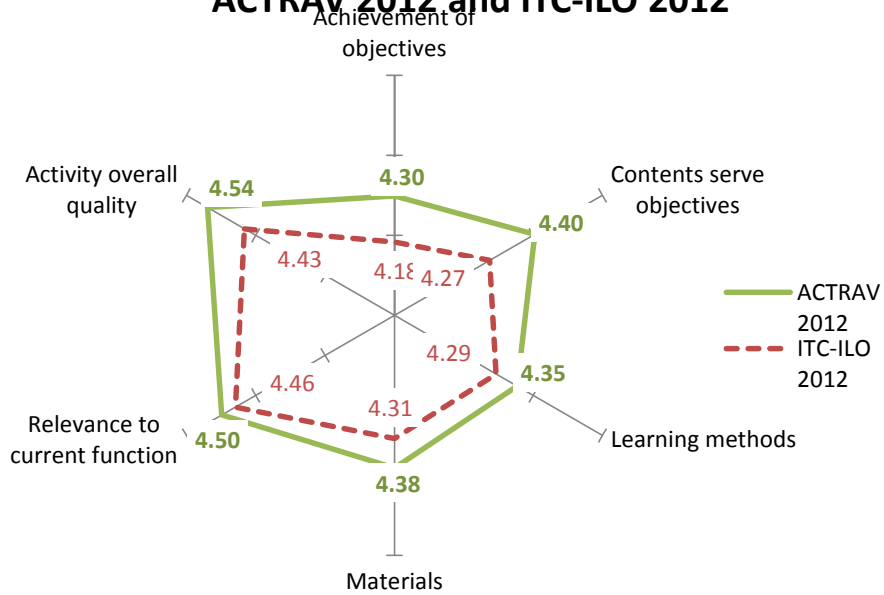
Calendar courses (from January 2011 to May 2012)			
Question	means	% 4 & 5	ACTRAV- ITCILO
Improvement of participant's competencies	3.90	70%	0.15
Improvement of participant's job performance	3.79	71%	0.23
Improvement of organizational performance	3.12	31%	0.25
Use of distributed materials	3.38	43%	0.28
Use of established networks	2.72	25%	0.19
Participation in the training considered as a good investment	4.18	79%	0.22
<b>Nb of received questionnaires</b>	<b>71</b>		
<b>Nb of evaluated activities</b>	<b>11</b>		

\* As at 14 January 2013.

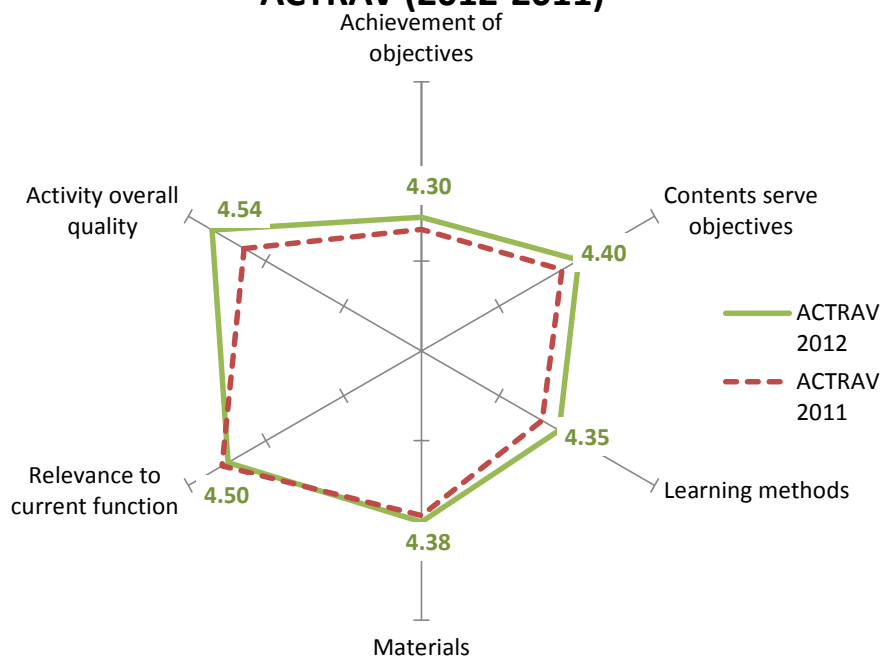
This documents reports only the results of ITC-ILO standard questionnaires (both for the end-of-activity and the follow-up evaluation). All questions are in a 1-5 scale.



### ACTRAV 2012 and ITC-ILO 2012



### ACTRAV (2012-2011)





## **Annex 11**

### **Activities financed or co-financed by ACTRAV**



## ANNEX 11 - ACTIVITIES FINANCED OR CO-FINANCED BY ACTRAV

Coord Code	Title	Venue	Dates	DoT	No. Part	Part Days	Lang	Sponsor
A105066	Trade union training in employment relations and the informal economy	C	20/02/2012 02/03/2012	10	13	130	ENFR	ITALY MAE (VC) ILO ACTRAV GENEVA FES (GERMANY)
A154558	Le dialogue social sur le terrain, de la théorie à la pratique - linked to P154556 ( Bukavu, RDC )	F	07/03/2012 10/03/2012	3	42	126	FR	WALLON REGION ITALY MAE (VC) SLIPPAGE 2011  ILO ACTRAV
A154559	L'Intersyndicale: un outil pour les femmes et le dialogue social dans la région des Grands Lacs - linked to P154556 ( Bujumbura, Burundi )	F	07/05/2012 10/05/2012	5	52	260	FR	WALLON REGION ILO RBTC/TC/ACTRAV (12-13) ILO ACTRAV GENEVA
A155169	Trade union actions for achieving decent work for migrants for English-speaking Africa ( Kisumu, Kenya )	F	21/05/2012 25/05/2012	5	15	75	EN	  ILO RBTC/TC/AFRICA (12-13) ILO RBTC/TC/ACTRAV (12-13)
A154560	Formation syndicale sur l'organisation des travailleurs de l'économie informelle - linked to P154556 ( Lomé, Togo )	F	11/06/2012 14/06/2012	4	16	64	FR	WALLON REGION (BELGIUM) ILO RBTC/TC/ACTRAV (12-13) ILO ACTRAV GENEVA
A155171	Training of trainers on occupational safety and health for trade union representatives in Africa ( Accra, Ghana )	F	13/08/2012 17/08/2012	5	20	100	ENFR	  ILO RBTC/TC/ACTRAV (12-13) ILO SIDA through ILO ACTRAV
A105067	Trade union training on capacity building for promoting decent work	C	08/10/2012 19/10/2012	10	15	150	EN	  ILO RBTC/TC/ACTRAV (12-13) ILO RBTC/TC/AFRICA (12-13) FES (GERMANY)
A105076	Trade union training on occupational safety and health and HIV/AIDS	C	26/11/2012 07/12/2012	10	15	150	ENFR	  ILO RBTC/TC/ACTRAV (12-13) INCOME TRANSFERRED FROM A905072/120322 ILO ACTRAV GENEVA ILO AIDS GENEVA
A155170	Trade union training on promoting and defending the rights of domestic workers ( Kisumu, Kenya )	F	10/12/2012 14/12/2012	5	19	95	ENFR	   ILO RBTC/TC/ACTRAV (12-13)
<b>SUBTOTAL 'Africa'</b>				<b>57</b>	<b>207</b>	<b>1150</b>		
A205069	Derechos sindicales y normas internacionales del trabajo, con especial atención a las normas sobre trabajo doméstico - linked to P202810	C	14/05/2012 01/06/2012	15	14	210	ES	  ILO RBTC/TC/ACTRAV (12-13) ILO RBTC/TC/AMERICAS (12-13)  FES (GERMANY) MINISTERIO DE EMPLEO Y SEGURIDAD SOCIAL DE ESPANA
A255321	Seminario regional sobre trabajo decente con transversalidad de genero (FSI y red DDHH) ( Buenos Aires, Argentina )	F	25/06/2012 06/07/2012	10	13	130	ES	  ILO ACTRAV GENEVA ILO RBTC/TC/ACTRAV (12-13)
A255325	Taller regional de formación de formadores trabajo decente al cubo ( Buenos Aires, Argentina )	F	25/06/2012 06/07/2012	10	15	150	ES	  ILO ACTRAV GENEVA ILO RBTC/TC/ACTRAV (12-13)

Coord Code	Title	Venue	Dates	DoT	No. Part	Part Days	Lang	Sponsor
A205075	Capacidades sindicales para la promoción del trabajo decente	C	08/10/2012 26/10/2012	15	15	225	ES	ILO RBTC/TC/ACTRAV (12-13) ILO RBTC/TC/AMERICAS (12-13)
A255730	Economía política, trabajo decente e internacionalismo sindical ( Lima, Peru )	F	10/12/2012 14/12/2012	5	15	75	ES	ILO RBTC/TC/ACTRAV (12-13)
<b>SUBTOTAL 'Americas'</b>				<b>55</b>	<b>72</b>	<b>790</b>		
A305071	Trade union action for decent work (freedom of association and social security)	C	25/06/2012 13/07/2012	15	15	225	EN	ILO RBTC/TC/ACTRAV (12-13) FES GERMANY ILO RBTC/TC/ASIA (12-13)
A355196	Trade union training on wage policies and collective bargaining ( Singapore )	F	30/07/2012 03/08/2012	5	23	115	EN	SNTUC (IN KIND) ILO RBTC/TC/ACTRAV (12-13)
A355250	Promoting Freedom of Association and Decent Work for workers in precarious employment ( Bangkok, Thailand )	F	21/08/2012 25/08/2012	5	23	115	EN	JILAF (JAPAN) ILO RBTC/TC/ACTRAV (12-13)
A355201	Trade union training on social protection and security policies ( Seoul, Republic of Korea )	F	08/10/2012 12/10/2012	5	18	90	EN	ILO RBTC/TC/ACTRAV (12-13) KOREA LABOUR FOUNDATION - KLF (IN KIND)
A355203	Training on organizing and decent work for domestic workers ( Kuala Lumpur, Malaysia )	F	16/10/2012 19/10/2012	4	20	80	EN	ILO RBTC/TC/ASIA ILO TRAVAIL ILO ACTRAV (RBSA)
A352662	Trade union training on Decent Work, Decent Work Country Programmes (DWCPs) and role of trade unions ( Jakarta, Indonesia )	F	06/11/2012 09/11/2012	5	22	110	EN	RBTC/TC ACTRAV RBTC/TC/ASIA
<b>SUBTOTAL 'Asia'</b>				<b>39</b>	<b>121</b>	<b>735</b>		
A405073	Young leadership training on communication policies and skills for trade unions	C	03/12/2012 14/12/2012	10	18	180	ENRU	ILO RBTC/TC/ACTRAV (12-13) ILO GENEVA FES (GERMANY)
<b>SUBTOTAL 'Europe'</b>				<b>10</b>	<b>18</b>	<b>180</b>		
A505070	Trade union training on social protection and social security policies	C	19/11/2012 23/11/2012	5	17	85	ENAR	ILO RBTC/TC/ACTRAV (12-13) ITALY GENERAL FUND - MENA PROJECT FES ILO RBTC/TC/ARAB STATES (12-13)
<b>SUBTOTAL 'Arab States'</b>				<b>5</b>	<b>17</b>	<b>85</b>		
A905072	Inter-regional trade union training on Decent Work, Sustainable Development and Green Jobs	C	03/09/2012 14/09/2012	10	16	160	ENES	ILO RBTC/TC/ACTRAV (12-13)
<b>SUBTOTAL 'Interregional'</b>				<b>10</b>	<b>16</b>	<b>160</b>		
<b>GRAND TOTAL</b>				<b>176</b>	<b>451</b>	<b>3100</b>		



## **Annex 11 bis**

### **Activities financed or co-financed by Italian Voluntary Contribution**





## ANNEX 11 bis - ACTIVITIES FINANCED OR CO-FINANCED BY ITALIAN VOLUNTARY CONTRIBUTION

Coord Code	Title	Venue	Dates	DoT	No. Part	Part Days	Lang	Sponsor
A105066	Trade union training in employment relations and the informal economy	C	20/02/2012 02/03/2012	10	13	130	ENFR	ITALY MAE (VC) ILO ACTRAV GENEVA FES (GERMANY)
A154558	Le dialogue social sur le terrain, de la théorie à la pratique - linked to P154556 ( Bukavu, RDC )	F	07/03/2012 10/03/2012	3	42	126	FR	WALLON REGION ITALY MAE (VC) SLIPPAGE 2011  ILO ACTRAV
<b>SUBTOTAL 'Africa'</b>				<b>13</b>	<b>55</b>	<b>256</b>		
A305068	Organizing and collective bargaining in multinational enterprises (MNEs)	C	13/02/2012 24/02/2012	10	17	170	EN	ILO SPECIAL ALLOCATION TO TURIN CENTRE FOR 2012 ACTIVITIES
A305187	Training course for ACFTU on challenges and role of trade unions in globalizing economy	C	16/04/2012 25/04/2012	8	19	152	ENCH	ILO SPECIAL ALLOCATION TO TURIN CENTRE FOR 2012 ACTIVITIES
A305199	Trade union training on promoting decent work through organizing and collective bargaining (China)	C	10/09/2012 19/09/2012	8	20	160	ENCH	ITALY MAE (VC)
A355205	Trade union training for FTUB on Freedom of Association, organizing and collective bargaining ( Yangon, Myanmar )	F	11/12/2012 14/12/2012	4	33	132	EN	ITALY MYANMAR PROJECT
<b>SUBTOTAL 'Asia'</b>				<b>26</b>	<b>56</b>	<b>482</b>		
A504026	Towards democratic trade unionism and decent work in Arab countries	C	23/01/2012 27/01/2012	5	15	75	AR	ITALY MAE (VC) 2012
A505070	Trade union training on social protection and social security policies	C	19/11/2012 23/11/2012	5	17	85	ENAR	ILO RBTC/TC/ACTRAV (12-13) ITALY GENERAL FUND - MENA PROJECT FES ILO RBTC/TC/ARAB STATES (12-13)
<b>SUBTOTAL 'Arab States'</b>				<b>5</b>	<b>15</b>	<b>75</b>		
A905135	Relações laborais e a economia informal (PALOPS e Brasil)	C	20/02/2012 09/03/2012	15	14	210	PT	ITALY MAE (VC)
<b>SUBTOTAL 'Interregional'</b>				<b>15</b>	<b>14</b>	<b>210</b>		
<b>GRAND TOTAL</b>				<b>59</b>	<b>140</b>	<b>1023</b>		



## **Annex 12**

### **List of Resource Persons**



## RESOURCE PERSONS 2012 - Turin -

### CONSULTANTS

	NAME	NATIONALITY	ORGANISATION
	Anabella Rosemberg ♀	Argentina	ITUC
	Guillermo Zuccotti	Argentina	Consultant
	Gustavo Triani	Argentina	UNI Americas
	Ruben Cortina	Argentina	FAECYS
	Jean-Claude Le Douaron	Belgium	ETUC
	Ana Paula Melli ♀	Brasil	CUT
	Abdesattar Mansour	Cairo	ITUC
	Stephen Benedict	Canada	ITUC
	Patti Janega ♀	Canada	Consultant
	Helmut Lense	Germany	IMF
	Adu Amankwah Kwasi	Ghana	ITUC
	Georgios Altintzis	Greece	ITUC
	Arvind Shrouti	India	Consultant
	Carla Coletti ♀	Italy	IMF
	Daria Cibrario ♀	Italy	EFFAT
	Fulvio Perini	Italy	Consultant
	Giulia Massobrio ♀	Italy	Consultant
	Giuseppe Nastro	Italy	INPS
	Vittorio Longhi	Italy	COM/CAM ITUC-CSI
	Mansour Omeira	Lebanon	Consultant
	Esther Busser ♀	Netherland	ITUC
	Carlos Ledesma	Peru	Consultant
	Zuzanna Muskat-Gorska ♀	Poland	ITUC
	Ulisses Garrido	Portugal	ETUI
	Valerica Dumitrescu ♀	Romania	ETUI
	Anton Leppik	Russia	ITUC-CSI
	Antonio Camacho	Spain	CCOO
	Cristina Segura ♀	Spain	CCOO
	Laura Martin ♀	Spain	Sustainlabour
	Pedro Soler	Spain	Consultant
	Kristine Drew ♀	UK	TUAC
	Wellington Chibebe	Zimbabwe	ITUC

## ITALIAN TRADE UNIONS

	NAME	CONFEDERATION
	Giovanni Biz	CISL
	Piero Bozzola	CISL
	Federica Castegnaro ♀	CISL
	Mario Scotti	CISL
	Stefano Serafino	CISL
	Nanni Tosco	CISL
	Giovanna Ventura ♀	CISL
	Gianmarco Gilardoni	CISL
	Renzo Bellini	ISCOS CISL
	Nino Baseotto	CGIL
	Fabio Ghelfi	CGIL
	Leopoldo Tartaglia	CGIL
	Cinzia Del Rio ♀	UIL

## ILO OFFICIALS

	NAME	PROGRAMME
	Frederick Parry	ACTRAV Addis Ababa
	Christine Nathan ♀	ACTRAV Bangkok
	Mustapha Said	ACTRAV Beirut
	Mohammed Trabelsi	ACTRAV Cairo
	Beatriz Vacotto ♀	ACTRAV Geneva
	Anna Biondi ♀	ACTRAV Geneva
	Lene Olsen ♀	ACTRAV Geneva
	Mamadou Kaba Souare	ACTRAV Geneva
	Walid Hamdan	ACTRAV Geneva
	Carmen Benitez ♀	ACTRAV Lima
	Inviolata Chinyangarara ♀	ACTRAV Pretoria
	Syed Mohammad Afsar	AIDS Geneva
	Corinne Perthuis ♀	DCOMM Geneva
	Emily Sims ♀	EMP/MULTI Geneva
	Kees Van de Ree	GREEN JOBS - Geneva
	Abid Briki	ILO Cairo
	Chang Hee Lee	INTEGRATION Geneva
	Ryszard Cholewinski	MIGRANTS Geneva

## ITC-ILO OFFICIALS, TURIN

	NAME	PROGRAMME
	Mostefa Boudiaf	EPSD
	Alice Voza ♀	EPSD
	Simonetta Cavazza ♀	ILSGEN
	Johanne Lortie ♀	ILSGEN
	Maura Miraglio ♀	ILSGEN
	Miriam Boudraa ♀	SOCSEC
	Charles Crevier	SOCSEC
	Luisa Guimaraes ♀	SOCSEC

## RESOURCE PERSONS 2012 Field Activities (without projects)

### CONSULTANTS

	NAME	NATIONALITY	ORGANISATION
	Gustavo Gandara	Argentina	CGT
	Marita Gonzalez ♀	Argentina	CGT
	Ruben Cortina	Argentina	FAECYS
	Amanda Villatoro ♀	El Salvador	CSA
	Maria Trijntje Koning ♀	Germany	ITUC
	Ip Pui Yu ♀	Hong Kong	IDWN
	Yuki Otsuji ♀	Japan	JILAF
	Julio Gamero	Peru	Consultant
	Marta Maria Del Castillo Coba ♀	Spain	CCOO
	Michael P. Besha	Tanzania	OATUU
	Moses Kachima	Tanzania	TMLC

### ILO OFFICIALS

	NAME	PROGRAMME/ILO OFFICE
	Frederick Parry	ACTRAV Addis Ababa
	Christine Nathan ♀	ACTRAV Bangkok
	Pong Sul Ahn	ACTRAV Bangkok
	Shigeru Wada	ACTRAV Bangkok
	Luc Demaret	ACTRAV Geneva
	Carmen Benitez ♀	ACTRAV Lima
	Claire Hobden ♀	ILO Geneva
	Franklin Muchiri	ILO Pretoria
	Malte Luebker	ILO TRAVAIL



## RESOURCE PERSONS 2012 - Projects' Activities

### CONSULTANTS

	NAME	NATIONALITY	ORGANISATION
	Eduardo Choren	Argentina	CGT
	Carlos Anibal Rodríguez	Argentina	Consultant
	Guillermo Zuccotti	Argentina	Consultant
	Laura Maffei ♀	Argentina	Consultant
	Ruben Garrido	Argentina	CTA
	Marta Pujadas ♀	Argentina	UOCRA
	Eduard Laurijssen	Belgium	Consultant
	Luc Triangle	Belgium	IndustriALL
	Jefferey Vogt	Belgium	ITUC
	Katia PAREDES MORENO ♀	Belgium	CSI
	Nicolas HERBECQ	Belgium	CGSLB
	Annick THYRE ♀	Belgium	FGTB
	André BRUYNEEL	Belgium	CGSLB
	Laerte Teixeira Da Costa	Brazil	CSA-TUCA
	Claudia De Lima ♀	Brazil	CUT
	Ana Maria Muñoz ♀	Chile	CUT
	Jasna A. Petrovic ♀	Croatia	Consultant
	Mato Lalic	Croatia	ICEM/EMCEF- IUF/EFFATT SEE
	Domagoj Ferdebar	Croatia	UATUC
	Bozo Skoko	Croatia	University
	Ruth Medrano Díaz ♀	Dominican Republic	CNTD
	Hannes Roosaar	Estonia	EAKL, EE
	Jorma Rusanen ♀	Finland	IndustriALL
	Sylvain Lefebvre	France	IndustriALL
	Gaelle Stierlam ♀	France	Consultant
	Kristin Carls ♀	German	Consultant
	Michael Wolters	German	EMCEF
	Harald Wiedenhoffer	Germany	EFFAT
	Kerstin Howald ♀	Germany	EFFAT
	Norbert Schoebel	Germany	European Commission
	Marieke Koning ♀	Germany	ITUC
	Rabiatou Serah Diallo ♀	Guinea	Consultant
	Luis Fernando Pacheco Lobo	Honduras	CUTH
	Gerry McCormack	Ireland	SIPTU
	Orlagh Fawl ♀	Ireland	SIPTU
	Eddie Higgins	Ireland	SIPTU/ITUC
	Cinzia Del Rio ♀	Italian	UIL
	Fulvio Perini	Italy	Consultant

	Giulia Massobrio ♀	Italy	Consultant
	Daria Cibrario ♀	Italy	EFFAT
	Luca Visentini	Italy	ETUC
	Marco Cilento	Italy	ETUC
	Cinzia Sechi ♀	Italy	ETUC
	Janina Matuiziene ♀	Lithuania	LPSK
	Martha Ayala ♀	Paraguay	CSA-TUCA
	Victor Baez	Paraguay	CSA-TUCA
	Fiorella Puccio ♀	Peru	Consultant
	Julio Franco Perez	Peru	Consultant
	Maria Bastidas ♀	Peru	Consultant
	Lukasz Kopec	Poland	NSZZ Solidarnosc
	Pavle Vrhovec	Slovenia	ZSSS
	Purificacion Moran ♀	Spain	Consultant
	Rebeca Torada ♀	Spain	Consultant
	Zingan Alihonou	Togo	CSI Afrique
	Jeff Bridgford	U.K.	Consultant
	Lenni George ♀	U.K.	Consultant
	Ariel Ferrari	Uruguay	PIT-CNT
	Leida Marcela Leon ♀	Venezuela	ASI
	Maria Isamar Escalona ♀	Venezuela	CSA-TUCA

## ILO OFFICIALS

	NAME	PROGRAMME/ILO OFFICE
	Ovidiu Jurca	ACTRAV Budapest
	Anna Biondi ♀	ACTRAV Geneva
	Frank Hoffer	ACTRAV Geneva
	Hilda Sanchez Martinez ♀	ACTRAV Geneva
	Luc Demaret	ACTRAV Geneva
	Carmen Benitez ♀	ACTRAV Lima
	Eduardo Rodríguez Calderon	ACTRAV Lima
	Ben Saïd	ACTRAV Pretoria
	Oscar Valverde	ACTRAV San Jose
	Carlos Rodriguez	ACTRAV Santiago
	Hervé Sea	ACTRAV Yaoundé
	Julio Gomez	CTP Proyecto SS Andino, ILO Lima,
	Maria Jose Chamorro ♀	GENDER, ILO San Jose
	Maria Elena Valenzuela ♀	GENDER, ILO Santiago
	Sabine Baun ♀	ILO Berlin
	Natalia Diaz Santin ♀	ILO Madrid
	Rudi Delarue	ILO, Brussels
	Maria Gallotti ♀	MIGRANT Geneva

	Fabio Bertranou	SECSOC, Buenos Aires
	Pablo Casali	SECSOC, Lima
	Sergio Velasco	SECSOC, San Jose
	Claire Hobden ♀	TRAVAIL Geneva

**ITC-ILO OFFICIALS, TURIN CENTRE**

	<b>NAME</b>	<b>PROGRAMME</b>
	Paolo Salvai	ACT/EMP
	Alessandro Patrone	EVALUATION



## **Annex 13**

### **Detaild table of bi-tripartite activites**



Annex 13 - Detailed table of bi-tripartite courses

0 skipped.					AFRICA								AMERICAS						ASIA						EUROPE						ARAB STATES						ICS		TOTAL WORKERS	NOTES	EMPLOYERS ATTENDING ACTIVITIES				
Title	Venue	DoT	Part. Days	No. Part	TOT				Work				Empl				TOT				Work				Empl				TOT				Work				Empl					TOT			
					M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W							
A905109 - ILO Maritime Labour Academy - Track 4: Workshop for seafarers and seafarers' representatives on the ILO MLC, 2006	C	7	168	24	0	0	0	0	0	0	5	0	5	0	0	0	6	0	6	0	0	0	9	4	9	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	24	only for workers in cooperation with ITF	
A905110 - ILO Maritime Labour Academy - Track 4: workshop for seafarers and seafarers' representatives on the ILO MLC, 2006	C	7	161	23	2	1	2	1	0	0	2	0	2	0	0	0	5	0	5	0	0	0	13	0	13	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	23	only for workers in cooperation with ITF	
A905111 - ILO Maritime Labour Academy - Track 4b - Awareness-raising workshop on the MLC, 2006 for seafarers and seafarers' representatives	C	3	60	20	0	0	0	0	0	0	3	1	3	1	0	0	5	1	5	1	0	0	9	1	9	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	20	only for workers in cooperation with ITF	
A255658 - Formación para abogados de sindicatos sobre el uso de las normas internacionales del trabajo ante los tribunales nacionales con énfasis en libertad sindical	F	3	75	25	0	0	0	0	0	0	15	10	15	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	25	only for Trade unions in cooperation with ACTRAVGeneva	
A155728 - Training course for trade union and friendly trade union lawyers on the use of international labour standards before national courts with special focus on freedom of association	F	3	66	22	12	10	12	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	22	only for Trade unions in cooperation with ACTRAVGeneva	
A275239 - Comunicar los derechos laborales: Curso para profesionales de los medios de comunicación (San José, Costa Rica)	B-F	10	270	27	0	0	0	0	0	0	15	12	4	2	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	tripartite	4
<b>SUBTOTAL 'ILS-FPR'</b>		<b>33</b>	<b>800</b>	<b>141</b>	<b>14</b>	<b>11</b>	<b>14</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>40</b>	<b>23</b>	<b>29</b>	<b>13</b>	<b>3</b>	<b>1</b>	<b>19</b>	<b>2</b>	<b>16</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>31</b>	<b>5</b>	<b>31</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>120</b>		<b>4</b>						

Annex 13 - Detailed table of bi-tripartite courses

0 skipped.					AFRICA								AMERICAS						ASIA						EUROPE						ARAB STATES						ICS		TOTAL WORKERS	NOTES	EMPLOYERS ATTENDING ACTIVITIES				
Title	Venue	DoT	Part. Days	No. Part	TOT				Work				Empl				TOT				Work				Empl				TOT				Work				Empl					TOT			
					M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W							
A155313 - Inclusive finance for workers: How trade unions can facilitate financial inclusion of workers	F	5	50	10	4	2	3	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	5	50% workers							
A155558 - Inclusive finance for workers: How trade unions can facilitate financial inclusion of workers	F	5	95	19	11	8	8	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	13	mainly with workers only	1							
A905113 - Promoting labour standards through corporate social responsibility: instruments and practices	C	5	90	18	1	2	1	0	0	1	1	0	0	0	0	0	3	1	1	1	0	0	3	2	1	0	0	0	0	0	0	0	0	1	4	4	marginal tripartite	1							
<b>SUBTOTAL 'EMLD'</b>		<b>15</b>	<b>235</b>	<b>47</b>	<b>16</b>	<b>12</b>	<b>12</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>5</b>	<b>22</b>		<b>2</b>								
A255560 - Evaluación y gestión de riesgos	F	5	125	25	0	0	0	0	0	0	18	7	6	0	6	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	tripartite	7							
A155677 - National OSH governance	F	4	92	23	18	5	6	2	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8	tripartite	3							
<b>SUBTOTAL 'SOCPRO'</b>		<b>9</b>	<b>217</b>	<b>48</b>	<b>18</b>	<b>5</b>	<b>6</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>18</b>	<b>7</b>	<b>6</b>	<b>0</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>14</b>		<b>10</b>							
A975079 - Participatory labour law-making (BLENDED)	B-C	13	143	11	2	3	0	0	0	0	0	0	0	0	0	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	marginal tripartite	2								
A155056 - Atelier de promotion du dialogue social et de l'intégration des questions de genre	F	3	81	27	19	8	7	1	5	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8	tripartite	7								
A455051 - EU DIALOGUE tripartite workshop	F	1	62	62	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	32	19	11	8	2	5	0	0	0	0	0	0	9	2	19	tripartite	7						
A155595 - Promotion du dialogue social dans l'espace UEMOA	F	5	260	52	41	11	14	2	6	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	16	tripartite	10							
A155424 - Conciliation/médiation des conflits de travail	F	4	96	24	19	5	4	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	marginal tripartite	4							
<b>SUBTOTAL 'SOCDIAL'</b>		<b>26</b>	<b>642</b>	<b>176</b>	<b>81</b>	<b>27</b>	<b>25</b>	<b>3</b>	<b>15</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>32</b>	<b>19</b>	<b>11</b>	<b>8</b>	<b>2</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>10</b>	<b>2</b>	<b>49</b>		<b>30</b>						
A405444 - Maternity protection and the gender dimension of social security	C	5	105	21	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9	9	2	2	1	1	0	0	0	0	0	0	1	2	4	marginal tripartite	2							
<b>SUBTOTAL 'GENDER'</b>		<b>5</b>	<b>105</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>9</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>4</b>		<b>2</b>								



Annex 13 - Detailed table of bi-tripartite courses

0 skipped.																									TOTAL WORKERS	NOTES	EMPLOYERS ATTENDING ACTIVITIES													
Title	Venue	DoT	Part. Days	No. Part	AFRICA				AMERICAS				ASIA				EUROPE				ARAB STATES							ICS												
					TOT	Work		Empl		TOT	Work		Empl		TOT	Work		Empl		TOT	Work		Empl					TOT	M	W										
M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W													
A455719 - Tripartite technical workshop on promoting decent working time: balancing workers' needs with business requirements - linked to E455400	F	3	75	25	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10	tripartite	7		
<b>SUBTOTAL 'PRODEV'</b>		<b>3</b>	<b>75</b>	<b>25</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>10</b>		<b>7</b>		
A354157 - Green Jobs in Asia regional conference	F	3	150	50	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	11	tripartite	13		
A905030 - Employment policy course	C	10	320	32	8	5	1	1	2	1	2	0	1	0	1	0	7	4	3	2	2	0	3	2	1	0	1	0	0	0	0	0	0	0	0	0	9	tripartite	7	
<b>SUBTOTAL 'EPSD'</b>		<b>13</b>	<b>470</b>	<b>82</b>	<b>8</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>45</b>	<b>16</b>	<b>14</b>	<b>2</b>	<b>13</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>20</b>		<b>20</b>	
A905035 - Building effective wage policies	C	5	130	26	6	3	1	0	1	0	0	0	0	0	0	0	12	3	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	validation tripartite course	3
<b>SUBTOTAL 'ERAS'</b>		<b>5</b>	<b>130</b>	<b>26</b>	<b>6</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	15%	<b>3</b>	
<b>TOTAL - ALL RESPONSIBLE UNITS</b>		<b>76</b>	<b>2674</b>	<b>566</b>	<b>143</b>	<b>63</b>	<b>59</b>	<b>24</b>	<b>22</b>	<b>8</b>	<b>20</b>	<b>7</b>	<b>36</b>	<b>13</b>	<b>10</b>	<b>2</b>	<b>61</b>	<b>23</b>	<b>33</b>	<b>6</b>	<b>15</b>	<b>3</b>	<b>59</b>	<b>51</b>	<b>54</b>	<b>17</b>	<b>7</b>	<b>10</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>15</b>	<b>10</b>	<b>243</b>		<b>78</b>	



## **Annex 13bis**

### **Detailed table of Academies divided by Programme**



## ANNEX 13 BIS - DETAILED TABLE OF ACADEMIES DIVIDED BY PROGRAMME

Title	Venue	Dates	DoT	Part. Days	No. Part	AFRICA						AMERICAS						ASIA						EUROPE						ARAB STATES						ICS		TOTAL		TOTAL
						TOT		Work		Empl		TOT		Work		Empl		TOT		Work		Empl		TOT		Work		Empl		TOT		Work		Empl		TOT	WORKERS	EMPLOYERS		
						M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W			
<b>EMLD</b>																																								
A905132 - Academy on Sustainable Enterprise Development	C	18/6/12 29/6/12	10	410	41	15	8	0	0	0	0	3	3	0	0	0	0	3	3	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	2	3	0	0		
A905133 - The Boulder microfinance training programme	C	16/7/12 3/8/12	15	4035	269	100	49	0	0	0	0	10	12	0	0	0	0	30	19	0	0	0	0	16	10	0	0	0	0	3	0	0	0	0	0	11	9	0	0	
<b>SUBTOTAL 'EMLD'</b>			<b>25</b>	<b>4445</b>	<b>310</b>	<b>115</b>	<b>57</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>33</b>	<b>22</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>17</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>12</b>	<b>0</b>	<b>0</b>		
<b>SOCPRO</b>																																								
A905008 - Académie de la sécurité sociale	C	23/4/12 4/5/12	10	340	34	23	8	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0			
A905016 - Academy on Labour Migration	C	2/7/12 13/7/12	10	470	47	13	4	0	1	0	0	0	2	0	0	0	0	6	4	0	0	0	0	4	7	0	0	0	0	1	0	0	0	0	0	1	5	1	0	
A905098 - Academy on Social Security	C	24/9/12 5/10/12	10	830	83	26	14	0	0	0	0	1	3	0	0	0	0	17	8	0	0	0	0	2	3	0	0	0	0	4	0	0	0	0	0	3	2	0	0	
<b>SUBTOTAL 'SOCPRO'</b>			<b>30</b>	<b>1640</b>	<b>164</b>	<b>62</b>	<b>26</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>23</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>8</b>	<b>2</b>	<b>0</b>		
<b>DELTA</b>																																								
A905211 - International training-of-trainers forum	C	12/11/12 23/11/12	10	440	44	19	3	0	0	1	0	0	0	0	0	0	2	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	7	11	0	1		
A905525 - United Nations Summer Academy	C	20/8/12 31/8/12	10	340	34	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	1	3	0	0	0	0	0	0	0	0	0	0	14	14	0	0	
<b>SUBTOTAL 'DELTA'</b>			<b>20</b>	<b>780</b>	<b>78</b>	<b>19</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>21</b>	<b>25</b>	<b>0</b>	<b>1</b>			
<b>EPSD</b>																																								
A905033 - Academy on Skills Development	C	15/10/12 26/10/12	10	800	80	19	9	0	0	1	0	10	10	0	0	0	0	10	3	0	0	0	0	7	8	0	0	1	2	0	0	0	0	0	0	2	2	0	4	
<b>SUBTOTAL 'EPSD'</b>			<b>10</b>	<b>800</b>	<b>80</b>	<b>19</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>10</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>4</b>		



## **Annex 14**

### **Core courses 2013**





## ANNEX 14 - CORE COURSES 2013

Coord Code	Title	Dates	DoT	No. Part	Part Days	Lang	Sponsor
A106021	Trade union training for sustainable development and decent work for all	25/02/2013 08/03/2013	10	15	150	ENFR	ITALY MAE (VC) FES
A106025	Capacity building for organizing and managing trade unions	13/05/2013 24/05/2013	10	15	150	EN	ILO RBTC/TC/ACTRAV (12-13)
A106030	Renforcement des capacités des syndicats pour la négociation collective	11/11/2013 22/11/2013	10	15	150	FR	ILO RBTC/TC/ACTRAV (12-13)
<b>SUBTOTAL 'Africa'</b>			<b>30</b>	<b>45</b>	<b>450</b>		
A206022	Formación sindical sobre políticas de empleo y economía informal	18/02/2013 08/03/2013	15	15	225	ES	ILO RBTC/TC/ACTRAV (12-13) ITALY MAE (VC)
A206026	Formación sindical sobre salud y seguridad en el trabajo	08/04/2013 26/04/2013	15	15	225	ES	ILO RBTC/TC/ACTRAV (12-13)
<b>SUBTOTAL 'Americas'</b>			<b>30</b>	<b>30</b>	<b>450</b>		
A306024	Capacity building for trade unions for promoting decent work	18/03/2013 28/03/2013	9	16	144	EN	ILO RBTC/TC/ACTRAV (12-13)
A306028	Communications for inclusive and effective trade unionism	01/07/2013 19/07/2013	15	15	225	EN	ILO RBTC/TC/ACTRAV (12-13)
<b>SUBTOTAL 'Asia'</b>			<b>24</b>	<b>31</b>	<b>369</b>		
A406032	Collective bargaining for trade unions	04/11/2013 15/11/2013	10	15	150	ENRU	ILO RBTC/TC/ACTRAV (12-13)
<b>SUBTOTAL 'Europe'</b>			<b>18</b>	<b>15</b>	<b>150</b>		
A506278	Trade union training on gender equality	07/10/2013 18/10/2013	10	20	200	ENAR	ILO RBTC/TC/ACTRAV (12-13)
<b>SUBTOTAL 'Arab States'</b>			<b>10</b>	<b>20</b>	<b>200</b>		
A906029	Trade union rights and International Labour Standards, especially for domestic workers	01/07/2013 12/07/2013	10	18	180	ENFR ES	ILO RBTC/TC/ACTRAV (12-13)
A906027	Organizing and collective bargaining in multinational enterprises for respect of workers' rights	23/09/2013 04/10/2013	10	16	160	ENES	ILO RBTC/TC/ACTRAV (12-13)
A906031	Proteção social e previdência social para sindicatos	14/10/2013 31/10/2013	14	15	210	PT	ILO RBTC/TC/ACTRAV (12-13)
<b>SUBTOTAL 'Interregional'</b>			<b>34</b>	<b>49</b>	<b>550</b>		
<b>GRAND TOTAL</b>			<b>146</b>	<b>190</b>	<b>2169</b>		



## **Annex 15**

### **Planned and implemented activities for 2013**



**ANNEX 15 - PLANNED AND IMPLEMENTED ACTIVITIES IN 2013**

<b>Coord Code</b>	<b>Title</b>	<b>Venue</b>	<b>Dates</b>	<b>DoT</b>	<b>No. Part</b>	<b>Lang</b>	<b>Manager, Co-Manager Assistant Co-Assistant</b>	<b>Sponsor</b>
A106021	Trade union training for sustainable development and decent work for all	C	25/02/2013 08/03/2013	10	15	ENFR	Mban KABU  Daniela KLEIN	ITALY MAE (VC) FES
A106025	Capacity building for organizing and managing trade unions	C	13/05/2013 24/05/2013	10	22	EN	Mban KABU  Clelia PELLERINO	ILO RBTC/TC/ACTRAV FES UNI
A156353	Trade union training on HIV and labour migration	F	01/07/2013 05/07/2013	5	20	ENFR	Mban KABU  Martha TIRELLI	ILO SIDA
A156354	A capacity building for members of youth committees on the youth employment crisis in Africa ( Lomé, Togo )	F	12/08/2013 16/08/2013	5	20	ENFR	Mban KABU  Clelia PELLERINO	RBTC/TC/AF RBTC/TC/ACTRAV
A106030	Renforcement des capacités des syndicats pour la négociation collective	C	11/11/2013 22/11/2013	10	15	FR	Mban KABU  Clelia PELLERINO	ILO RBTC/tc/actrav (12-13)
A156355	Follow-up capacity building on OSH and HIV/AIDS ( Kisumu, Kenya )	F	18/11/2013 22/11/2013	5	20	EN	Mban KABU  Martha TIRELLI	ILO SIDA ILO RBTC/tc/actrav (12-13)
A152788	Bipartite workshop on how and why to get involved in decent work (anglophone Africa) ( Nairobi, Kenya )	F	30/12/2013 31/12/2013	5	20	EN	Mban KABU	ITALY MAE (VC) 2011 ILO ACT/EMP + ILO ACTRAV GENEVA
A154260	Trade union training on research methodology and social issues in Africa ( Lomé, Togo )	F	30/12/2013 31/12/2013	5	15	FR	Mban KABU  Martha TIRELLI	ITALY MAE (VC) 2011 ILO RBTC/TC/ACTRAV
A156356	Capacity building on promoting decent work for migrant workers: concepts, instruments, actions and strategies ( Lomé, Togo )	F	30/12/2013 31/12/2013	5	20	FR	Mban KABU  Daniela KLEIN	ILO RBTC/TC/AFRICA (12-13) ILO RBTC/tc/actrav (12-13)
<b>AFRICA</b>				<b>60</b>	<b>167</b>			

Coord Code	Title	Venue	Dates	DoT	No. Part	Lang	Manager, Co-Manager	Sponsor
A206022	Formación sindical sobre políticas de empleo y economía informal	C	18/02/2013 08/03/2013	15	14	ES	Jesus GARCIA JIMENEZ	ILO RBTC/TC/ACTRAV (12-13)
A206026	Formación sindical sobre salud y seguridad en el trabajo	C	08/04/2013 26/04/2013	15	20	ES	Jesus GARCIA JIMENEZ	ILO RBTC/TC/ACTRAV (12-13)
A276369	Modulo piso de protección social con países andinos	D	20/04/2013 26/06/2013	10	60	ES	Jesus GARCIA JIMENEZ	PROYECTO ANDINO EXTENSION SS
A256375	Empleo y protección social en el nuevo contexto demográfico ( Lima, Peru )	F	08/05/2013 10/05/2013	3	15	ES	Jesus GARCIA JIMENEZ	ILO RBTC/TC/ACTRAV (12-13)
A276368	Trabajo decente, empleos verdes y desarrollo sostenible	D	13/05/2013 19/07/2013	10	60	ES	Jesus GARCIA JIMENEZ	ILO GREEN JOBS
A276370	Salud y seguridad en el trabajo con enfoque de genero	D	25/05/2013 31/07/2013	10	60	ES	Jesus GARCIA JIMENEZ	ILO RBTC/tc/actrav (12-13)
A256372	Taller subregional andino sobre extensión de la seguridad social ( Lima, Perú )	F	12/08/2013 16/08/2013	5	15	ES	Jesus GARCIA JIMENEZ	PROYECTO ANDINO EXTENSION SS
A256373	Taller regional desarrollo sustentable y trabajo decente ( Lima, Peru )	F	19/08/2013 23/08/2013	5	20	ES	Jesus GARCIA JIMENEZ	ILO GREEN JOBS
A276374	Introducción al trabajo decente	D	02/09/2013 31/10/2013	9	60	ES	Jesus GARCIA JIMENEZ	ILO GREEN JOBS
A256376	Taller regional sobre negociación colectiva y SST ( Sao Paulo, Brazil )	F	11/11/2013 15/11/2013	5	20	ES	Jesus GARCIA JIMENEZ  Martha TIRELLI	CSA-CUT ILO RBTC/TC/AMERICAS (12-13)
A256377	Escuela de economía para el trabajo decente ( Buenos Aires, Argentina )	F	18/11/2013 22/11/2013	5	20	ES	Jesus GARCIA JIMENEZ  Martha TIRELLI	CSA ILO RBTC/TC/AMERICAS (12-13)
A206371	Negociación colectiva	C	30/12/2013 31/12/2013	5	15	PT	Jesus GARCIA JIMENEZ	FECOMERCIARIOS FORZA SINDICAL
A206378	Libertad sindical	C	30/12/2013 31/12/2013	5	15	ES	Jesus GARCIA JIMENEZ	FECOMERCIARIOS FORZA SINDICAL
<b>AMERICAS</b>				<b>102</b>	<b>394</b>			

Coord Code	Title	Venue	Dates	DoT	No. Part	Lang	Manager, Co-Manager	Sponsor
A306024	Capacity building for trade unions for promoting decent work	C	18/03/2013 28/03/2013	9	16	EN	Arun KUMAR	ILO RBTC/TC/ACTRAV (12-13)
A306194	Training of trainers on promoting decent work and training of trade union officials (China)	C	15/04/2013 24/04/2013	8	21	ENCH	Arun KUMAR Daniela CIOT	ITALY MAE (VC)
A355204	Trade union training on wage-led, job-rich recovery from crisis ( Beijing, China )	F	13/05/2013 17/05/2013	5	20	ENCH	Arun KUMAR Martha TIRELLI	ACFTU (IN KIND) ILO RBTC/TC/ACTRAV (12-13)
A306028	Communications for inclusive and effective trade unionism	C	01/07/2013 12/07/2013	10	15	EN	Arun KUMAR	ILO RBTC/tc/actrav (12-13)
A356349	Training for youth trade union leaders on organizing and collective bargaining for decent work ( Singapore )	F	13/08/2013 16/08/2013	4	20	EN	Arun KUMAR Martha TIRELLI	SNTUC (SINGAPORE) in kind ILO RBTC/TC/ASIA (12-13) ILO RBTC/tc/actrav (12-13)
A356464	Promoting Decent Work for workers in informal economy (focus on organizing and social protection)	F	21/08/2013 25/08/2013	5	20	EN	Arun KUMAR Martha TIRELLI	JILAF (JAPAN) RBTC/TC/ACTRAV
A306193	Trade union training on collective bargaining (China)	C	02/09/2013 11/09/2013	8	20	ENCH	Arun KUMAR	ITALY MAE (VC)
A352856	Trade union training on wage policies for Decent Work (focus on minimum wages and collective bargaining) ( Seoul )	F	24/09/2013 27/09/2013	4	20	EN	Arun KUMAR	KOREA LABOUR FOUNDATION (KLF) - in kind ILO RBTC/tc/actrav (12-13)
A356348	Trade union training course on employment relations, labour law reforms and decent work ( Jakarta, Indonesia )	F	14/10/2013 18/10/2013	5	20	EN	Arun KUMAR Martha TIRELLI	ILO RBTC/TC/ASIA (12-13) FES (GERMANY) in Kind ILO RBTC/tc/actrav (12-13)
A356350	Trade union training on sustainable development, green jobs and decent work ( Bangkok, Thailand )	F	21/10/2013 25/10/2013	5	20	EN	Arun KUMAR Martha TIRELLI	ILO GREEN JOBS ILO RBTC/TC/ASIA (12-13)
A355208	Trade union training on FoA and use of ILO's supervisory machinery for FoA ( Hanoi, Vietnam )	F	18/11/2013 21/11/2013	5	20	EN	Arun KUMAR Martha TIRELLI	FES (GERMANY) ILO RBTC/tc/actrav (12-13)
A356465	Follow up and evaluation workshop with VGCL	F	22/11/2013 23/11/2013	2	30	EN	Arun KUMAR Martha TIRELLI	VGCL RBTC/TC/ACTRAV
A355209	Trade union training for Federation of Trade Unions Burma (FTUB) ( Yangon, Myanmar )	F	16/12/2013 20/12/2013	5	20	EN	Arun KUMAR Martha TIRELLI	ILO ACTRAV ILO RBTC/tc/actrav (12-13)
<b>ASIA &amp; PACIFIC</b>				<b>75</b>	<b>262</b>			

Coord Code	Title	Venue	Dates	DoT	No. Part	Lang	Manager, Co-Manager	Sponsor
P405693	Decent work for workers in IndustriALL sectors - Strengthening sectoral social dialogue in New Member States and candidate countries of the European Union in IndustriALL sectors ( Turin and field )	F	15/11/2012 14/11/2013			EN	Giacomo BARBIERI Evelin TOTH Daniela CIOT	EUROPEAN COMMISSION
P405738	Building the information and consultation mechanisms for the Enel EWC members and HR managers within an international dimension (VS/2012/0457)	C	01/12/2012 30/11/2013			ENES IT	Giacomo BARBIERI  Martha TIRELLI	EUROPEAN COMMISSION
C456344	Survey - Building the information and consultation mechanisms for the Enel EWC members and HR managers within an international dimension - linked to P405738 ( Rome, Italy )	F	01/01/2013 30/04/2013			EN	Giacomo BARBIERI  Martha TIRELLI	EUROPEAN COMMISSION
E406233	Social Dialogue in IndustriALL sector - linked to P405693	C	01/01/2013 15/11/2013			EN	Evelin TOTH	EUROPEAN COMMISSION
A476023	ETF Transunion youth workshop	B-C	11/02/2013 14/03/2013	8	32	EN	Evelin TOTH  Daniela CIOT	EUROPEAN TRANSPORT FEDERATION (ETF)
A406227	Decent work for IndustriALL sectors: Training of trainers workshop - linked to P405693	C	18/02/2013 22/02/2013	5	37	EN	Evelin TOTH  Daniela CIOT	ITC-ILO PROJECT FUNDED BY THE EC through ILO PARDEV (RER/12/54/EEC)
P456461	Promoting capacity building and improving social dialogue in the commerce sector for the organizations	F	19/02/2013 20/12/2013			EN	Evelin TOTH Jeanne SCHMITT Martha TIRELLI Barbara MAINO	EUROCOMMERCE
E456433	Promoting capacity building and improving social dialogue in the commerce sector for the organizations - Advisory service - linked to P456461 ( Poland, Turkey, Baltic States, Czech Republic )	F	01/03/2013 31/10/2013			EN	Evelin TOTH  Martha TIRELLI	EUROCOMMERCE
A406362	ETUI SOLIDAR meeting	C	25/03/2013 26/03/2013	2	26	ENFR	Evelin TOTH	ETUI-REHS (BRUSSELS)
A456434	Promoting capacity building and improving social dialogue in the commerce sector for the organizations - Field workshop 1 - linked to E456433 - linked to P456461 ( Warsaw, Poland )	F	23/04/2013 24/04/2013	2	20	EN	Evelin TOTH Jeanne SCHMITT Martha TIRELLI Barbara MAINO	EUROCOMMERCE
A406399	Capacity building for organizing and managing trade union	C	14/05/2013 17/05/2013	4	20	ENFR	Evelin TOTH  Clelia PELLERINO	ETUI-REHS (BRUSSELS)
A406347	Workshop - Building the information and consultation mechanisms for the Enel's EWC members and HR managers within an international dimension	C	17/06/2013 21/06/2013	5	40	ENES	Giacomo BARBIERI  Martha TIRELLI	EUROPEAN COMMISSION VS 2012/0457
A456229	Decent work for IndustriALL sectors: Sub-regional seminar for South-East Region - linked to P405693 ( Zageb, Croatia )	F	01/07/2013 02/07/2013	2	30	EN	Evelin TOTH  Daniela CIOT	EC through ILO PARDEV (RER/12/54/EEC)
A456231	Decent work for IndustriALL sectors: Sub-regional seminar for Baltic Region - linked to P405693 ( Riga, Latvia )	F	21/08/2013 22/08/2013	2	25	EN	Evelin TOTH  Daniela CIOT	EUROPEAN COMMISSION
A456228	Decent work for IndustriALL sectors: Sub-regional seminar for East Region - linked to P405693 ( Prague, Czech Republic )	F	16/09/2013 17/09/2013	3	30	EN	Evelin TOTH  Daniela CIOT	EUROPEAN COMMISSION



Coord Code	Title	Venue	Dates	DoT	No. Part	Lang	Manager, Co-Manager	Sponsor
A456230	Decent work for IndustriALL sectors: National seminar Turkish affiliates - linked to P405693 ( Istanbul, Turkey )	F	19/09/2013 20/09/2013	2	25	EN	Evelin TOTH Daniela CIOT	EUROPEAN COMMISSION
A456232	Decent work for IndustriALL sectors: Final conference - linked to P405693 ( Belgrade, Serbia )	F	06/11/2013 07/11/2013	2	35	EN	Evelin TOTH Daniela CIOT	EUROPEAN COMMISSION
A406032	Collective bargaining for trade unions	C	09/12/2013 20/12/2013	10	15	ENRU	Evelin TOTH	ILO RBTC/tc/actrav (12-13)
A456435	Promoting capacity building and improving social dialogue in the commerce sector for the organizations - Field workshop 2 - linked to E456433 - linked to P456461 ( Baltic states )	F	30/12/2013 31/12/2013	5	20	EN	Evelin TOTH Martha TIRELLI	EUROCOMMERCE
<b>EUROPE</b>				<b>52</b>	<b>355</b>			
A506278	Trade union training on gender equality	C	07/10/2013 18/10/2013	10	20	ENAR	Giacomo BARBIERI	ILO RBTC/tc/actrav (12-13)
<b>ARAB STATES</b>				<b>10</b>	<b>20</b>			
A976468	Curso de Formación sindical a distancia sobre trabajo decente al cubo (linked to IF P01209 Union Training Tools on Decent	D	18/02/2013 24/05/2013	14	20	ES	Jesus GARCIA JIMENEZ	IF - P01209 (FOR RECORDS ONLY)
A906245	FIAT-CHRYSLER network meeting	C	19/03/2013 20/03/2013	2	78	ENFR ESPTI	Giacomo BARBIERI	INDUSTRIALL
A906395	Case New Holland (CNH) network meeting	C	21/03/2013 21/03/2013	1	56	ENFR PT	Giacomo BARBIERI	INDUSTRIALL
A906029	Trade union rights and International Labour Standards, especially for domestic workers	C	01/07/2013 12/07/2013	10	18	ENFR ES	Giacomo BARBIERI	ILO RBTC/tc/actrav (12-13)
A906027	Organizing and collective bargaining in multinational enterprises for respect of workers' rights	C	23/09/2013 04/10/2013	10	16	ENES	Giacomo BARBIERI	ILO RBTC/tc/actrav (12-13) ILO RBTC/TC/ASIA (12-13)
A906031	Proteção social e previdência social para sindicatos	C	14/10/2013 31/10/2013	14	15	PT	Jesus GARCIA JIMENEZ	ILO RBTC/tc/actrav (12-13)
A903023	Trade union training on strengthening trade union network on human and trade union	C	30/12/2013 31/12/2013	5	25	ENFR ES	Giacomo BARBIERI	ITALY MAE (VC)
P955198	Fortalecimiento de la capacidad sindical en materia de desarrollo sostenible y trabajo decente, de los agentes sindicales en	F	30/12/2013 31/12/2013			ENES PT	Jesus GARCIA JIMENEZ Mban KABU	MINISTERIO DE TRABAJO E INMIGRACION DE ESPANA
<b>INTERREGIONAL</b>				<b>56</b>	<b>228</b>			



## **Annex 16**

### **Provisional plan 2014**



## 2014 PROGRAMMES: PROVISIONAL PLAN

ACTIVITIES IN TURIN

CODE	TITLE	DATES	WEEKS	PARTICIP.	LANG.	STUDY VISITS	SPONSOR
AFRICA							
	Trade union training on social security		2	15	EN/FR		RBTC/ACTRAV/TC
	Communication for trade unions		2	15	EN		RBTC/AFRICA/TC
	Capacity building for trade unions on fight against poverty		2	15	EN/FR		RBTC/ACTRAV/TC
AMERICAS							
	International labour standards and the Social Justice Declaration in MNEs		3	15	SP		RBTC/ACTRAV/TC
	Capacity building for trade unions on employment relations and precarious		3	15	SP		RBTC/AMERICAS/TC
ASIA							
	Trade Union Rights and International Labour Standards (domestic workers)		3	15	EN		RBTC/ACTRAV/TC
	Capacity building for trade unions on organizing and collective bargaining		3	15	EN		RBTC/ASIA/TC

CODE	TITLE	DATES	WEEKS	PARTICIP	LANG.	STUDY VISITS	SPONSOR
EUROPE							
	International labour standards and the Social Justice Declaration in		2	15	RU/ EN		RBTC/ACTRAV/TC
ARAB STATES							
	Capacity Building on employment policies (with focus on youth and women)		2		AR		RBTC/ACTRAV/TC
INTERREGIONAL							
	Capacity building for trade unions on wage policy and fight against inequality		2	15	EN/SP		RBTC/ACTRAV/TC
	Trade union rights and International labour standards		2	15	EN/SP/ FR		RBTC/ACTRAV/TC
	Capacity building for trade unions on organizing		3	15	PT		RBTC/ACTRAV/TC



## **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.