INTERNATIONAL TRAINING
CENTRE OF THE ILO

Board of the Centre

CC70/4
70th Session

Turin, 6-7 November 2008

FOR INFORMATION

FOURTH ITEM ON THE AGENDA

Reports of the Trade Union Training Committee

and of the

Employers Training Committee

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CENTRE OF THE ILO

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Trade Union Training Committee of the International Training Centre of the International Labour Organization

Report on the twenty-seventh meeting, held on 6 – 7 May 2008

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Summary Report on the 27th Meeting of the Trade Union Training Committee

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

Members Present:

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

Giacomo Barbieri (Workers' adviser)

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

Dan Cunniah (Director, ACTRAV - ILO Geneva)

Dario Arrigotti (Deputy Director, ILO Turin Centre)
Antonio Graziosi (Director, Training Dept., ILO Turin Centre)

Marc Bélanger (Secretary of the Trade Union Training Committee)

Observers:

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

AGENDA

Monday 5 May 2008

17.30-19.00	Preparatory meeting of the Workers' Group
19.30	Official dinner

Tuesday 6 May 2008: 09.00–13.00 and 14.30–17.30

Morning

09.00-09.15	1. Welcome by the Chairperson of the Workers' Group and the Director of the Centre
	2. Approval of the Agenda
09.15-10.15	3. Introductory remarks by Dan Cunniah and Anna Biondi
10.15-11.30	4. Trade union training activities run by the Turin Centre in 2007 and programme for 2008
11.30–13.00	5. General discussion and deliberations

Afternoon

14.30-15.30	6. Proposals for 2009 and provisional plan for 2010
15.30-17.30	7. General discussion and deliberations

Wednesday 7 May 2008: 09.00–13.00

Morning - Meetings with the Technical Programmes:

09.00-10.00	1. Programme Development and Regional Cooperation Service
10.00-11.00	2. Employment and Skills Development
11.00-12.00	3. Social Dimension of Trade and Investment
12.00-13.00	4. Standards and Fundamental Principles and Rights at Work
13.00-14.00	5. Closed round-up meeting with the Director

Introduction

1. *The Chairperson, Mr. Marc Blondel,* opened the meeting by welcoming all the members of the Committee, as well as staff of the ILO Turin Centre.

2. He remarked on the importance of the International Training Centre as a Centre of the ILO and not of the United Nations. He underlined that although the UN reform process ("One UN") might try to transform the multilateral system, the ILO should maintain its identity and tripartite approach. The main objective of the ILO was the protection of workers and that should be recalled to employers who wanted to receive equal financial treatment to the workers without taking into account the fact that they were the principal beneficiaries of many Programmes at the ILO such as Enterprise Development, Corporate Social Responsibility and Employment. In the context of employers' demands for more funds for their activities, he pointed out that there were many more labour organizations in the world than employer organizations, and they needed more support from the ILO. He called for greater compliance with the ILO mandate to foster social dialogue in more reliable and transparent ways. He then invited the ITC's Deputy Director to speak on behalf of the Centre.

3. *The Deputy Director, Mr. Dario Arrigotti,* welcomed the members of the committee and conveyed the Director's apologies for not being able to attend the meeting. He reassured the committee that he would transmit the concerns raised by the Chairperson to the Director. He also confirmed that all possible efforts were being made to keep the flag of the ILO above all other flags on the campus. He also gave an overview of the Centre's activities in 2007: more participants, more activities and participant days, and greater participation by social partners in the Turin Centre's activities.

4. *The Chairperson* thanked the Deputy Director and made two main points. First, he did not consider the outsourcing of services a suitable management approach. He cited the fact that consultancy contracts had been issued to members of the Governing Body. Second, the Secretariat of the Workers' Group had not been involved in the organization of the EU-ILO funded "High-level Tripartite Dialogue on the European Social Model in the Context of Globalization". He reiterated the importance of maintaining the tripartite spirit of the ILO. He then gave the floor to Mr Dan Cunniah, Director, ACTRAV, ILO Geneva.

5. *Mr Cunniah* told the meeting that ACTRAV attached great importance to the activities of the ITC-ILO and the Programme for Workers' Activities in Turin, and also contributed financially to the Centre. Efforts had been made to expand the Programme in all regions, and over the past few years the Programme had expanded its services for Central and Eastern Europe. He recalled the Labour Education Symposium, which had been held in 2007, and asked that its conclusions be circulated at the Centre. He pointed out that the International Trade Union Confederation (ITUC) was putting more emphasis on the training of labour educators. He called for training in the methodology of training union trainers.

6. *The Secretary of the Workers' Group, Ms Anna Biondi,* welcomed all members of the Committee and the ITC-ILO colleagues present at the meeting. She said she was interested in the accounts of the Centre as presented by the Deputy Director and asked for more information about the Centre's adoption of the euro as its currency of business.

7. She reiterated the importance of the core values of the ILO, underlining that officials of the ILO should be loyal to the ILO Constitution. Though the pressure for implementation of the "One UN" programme has lessened, the idea of bringing together organizations and rationalizing was still there, and so efforts should be made to maintain the uniqueness of the ILO.

8. She drew the attention of the Committee to the fall in nominated participants on bi-tripartite courses in 2007, on the one hand, and, on the other hand, to an increase in worker participants

in other courses, who had not been nominated by the Secretariat of the Workers' Group. She asked how these people were selected, by whom, and whom they represented. She stressed the importance of having the Secretary of the Workers' Group select, and/or be consulted on, all nominations.

9. *The Secretary of the Committee, Marc Bélanger,* emphasized the fact that the ITC was the educational centre of the ILO, and that concept should be reinforced in all activities. He thanked the staff of the Programme for Workers' Activities for the work they had done in 2007. He pointed out that the Programme was the largest international labour education school in the world. He then presented the activities the Programme had held in 2007.

10. He also informed the audience about the Trade Union Information System (TUIS), which had been requested by the ACTRAV Symposium on Labour Education. The database would contain the names and addresses of labour organizations, contact information for many of their leaders and a record of participation in Turin Workers' Activities courses. It would be available on the Internet. It was now open only to the Secretary of the Workers' Group and the ITUC because they were involved in its design. He emphasized that updating the information was the key to its effective functioning.

11. *The Secretary* concluded his presentation by listing the subjects on which the Programme would focus in 2009 and proposals for 2010. The Committee accepted his proposed plans for courses in 2009 and 2010, with some amendments.

12. *The Chairperson* complimented and thanked the Secretary of the Committee for his presentation. He also encouraged the staff of the Programme for Workers' Activities to speak during the discussion.

13. *Mr Graziosi* confirmed that the Programme for Workers' Activities was by all standards the Centre's largest Programme, a Programme which was growing in both quantity and quality, one which had been experimenting very much with new ways of training, new technology and matching training to the conditions, needs and demand of trade unions.

14. Concerning the financial dimension of the Centre's work, the impact of exchange rate fluctuations between the US dollar and the euro would make 2008 a complex year financially, because it would be more difficult to balance the budget and generate a surplus, as had been done for the past 15 to 20 years. For exchange rate reasons, in 2007 the Centre had accumulated savings on Italy's annual voluntary allocation, which needed to be used and spent in 2008, partly in order to reach the ambitious financial target and balance the 2008 budget.

15. An additional allocation of 500,000 euros had been earmarked for the existing facility to promote participation by workers' and employers' representatives in the Centre's mainstream courses.

16. He continued by saying that cost-sharing activities with recipient organizations were a condition for survival for the Centre, but they had also made it more demand-driven, more attentive to quality, and more attentive to sustainability. This should be combined with proper representation of social partners, ILO priorities, and access to training for the poorest countries.

17. He reassured the Committee that, whenever funds were accessible to the Centre directly from donor agencies, a very significant share went to social partners, and to the Workers' Activities' Programme in particular. Forty per cent of the whole 2008 Italian allocation to the Centre was being used to finance participation by workers' and employers' representatives (60% workers, 40% employers). The problem was that the Centre had very limited direct access to donor funds.

18. *The Chairperson* commented on the availability of Italian funds due to exchange rate differences. He stressed that the situation was not permanent. He also stressed that the role of the Secretary of the Workers' Group was to represent all workers. She had that legal responsibility and therefore could not be ignored. He reiterated the importance of having a session on ILO standards in all courses.

19. *Mr Cunniah* thanked all the colleagues in the Programme for Workers' Activities in Turin for the work they had done in 2007 and for the work they were doing in 2008. He also complimented the Programme for having already implemented some of the recommendations of the Labour Education Symposium on organizing courses for trade union educators and the development of trade union education materials.

20. He underlined the need to make some adjustments to the Programme. As an objective for the near future, he suggested increasing the number of regular courses, especially since the regular courses had been reduced to three weeks.

21. As a point for reflection during the discussion of the Programme for 2009-2010, he suggested regional integration processes: how could trade unions be helped to understand the implications of regional integration processes and make sure that the social dimension, especially the respecting of labour standards and workers' rights, was incorporated?

22. *The Chairperson* asked the Programme to analyse and compare the number of participants in each region, including previous years, in order to detect the regions where there was greatest need.

23. *Mr Adyanthaya* complimented the Centre for its good performance in terms of both quality and quantity. He thanked the staff of the Programme for their work. He expressed his appreciation of the new training materials which had been developed by the Programme and called for more. He requested a comparison between participant days last year and this year. He expressed concern over the distribution of participants by region, in particular the number from Asia and the Pacific. He called for more resource people from Asia. He also stressed the need to increase the tripartite focus of the Turin Centre.

24. *Ms Goulart* expressed her satisfaction with the report produced by the staff of the Programme for Workers' Education. She expressed concern at the lack of training for trade unions at a lower level and called for more training materials. She also pointed out that there was no information on the age of course participants and that there was a need to train young leaders. An effort should be made to invest more in training unionists from Latin America. There were not enough courses in Portuguese. She suggested combining Brazilian participants with participants from Portuguese-speaking Africa. She also proposed strengthening the training of trainers programme.

25. She expressed worry at the growing tendency within the ILO to ignore the value of social dialogue and tripartism.

26. *Ms Benitez, an activity manager in the Programme,* explained that the increase in participants from Latin America was due to a project on social security, which held activities at the national level. This made it is much easier to group larger numbers of participants. Though distance learning was very highly developed in Latin America, it did not have a negative impact on face-to-face training. With regard to the age of participants, *Ms Benitez* pointed out that the Programme for Workers' Activities selected participants up to 45 years of age.

27. She pointed out the problem of tripartite activities at the Centre, saying that the Technical Programmes often did not consult the Programme for Workers' Activities when curricula were developed. There was a need to develop a culture that enabled joint implementation of tripartite

and bipartite activities. This would enrich the content of the activities. There were many bi-partite projects in which the Programme was not involved at all.

28. She also informed that she had been appointed ACTRAV's labour education specialist in Latin America and the Caribbean. She would continue to work closely with the ITC-ILO and its Programme for Workers' Activities.

29. *Mr Kumar, an activity manager in the Programme,* said that within the budget allocated to the Workers' Education Programme for Asia, the policy had always been to have as many countries and unions as possible represented. Nevertheless, the proportion of participants from South Asia was probably higher. He pointed out the problems in eliciting nominations of women participants.

30. *Mr Dia, an activity manager in the Programme,* informed the Committee that the Arab Regional Programme, for which he was responsible, had relatively few activities. There should be a reinforcement of the activities in this region. It would be valuable to have a person representing the Arab Region. As regards regional integration processes, he informed the Committee that the Cotonou agreement had always been a cross-cutting issue in the courses run at the Turin Centre. He said that, in the framework of globalization, a link between Latin America and Africa should be made. The interregional dimension should be encouraged. For the first time, two courses, for English-speaking and French-speaking Africa respectively, had been run in parallel. The same would be done for African researchers in 2008.

31. He also called for courses on communications.

32. *Ms Toth, an activity manager in the Programme,* thanked the Secretary of the Workers' Group and Mr Cunniah for supporting the European activities of the Programme. More than 50 per cent of the activities held for that region were funded through European Union projects. She drew the attention of the Committee to the fact that there was internal Centre competition because projects were presented at the same time. The ITC-ILO should try to avoid such competition through better coordination.

33. *The Chairperson* thanked everybody for their input and clarification. He also thanked Ms Benitez for the work she had done and for what she would do in the future. He reiterated the importance of developing the Programme in the Arab Region.

34. On the internal competition for presenting projects, he stressed that integration between the Centre and the ILO was needed in order to avoid such competition. He called for more clarification of the issue.

35. *Ms Biondi* thanked all colleagues who had taken part in the discussion. She expressed her appreciation of the new training publications presented but pointed out that they covered only a small core of the issues. She asked that more training material be developed on other issues.

36. She stressed the importance of having the Trade Union Information System database up and running, in order to have an overview of who, and how many participants, had attended courses. She agreed that it should be managed from Turin.

37. She expressed appreciation of the Centre's efforts to give workers' representatives as much access as possible to training, but they should be made in a broader context, by discussing and developing joint curricula. It was in this context that the discussion about the projects should be set. She stressed the importance of those projects having ILO-compatible content, which very often was not the case.

38. She called for a deeper discussion of the Decent Work Country Programmes and how the Turin Centre could be linked to them.

39. With regard to ILO staff training in Turin, she asked for information on how much other departments in Geneva had been training their staff in Turin.

40. *The Chairperson* thanked everybody and closed the session.

Conclusions

41. Committee consensus was reached on the following points:

a. Strengthening and consolidating the activities in the Europe Region, by adding a regular core course for Europe on training of trainers.

b. Creating a permanent Europe Desk position within the Programme for Workers' Activities.

c. Further developing and expanding activities in the Arab Region. An additional activity for 2008 was approved. Support for implementing this additional activity could come from the Region itself or from ACTRAV in Geneva.

d. Supporting the integration of the Centre into the ILO.

e. Continuing the development of a Centre policy on bi-tripartite courses with increased representation of constituents and mutually agreed curricula.

f. The need to set up an objective set of criteria with which to define bi-tripartite courses and make the best use of the Central Fund. A review of the fellowship process should be held in 2008 in order to improve the process in 2009.

g. Consulting, and securing approval by, the Secretary of the Workers' Group on nominations for Centre activities other than those that come under the current Social Partnership Facility.

h. Increasing regular courses in 2009 and 2010 from 11 to 12. An additional regular course for the Arab Region should focus on freedom of association or international labour standards.

i. Developing the Trade Union Information System (TUIS) database to make it an instrument for organizing labour education and other activities. The database should be kept permanently up to date.

j. Having the Programme for Workers' Activities involved in the design and implementation of tripartite projects at the Centre.

k. Extending the agreement with the All-China Federation of Trade Unions for another five years with the clear understanding that the focus should be on freedom of association and collective bargaining.

l. The Programme for Workers' Activities should provide the Committee with a full list of ILO staff training activities held at the Centre.

m. Making an analysis of the total financial contribution by ACTRAV Geneva to the Centre available to the Committee in 2009.

n. Increasing activities in Portuguese by bringing together participants from Lusophone Africa and Brazil.

o. Developing a curriculum on communication for trade unions.

p. Developing a coherent policy on presenting projects to the European Commission in order to avoid competing proposals from the Centre.

q. Developing a strategy for covering core topics, such as labour relations and social security issues with all regions. This could be done through interregional courses. The Centre should consider meeting the cost of interpretation in order to implement this new interregional approach.

r. Planning a more interregional approach for the Programme in 2009 and implementing it in 2010.

s. Increasing the number of resource persons from Asia and the Pacific.

t. Using more technical staff from the Centre as resource persons in the Programme's activities, drawing on a new facility for compensating staff time.

u. Further improving coordination between the field and Turin. There should be more work at regional level.

v. Follow-up activities in the Regions on labour education methodology training.

w. For 2009, it was agreed to hold a core course for Central and Eastern Europe on training of trainers and keep only one interregional course on TU rights and international labour standards.

x. For 2010: an additional labour education methodology training course in Arabic, a core course for Central and Eastern Europe, and an interregional course on labour education.

y. Regional RBTC should be considered as a contribution by the Regions to the Programme for Workers' Activities. No conditions or priorities should be dictated by the Regions for the use of this contribution.

z. Welcoming the role of PRODEV as a means of finding alternative funding for workers' activities. Avoid overlap with the fund-raising that ACTRAV has already started in the regions.

aa. The Committee recommended that no department of the ITC should run courses on issues on which there was no tripartite consensus within the ILO.

bb. Continuing and expanding the development of new training booklets and other training material. Covering issues other than the current core issues.

ANNEX A

PROGRAMME FOR 2007

2007 PROGRAMME: CORE ACTIVITIES BY REGION

CODE	TITLE	VENUE	DATES	DURATION	DOT	NO. PART	PART DAYS	LANG	SPONSOR
AFRICA									
A100846	Trade union training in ILS and the ILO Declaration on fundamental principles and rights at work and its follow-up	C	29/01/2007 23/02/2007	4.0 W	20	12	240	EN	ILO RBTC/TC/ACTRAV (06-07)
A100851	Formation syndicale sur le renforcement des capacités en matière d'organisation	C	26/03/2007 20/04/2007	4.0 W	20	15	300	FR	ILO RBTC/TC/ACTRAV (06-07)
A100853	Trade union training in training methodology	C	17/09/2007 12/10/2007	4.0 W	20	13	260	EN	ILO RBTC/TC/AFRICA (06-07) ITALY MAE (VC) 2007 ILO RBTC OTHER
A100855	Formação sindical sobre tecnologia informática	C	15/10/2007 09/11/2007	4.0 W	20	14	280	PT	ILO RBTC/TC/AFRICA (06-07) ITALY MAE (VC) 2007 ILO RBTC OTHER
A100854	Formation syndicale sur les technologies de l'information - linked to P950400	C	15/10/2007 14/11/2007	4.5 W	23	15	345	FR	ILO RBTC/TC/AFRICA (06-07) ILO RBTC OTHER COMPAGNIA SAN PAOLO FES GERMANY ILO RBTC/TC/ACTRAV (06-07) ILO RBTC/TC/ACTRAV (06-07)
LATIN AMERICA									
A200848	Formación sindical en organización y desarrollo sindical	C	26/03/2007 20/04/2007	4.0 W	20	14	280	ES	ILO RBTC/TC/AMERICAS (06-07) ITALY MAE (VC) 2007 OPEN CNTD DOMINICAN REPUBLIC
A200852	Formación sindical sobre economía internacional, economía política e integración regional	C	10/09/2007 05/10/2007	4.0 W	20	14	280	ES	ILO RBTC/TC/ACTRAV (06-07)
ASIA									
A300847	Trade union training in ILS and the ILO Declaration on fundamental principles and rights at work and its follow-up	C	29/01/2007 23/02/2007	4.0 W	20	13	260	EN	ILO RBTC/TC/ACTRAV (06-07) RENGO JAPAN

A300850	Trade union training in employment policies with a focus on youth employment	C	02/07/2007 27/07/2007	4.0 W	20	16	320	EN	ILO RBTC/TC/ASIA (06-07) ITALY MAE (VC) 2007 FES SELF-PAYING MALAYSIA ILO RBTC OTHER ILO RBTC OTHER
ARAB STATES									
A500849	Trade union training in capacity building for organizing	C	14/05/2007 01/06/2007	3.0 W	15	12	180	AR	ITALY MAE (VC) 2007
TOTAL OF 10 CORE ACTIVITIES IN TURIN									

2007 ACTIVITIES IN TURIN, EXCLUDING CORE ACTIVITIES & PROJECT ACTIVITIES

CODE	TITLE	VENUE	DATES	DURATION	DOT	NO. PART	PART DAYS	LANG	SPONSOR
AFRICA									
A100979	Renforcement des organisations de travailleurs d'afrique francophone dans le contexte d'une economie mondialisee	C	09/07/2007 20/07/2007	2.0 W	10	13	130	FR	ILO TRUST FUND FRANCE (RAF/06/58M/FRA) ILO TRUST FUND FRANCE (RAF/06/58M/FRA)
LATIN AMERICA									
A201004	Formación sindical sobre seguridad social para la CUT - Chile	C	19/11/2007 30/11/2007	2.0 W	10	15	150	ES	ITALY MAE (VC) 2007 ILO RBTC OTHER
A200946	Participación sindical en la adopción del nuevo convenio de la OIT sobre el trabajo en el sector de la pesca	C	05/03/2007 23/03/2007	3.0 W	15	19	285	ES	Ministerio de Trabajo y Asuntos Sociales (M.T.A.S.) de España
ASIA									
A300943	Trade union training for ACFTU in promotion and protection of workers' rights in the informal economy (China)	C	16/04/2007 27/04/2007	2.0 W	10	19	190	EN CH	ITALY MAE (VC) 2007 ACFTU (IN KIND)
A300995	Trade union training for ACFTU: labour law legislation and reform	C	12/09/2007 18/09/2007	1.5 W	5	20	100	CH	ITALY MAE (VC) 2007 ACFTU (IN KIND)
EUROPE									
A400955	Political dimension of trade unions - capacity building for ICEM and IUF affiliates in Croatia and Serbia	C	25/06/2007 29/06/2007	1.0 W	5	23	115	EN	ILO RBTC TC ACTRAV (06/07) ITALY MAE (VC) 2007 IUF ICEM (IN KIND)
A400950	Trade unions and sustainable development	C	13/09/2007 16/09/2007	1.0 W	4	31	124	EN	ETUI-REHS
A400957	European labour educators network	C	03/10/2007 06/10/2007	1.0 W	4	13	52	EN	ETUI-REHS

A400956	Young leadership training in globalization and trade union strategies in MNEs	C	05/11/2007 10/11/2007	1.5 W	6	18	108	EN	ITALY MAE (VC) 2007 LO DENMARK ILO RBTC OTHER
A400958	Trade union strategies on globalization	C	07/11/2007 10/11/2007	1.0 W	4	25	100	EN	ETUI-REHS
A401128	Training in modern wage systems	C	11/12/2007 14/12/2007	1.0 W	4	20	80	EN RU	ITALY MAE (VC) 2007 ILO RBTC/TC/ACTRAV (06-07) ILO MOSCOW ILO MOSCOW
INTERREGIONAL									
A901014	ACTRAV staff development workshop	C	15/10/2007 19/10/2007	1.0 W	5	42	210	EN FR ES	ILO ACTRAV GENEVA ILO RBTC/TC/ACTRAV (06-07) ILO RBTC OTHER
A900966	Building a workers' alliance against forced labour and trafficking	C	23/10/2007 25/10/2007	0.5 W	3	14	42	EN	ILO TRUST FUNDS SAP FL ILO RBTC OTHER
A900796	ACTRAV-IPEC interregional workshop for workers' organizations on social dialogue and child labour	C	26/11/2007 30/11/2007	1.0 W	5	27	135	EN FR	ILO TRUST FUND IPEC INCOME FROM ROOMS

2007 ACTIVITIES IN THE FIELD, EXCLUDING PROJECTS

CODE	TITLE	VENUE	DATES	DURATION	DOT	NO. PART	PART DAYS	LANG	SPONSOR
AFRICA									
A151213	Formation syndicale sur les normes internationales du travail et la Déclaration de l'OIT sur les principes et droits fondamentaux au travail avec un accent particulier sur la liberté syndicale (Kinshasa, Dem. Rep. Congo)	F	25/06/2007 29/06/2007	1.0 W	5	30	150	FR	WALLOON REGION ITALY MAE (VC) 2006
A151617	Séminaire de suivi et d'évaluation national pour les organisations syndicales congolaises (Kinshasa, Dem. Rep. Congo)	F	02/07/2007 03/07/2007	0.5 W	2	22	44	FR	ITALY MAE (VC) 2007
A151620	Implementing the work plans on poverty reduction (Swaziland)	F	23/07/2007 27/07/2007	1.0 W	5	15	75	EN	ILO PRETORIA ILO RBTC/TC/ACTRAV (06-07)
A151618	Atelier de suivi sous-régional sur la liberté syndicale et sur les Procédures Constitutionnelles (Port Louis, Mauritius)	F	03/12/2007 07/12/2007	1.0 W	5	22	110	FR	ILO TRUST FUND ITALY FOA (INT/00/22/M/ITA) ILO MAURITIUS ITALY MAE (VC) 2007
A151619	Trade union training in organizing and the protection of workers in the informal economy (Johannesburg, South Africa)	F	10/12/2007 13/12/2007	1.0 W	4	21	84	FR	ITALY MAE (VC) 2007 ILO HARARE ILO HARARE
LATIN AMERICA									
A251495	Formación de formadores en línea para CGT - Argentina: Fase II (Buenos Aires, Argentina)	F	23/04/2007 27/04/2007	1.0 W	5	28	140	ES	ITALY MAE (VC) 2007
A251640	Seminario de seguimiento sobre libertad sindical y negociacion celectiva para CTM y CROC Mexico (Mexico City)	F	07/08/2007 10/08/2007	1.0 W	5	34	170	ES	ILO MEXICO ITALY MAE(VC) 2007

A251621	Formación sindical sobre libertad sindical para el sector del transporte rodoviário (Asuncion, Paraguay)	F	10/09/2007 14/09/2007	1.0 W	5	27	135	ES	ITALY MAE (VC) 2007 ILO TRUST FUND ITALY FOA (INT/00/22/M/ITA)
A251641	Seminario sindical sobre mujeres migrantes trabajadoras del hogar (Asuncion, Paraguay)	F	05/11/2007 09/11/2007	1.0 W	5	40	200	ES	ILO TRUST FUND (SIDA) ILO RBTC/TC/ACTRAV (06-07)
A251637	Seminario sobre seguridad y salud laboral para la CTC de Cuba (Havana, Cuba)	F	12/11/2007 16/11/2007	1.0 W	5	20	100	ES	ILO SAN JOSE (IN KIND) ITALY MAE (VC) 2007
A251468	Workshop on information technology - linked to P950400 (Barbados, Caribbean)	F	08/12/2007 15/12/2007	1.5 W	5	8	40	EN	ITALY MAE (VC) 2007 COMPAGNIA SAN PAOLO
ASIA									
A351662	Tripartite workshop on "Managing your work programme and project cycle strategically in the new results-based environment" (linked to A351636) (New Delhi, India)	F	23/07/2007 27/07/2007	1.0 W	5	9	45	EN	ITALY MAE (VC) 2007 ACTRAV
A351594	Follow-up and evaluation workshop for ACFTU on the impact of Turin Workers' Activities courses on trade union policies and training activities (Beijing, China)	F	16/08/2007 17/08/2007	0.5 W	2	21	42	CH	ITALY MAE (VC) 2007
A351595	Trade union training workshop for women union leaders on computer communications and networking (in cooperation with SNTUC) (Singapore)	F	27/08/2007 31/08/2007	1.0 W	5	18	90	EN	ITALY MAE (VC) 2007 SNTUC (IN KIND)
A351642	Trade union workshop on organizing and collective bargaining in the era of globalization (Bangkok, Thailand)	F	19/11/2007 23/11/2007	1.0 W	5	19	95	EN	ITALY MAE (VC) 2007 ILO TRUST FUND ITALY (INT/00/22/M/ITA) ILO RBTC OTHER
A351645	FTUB workshop on ILS with a focus on FOA and social protection (Bangkok, Thailand)	F	10/12/2007 14/12/2007	1.0 W	5	19	95	EN	ILO RBTC/TC/ACTRAV (06-07) ILO RBTC/TC/ACTRAV (06-07)
ARAB STATES									
A551313	Follow-up on employment policies (Damascus, Syria)	F	25/08/2007 27/08/2007	0.5 W	3	9	27	AR	ITALY MAE (VC) 2007
TOTAL OF 17 ACTIVITIES IN THE FIELD EXCLUDING PROJECTS									

2007 PROJECT ACTIVITIES BY REGION

CODE	TITLE	VENUE	DATES	DURATION	DOT	NO. PART	PART DAYS	LANG	SPONSOR
A100854	Formation syndicale sur les technologies de l'information - linked to P950400	C	15/10/2007 14/11/2007	4.5 W	23	15	345	FR	ILO RBTC/TC/AFRICA (06-07) ILO RBTC OTHER COMPAGNIA SAN PAOLO FES GERMANY ILO RBTC/TC/ACTRAV (06-07)
A151666	Distance education course on information technology for the Africa region - linked to P950400	D	17/09/2007 21/12/2007	14.0 W	28	21	588	EN	COMPAGNIA DI SAN PAOLO
LATIN AMERICA									
P250350	Fortalecimiento de la formación en materia de seguridad social, en particular respecto de la viabilidad de los sistemas de protección social, de los agentes sindicales en América Latina		01/01/2007 31/12/2008	104.5 W				SP	MINISTERIO DE TRABAJO Y ASUNTOS SOCIALES (ESPAÑA)
A251634	Fortalecimiento de la formación en materia de Seguridad Social (Uruguay) - linked to P250350 (Raigon, Uruguay)	F	08/06/2007 09/06/2007	0.5 W	2	60	120	ES	MINISTERIO DE TRABAJO Y ASUNTOS SOCIALES (ESPAÑA)
A251575	Sub-regional seminar on social protection for Mercosur countries - linked to P250350 (Montevideo. Uruguay)	F	18/06/2007 22/06/2007	1.0 W	5	39	195	ES	MINISTERIO DE TRABAJO Y ASUNTOS SOCIALES (ESPAÑA)
A251671	Taller nacional sobre seguridad social para sindicatos argentinos - linked to P250350 (Buenos Aires, Argentina)	F	27/08/2007 31/08/2007	1.0 W	5	30	150	ES	MINISTERIO DE TRABAJO Y ASUNTOS SOCIALES (ESPAÑA)
A251669	Taller nacional sobre seguridad social - linked to P250350 (Montevideo, Uruguay)	F	29/08/2007 31/08/2007	0.5 W	3	53	159	ES	MINISTERIO DE TRABAJO Y ASUNTOS SOCIALES (ESPAÑA)
A251734	Taller nacional sobre seguridad social para sindicatos - Asunción - linked to P250350 (Asunción, Paraguay)	F	05/11/2007 09/11/2007	1.0 W	5	33	165	ES	MINISTERIO DE TRABAJO Y ASUNTOS SOCIALES (ESPAÑA)
A251746	Taller nacional sobre seguridad social para sindicatos - Honduras - linked to P250350 (Tegucigalpa, Honduras)	F	12/11/2007 16/11/2007	1.0 W	5	31	155	ES	MINISTERIO DE TRABAJO Y ASUNTOS SOCIALES (ESPAÑA)

A251747	Taller nacional sobre seguridad social para sindicatos - Rep. Dominicana - linked to P250350 (Santo Domingo, Dominican Republic)	F	19/11/2007 23/11/2007	1.0 W	5	21	105	ES	MINISTERIO DE TRABAJO Y ASUNTOS SOCIALES (ESPAÑA)
A251768	Taller género y protección social - linked to P250350 (Lima, Peru)	F	28/11/2007 29/11/2007	0.5 W	2	29	58	ES	MINISTERIO DE TRABAJO Y ASUNTOS SOCIALES (ESPAÑA)
A251468	Workshop on information technology - linked to P950400 (Barbados, Caribbean)	F	08/12/2007 15/12/2007	1.5 W	5	8	40	EN	ITALY MAE (VC) 2007 COMPAGNIA SAN PAOLO
ASIA									
A351599	Trade union training on migrant workers rights and promotion of social security - linked to P910409 (Jakarta, Indonesia)	F	20/08/2007 24/08/2007	1.0 W	5	22	110	EN	ILO TRUST FUND NETHERLANDS TC RAM (INT/06/62M/NET) ILO BANGKOK (IN KIND)
A351667	Distance education course on information technology for the Asia region - linked to P950400	D	17/09/2007 21/12/2007	14.0 W	28	6	168	EN	COMPAGNIA DI SAN PAOLO
EUROPE									
P410371	Strengthening social dialogue in the tourism industry		01/12/2006 31/10/2007	48.5 W				EN	EUROPEAN COMMISSION
P410267	Strengthening social dialogue in the construction industry		1/01/2007 31/05/2007	22 W				EN	EUROPEAN COMMISSION
A400940	Training of trainers seminar: strengthening social dialogue in the tourism industry - linked to P410371	C	19/02/2007 23/02/2007	1.0 W	5	17	85	EN	EUROPEAN COMMISSION
A451586	Strengthening social dialogue in the construction industry - evaluation seminar - linked to P410267 (Brussels, Belgium)	F	07/05/2007 09/05/2007	0.5 W	3	28	84	EN	EUROPEAN COMMISSION
A451533	Strengthening social dialogue in the tourism industry - linked to P410371 (Budapest, Hungary)	F	30/05/2007 01/06/2007	0.5 W	3	18	54	EN	EUROPEAN COMMISSION
A451531	Strengthening social dialogue in the tourism industry (Poland) - linked to P410371 (Poland)	F	04/06/2007 05/06/2007	0.5 W	2	15	30	EN	EUROPEAN COMMISSION
A451534	Strengthening social dialogue in the tourism industry (Estonia) - linked to P410371 (Estonia)	F	04/06/2007 05/06/2007	0.5 W	2	13	26	EN	EUROPEAN COMMISSION
A451536	Strengthening social dialogue in the tourism industry (Malta) - linked to P410371 (Malta)	F	11/06/2007 12/06/2007	0.5 W	2	22	44	EN	EUROPEAN COMMISSION

A451598	Decent work for migrant workers: validation of trade union manual - linked to P910409 (Moscow, Russian Federation)	F	20/06/2007 22/06/2007	0.5 W	3	27	81	EN RU	ILO TRUST FUND NETHERLANDS TC RAM (INT/06/62M/NET)
A451532	Strengthening social dialogue in the tourism industry - national seminar in Bulgaria - linked to P410371 (Sofia, Bulgaria)	F	09/07/2007 10/07/2007	0.5 W	2	22	44	EN	EUROPEAN COMMISSION
A451530	Strengthening social dialogue in the tourism industry (Latvia) - linked to P410371 (Riga, Latvia)	F	18/09/2007 19/09/2007	0.5 W	2	14	28	EN	EUROPEAN COMMISSION
A451529	Strengthening social dialogue in the tourism industry in Slovenia - linked to P410371 (Slovenia)	F	18/10/2007 19/10/2007	0.5 W	2	39	78	EN	EUROPEAN COMMISSION
A451535	Social dialogue in new member states of the European Union - challenges and achievements in the tourism industry - linked to P410371 (Brussels, Belgium)	F	29/10/2007 30/10/2007	0.5 W	2	21	42	EN	EUROPEAN COMMISSION
INTERREGIONAL									
P910409	Strengthening the capacity of employers' and workers' organizations to be effective partners in social dialogue		31/07/2007 30/04/2010	144.0 W				EN	TC/RAM NETHERLANDS PROJECT (INT/06/62/NET)
P950400	Informatica e formazione a distanza per i sindacati nei paesi in via di sviluppo		08/03/2007 08/03/2008	52.5 W				EN	COMPAGNIA DI SAN PAOLO
4 PROJECTS GENERATED 24 ACTIVITIES									

2007 DISTANCE LEARNING ACTIVITIES BY REGION

Code	Title	Venue	Dates	Duration	DoT	No. Part	Part Days	Lang	Sponsor
AFRICA									
A151251	Formation syndicale en ligne et sur la mondialisation avec un accent particulier sur les NTIC et la formation à distance (2007)	D	01/01/2007 26/01/2007	4.0 W	8	12	96	FR	ILO RBTC/TC/ACTRAV (06-07)
A151666	Distance education course on information technology for the Africa region - linked to P950400	D	17/09/2007 21/12/2007	14.0 W	28	21	588	EN	COMPAGNIA DI SAN PAOLO
LATIN AMERICA									
A251493	Formación en línea sobre el ciclo del trabajo y la salud para sindicatos andinos	D	19/03/2007 25/05/2007	10.0 W	20	14	280	ES	ITALY MAE (VC) 2007
A251494	Formación de formadores en línea para petroquímicos de la CTM - Mexico: Fase II	D	23/04/2007 30/06/2007	10.5 W	20	24	480	ES	ITALY MAE (VC) 2007
A251492	Formación de formadores en línea para CUT, FS, y CGT de Brasil: Fase II (2007)	D	30/05/2007 31/12/2007	31.5 W	62	31	1922	PT	ITALY MAE (VC) 2007
A251624	Formación de formadores en línea para sindicatos de América Latina (fase II - 2007)	D	24/09/2007 21/12/2007	13.0 W	26	47	1222	ES	ITALY MAE (VC) 2007
A251623	Formación sindical en línea sobre la globalización y la salud	D	22/10/2007 07/12/2007	7.0 W	14	21	294	ES	ITALY MAE (VC) 2007
ASIA									
A351667	Distance education course on information technology for the Asia region - linked to P950400	D	17/09/2007 21/12/2007	14.0 W	28	6	168	EN	COMPAGNIA DI SAN PAOLO
A351597	Trade union training in globalization, international trade and the trade union agenda for SPOCTU	D	24/09/2007 30/11/2007	10.0 W	20	9	180	EN	ITALY MAE (VC) 2007
A351600	Trade union training in labour relations and collective bargaining rights	D	24/09/2007 30/11/2007	10.0 W	20	12	240	EN	ITALY MAE (VC) 2007

ANNEX B

PROGRAMME FOR 2008

2008 PROGRAMME, CORE COURSES

Coord Code	Title	Venue	Dates	Duration	DoT	No. Part	Part Days	Lang	Manager, *Co-Manager* Assistant *Co-Assistant*	Sponsor
A301018	Trade union training in training methodology, including distance education	C	10/03/2008 02/04/2008	3.5 W	20	15	300	EN	Arun KUMAR Daniela KLEIN	ITALY MAE (VC) 2008
A101020	Trade union training in training methodology	C	14/04/2008 30/04/2008	2.5 W	13	15	195	EN	Insa DIA Clelia PELLERINO	ILO RBTC/TC/ACTRAV (08-09) ITALY MAE (VC) 2008
A101021	Formation syndicale sur la méthodologie de formation	C	14/04/2008 02/05/2008	3.0 W	15	17	255	FR	Insa DIA Clelia PELLERINO	ILO RBTC/TC/ACTRAV FES GERMANY
A100991	Trade union training in research and rural youth employment policy	C	19/05/2008 06/06/2008	3.0 W	15	15	225	EN		ILO RBTC/TC/AFRICA ITALY MAE (VC)
A201019	Formación sindical sobre metodologías de la formación	C	09/06/2008 27/06/2008	3.0 W	15	15	225	ES	Carmen BENITEZ GAMBIRAZIO Clelia PELLERINO	ILO RBTC/TC/ACTRAV (08-09) ITALY MAE (VC) 2008
A101022	Formation syndicale sur les normes internationales du travail	C	09/06/2008 27/06/2008	3.0 W	15	15	225	FR	Insa DIA Clelia PELLERINO	ILO RBTC/TC/AFRICA ITALY MAE
A301023♣	Trade union training in comparative labour relations	C	07/07/2008 25/07/2008	3.0 W	15	15	225	EN	Arun KUMAR Clelia PELLERINO	ILO RBTC/TC/ASIA ITALY MAE
A100992	Formação sindical sobre metodologias de formação	C	01/09/2008 19/09/2008	3.0 W	15	15	225	PT	Insa DIA *Carmen BENITEZ GAMBIRAZIO*	RBTC Africa Turin Centre Italy
A201024	Formación sindical en seguridad social	C	06/10/2008 31/10/2008	4.0 W	20	15	300	ES	Carmen BENITEZ GAMBIRAZIO	ILO RBTC/TC/AMERICAS ITALY MAE
A901029	Interregional training in human and trade union rights/international labour standards	C	27/10/2008 07/11/2008	2.0 W	10	15	150	EN		ILO RBTC/TC/ACTRAV OPEN 2008
A501025	Trade union training in training methodology	C	10/11/2008 28/11/2008	3.0 W	15	15	225	AR	Insa DIA	ITALY MAE

PLANNED AND IMPLEMENTED ACTIVITIES FOR 2008, APART FROM CORE COURSES

	CODE	TITLE	DATES	LANG.	AM	STUDY VISITS or VENUE	SPONSOR
A4	01147	Training of trainers. Decent work for metal workers	18-22/02	EN	ET	Turin	EC project
A9	51638	Trade union training in information technology. Follow-up course	18-29/02	EN	MB	Durban	San Paolo Project
A1	51801	ILS, decent work for poverty reduction, the Declaration	20 - 23/02	PT	ID	Angola	ILO SWEDEN
A4	51810	Decent work for metalworkers: sub-regional training for Bulgaria, Macedonia and Turkey	10-12/03	EN + local	ET	Bulgaria	EC project
A1	51825	Sub-regional seminar: collective bargaining	17-21/03	FR	ID	Comoros	ACTRAV ADDIS - ILO TANA
A9	01143	Social security workshop	01 - 3/04	EN/SP	MB	Turin	RBTC/ACTRAV/+ TC
A4	51811	Decent work for metalworkers: sub-regional training for Romania and Hungary	14-18/04	EN + local	ET	Romania	EC project
A3	01158	TU training for ACFTU (1st course) in organizing and social protection policy	14 - 22/04	EN/CH	AK	20 - 22/04 Helsinki	SAK, Helsinki
A2		Health and safety for the fishing sector		SP	CB	Turin	Spanish Govt.
A3	51793	Training in "Promoting decent work in the informal economy" with a focus on organizing (sub-regional activity)	12 - 16 May	EN	AK	Nepal (Suggested by Pongsul Ahn)	
A2		Fundamental rights and framework agreements for UNI-Americas		SP	CB	Turin	UNI+Others
A4	01149	Modernization of trade unions in Serbia, Macedonia and Croatia for ICEM-IUF affiliates and national centres	23-27/06	EN+ other	ET	Turin + local visit	FES + RBTC + MAE + other sponsors
A3	5	Training in understanding company financial information for collective bargaining	04 - 8/8	EN	AK	Singapore	
A3	5	Training in FoA, organizing & collective bargaining for decent work (for youth)	18 - 22/08	EN	AK	Bangkok (TBD in consultation with Christine)	
A3		TU training for ACFTU (2nd course)	08 - 16/09	EN/CH	AK	Turin	FES

A3	5	Training in core labour standards & labour law reform (focus on FoA)	September	EN	AK	Hanoi (TBD with Christine)	
A3	5	Training in international trade isuues, labour standards & the trade union agenda	October	EN	AK		
A4		Europe and globalization	07 - 10/10	EN/FR	ET	Turin	ETUC, ETUI-REHS
A3	5	Training in organizing & social protection of migrant workers - promotion of the ILO rights-based approach	13 - 17 /10	EN	AK	TBD in consultation with Elsa & ITUC-AP	
A3	5	Training for Pacific island countries on minimum wages & collective bargaining/EPA	20-24/10	EN/FR	AK	Fiji	
A9	01150	Empowerment of women: international trade union women's school (PERC)	27/10-01/11	EN+ other	ET	Turin + local visit	ITUC, ETUC, RBTC + to be determined in co-operation with PERC
A3	5	Training for women & youth on computer communications & networking	10 - 14 /11	EN	AK	Mumbai, India	
A3	5	Trade union training for leaders of the Federation of Trade Unions - Burma (FTUB)	8 - 12/12	EN	AK	(to be decided in consultation with Elsa & FTUB) - Delhi	
A3	5	Follow-up and evaluation workshop on regular courses for 2006	3 days	EN	AK	TBD	
A4		Development of labour education		EN/FR	ET	Turin	ETUC, ETUI-REHS
A4		Decent work for migrant workers in the global economy		EN/FR	ET	?	ETUC, ETUI-REHS
A4		Young leadership training in youth employment		EN	ET	Turin + local visit	LO-Denmark, ILO RBTC, MAE and other sponsors
A4	5	Decent work for metalworkers: sub-regional training for Cyprus and Malta	May	EN + local	ET	Malta	EC project
A4	5	Decent work for metalworkers: sub-regional training for Croatia and Slovenia	June	EN + local	ET	Slovenia	EC project
A4	5	Decent work for metalworkers: sub-regional training for Slovakia, Czech Republic and Poland	September	EN + local	ET	Slovakia	EC project
A4	5	Decent work for metalworkers: European	November	EN + local	ET	Croatia	EC project

		social dialogue conference					
A1	5	The informal economy		FR	ID	Dakar	RBTC/AF/TC + ACTRAV DAKAR
A1	5	Migration and workers' rights		FR	ID	Dakar	Spanish Government
A1	5	FOA and ILS (Kinshasa follow-up)		FR	ID	Kinshasa	Walloon Region
A1	5	Social protection		EN	ID	Pretoria	Social Protection/Turin, RBTC/AFRICA/TC
A1	5	Union training in workers' rights & organizing		EN	ID	Addis Ababa	Dutch project
A1	5	EPA: role of unions: how to use the Guide		EN	ID	Jamaica	RBTC/AFRICA7TC + ACTRAV Geneva
A1	5	The informal economy: Johannesburg follow-up		EN	ID	India	ACTRAV/ADDIS-India-GVA
A2		Training of trainers		SP	CB	Turin	Iscod Spain + Others
A2	5	Follow-up: social security. SOSS - project in Uruguay		SP	CB		
A2	5	Follow-up on youth and employment		SP	CB		Iscod
A2	5	SSOS project		SP	CB		Spanish Govt.
A2	5	Follow-up for CUT-Chile on social security		SP	CB		CC.OO
A2	5	Follow-up on social security for Brazil		SP	CB		CC.OO
A2	5	Regional seminar on social security		SP	CB		CC.OO
A2	5	Follow-up on FoA			CB		
A4		Training for national trade union centres from Croatia, Bosnia and Herzegovina and Serbia in co-operation with Italian trade unions (Friuli Venezia Giulia Region)			ET	provisional	EC
A4		Testing OSH training material/training on OSH, related to April 28			ET	provisional	ISPESL and other
A4		Course on topic related to ILC 2008/09, e.g. freedom of association, right to strike			ET	provisional	TBD
A4		Course for legal experts from ENP and the Balkans: Social rights in Europe: complementarity of ILO, Council of Europe legal instruments and EU social acquis (Maybe 2 separate courses: 1 for the Balkans	June or later	EN + other	ET	Turin + Geneva, Brussels, Strasbourg	TBD with PERC (EU+)

		+ 1 for ENP countries)			
E9	50407	Informatica e formazione a distanza per sindacati nei paesi in via di sviluppo (2008)	01/01 - 08/03	MB	San Paolo
E2	50387	Fortalecimineto de la formacion en materia de seguridad social, en particular respecto de la viabilidad de los sistemas de proteccion social, de los agentes sindicales en America Latina (2008)	01/01 - 31/12	CB	MOL SPAIN

ANNEX C

COURSES PROPOSED FOR 2009

Programme for Workers' Activities

2009 PROGRAMMES: PROVISIONAL PLAN

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

ACTIVITIES IN TURIN

CODE	TITLE	DATES	WEEKS	PARTICIP.	LANG.	STUDY VISITS	SPONSOR
A1-	Trade union training in social security and social protection		3	15	Fr		RBTC/ACTRAV/TC
A1-	Trade union training in social security and social protection		3	15	En		RBTC/ACTRAV/TC
A2-	Trade union training in international economics, political economy and regional integration		3	15	Sp		RBTC/ACTRAV/TC
A3-	Trade union training in information technology		3	15	En		RBTC/ACTRAV/TC
A9-	Trade union training in trade union rights and ILS		3	15	En		RBTC/ACTRAV/TC
A4-	Trade union training in labour education and methodology		3	15	En		RBTC/ACTRAV/TC + ITALY
A1-	Trade union training in labour relations		3	15	Fr		RBTC/AFRICA/TC ITALY+Others

CODE	TITLE	DATES	WEEKS	PARTICIP.	LANG.	STUDY VISITS	SPONSOR
A1-	Trade union training in capacity building for organizing		3	15	Por		RBTC/AFRICA/TC ITALY+Others
A2-	Trade union training in ILS and the Declaration on fundamental workers' rights		3	15	Sp		RBTC/AL/TC ITALY+Others
A3-	Trade union training in social security and social protection		3	15	En		RBTC/ASIA/TC ITALY+Others
A5-	Trade union training in OSH and HIV-AIDS		3	15	Ar		ITALY+Others
A5-	Trade union training in freedom of association		3	15	Ar		

ANNEX D

PROVISIONAL PLANS FOR 2010

Programme for Workers' Activities

2010 PROGRAMMES: PROVISIONAL PLANS

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

ACTIVITIES IN TURIN

CODE	TITLE	DATES	WEEKS	PARTICIP.	LANG.	STUDY VISITS	SPONSOR
A1-	Trade union training in occupational health and safety and HIV/AIDS		3	15	Fr		RBTC/ACTRAV/TC
A1-	Trade union training in information technology for unions		3	15	En		RBTC/ACTRAV/TC
A2-	Trade union training in social security and unions		3	15	Sp		RBTC/ACTRAV/TC
A3-	Trade union training in economic and financial analysis of enterprises for collective bargaining		3	15	En		RBTC/ACTRAV/TC
A9 -	Trade union training in trade union rights and international labour standards		3	15	En		RBTC/ACTRAV/TC
A4 -	Trade union training in international labour standards		3	15	En		RBTC/ACTRAV/TC + ITALY
A1-	Trade union training in organizing and capacity building		3	15	Fr		RBTC/AFRICA/TC ITALY+Others

CODE	TITLE	DATES	WEEKS	PARTICIP	LANG.	STUDY VISITS	SPONSOR

A1-	Trade union training in collective bargaining for unions	3	15	Por	RBTC/AFRICA/TC ITALY+Others
A2-	Labour education methodology training	3	15	Sp	RBTC/AL/TC ITALY+Others
A3-	Trade union training in ILS and the Declaration on fundamental workers' rights	3	15	En	RBTC/ASIA/TC ITALY+Others
A5-	Trade union training in freedom of association	3	15	Ar	ITALY+Others
A5-	Trade union training in labour education methodology	3	15	Ar	ITALY+Others

INTERNATIONAL TRAINING
CENTRE OF THE ILO

Board of the Centre

CC70/4/b

70th Session

Turin, 6-7 November 2008

FOR INFORMATION

FOURTH ITEM ON THE AGENDA

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

Report on the 26th Employers' Training Committee Meeting, held on 23 May 2008

Summary Report on the 26th Meeting of the Employers' Training Committee

Held on 23 May 2008 at the International Training Centre of the ILO, Turin

Members present

Mr B. de Arbeloa
Mr A. M'Kaissi
Mr A. Moore
Mr F. Muia
Mr C. Renique
Mr J.F. Retournard
Mr L. Traoré

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

Observers

Ms K. Al-Khaldi
Mr M. Bélanger
Ms S. Cavazza
Mr F. Fonseca
Mr G. Jadoun
Mr A. Kolev
Ms S. Lysak
Ms B. Maino
Mr T. Marchandise
Ms C. Muretto
Mr P. Rademaker
Mr P. Salvai
Ms J. Schmitt
Ms L. Sgarlazzetta
Ms J. Shalabi
Ms S. Turco
Ms Y. Tzvetkova
Ms M. Vasquez
Ms B. Vila

Opening remarks

1. *Mr C. Renique, Chairperson,* opened the meeting and welcomed the Director of the International Training Centre. He added that *Mr A. Peñalosa, Secretary-General of the International Organisation of Employers*, regretted not being able to participate in the meeting due to the imminent opening of the International Labour Conference.

2. *Mr F. Eyraud, Director of the Turin Centre*, warmly welcomed the members of the Committee and emphasized the importance of such meetings for an exchange of views. He underlined the growing importance that the Programme for Employers' Activities had assumed inside the Centre after *Mr De Koster*'s arrival in 2006.

3. *Mr Renique* presented the agenda.

The agenda was approved.

Report on the Employers' Activities Programme, 2007

4. *Mr Renique* gave the floor to *Mr De Koster*, *Manager of the Employers' Activities Programme*, who introduced the Employers' Activities team. He then reported on activities conducted by the Programme in 2007.

In terms of **output**:

- Training quantity. *Mr De Koster* stressed the importance of the increase in the number of employers' representatives (700, + 80%) participating in the Programme's activities.

- Training material. *Mr De Koster* stated that resources had been invested in 2007 to diversify the training materials. He presented the new training materials developed in 2007 and listed a number of other training packages in progress which will be ready by the end of 2008.

- Training quality. *Mr De Koster* presented the improvements in training quality from 2006 to 2007. He stressed that an important improvement had been registered in the quality of materials.

- Relevance and needs-orientation. *Mr De Koster* informed the Committee that needs-orientation had been boosted by using annual surveys of national employers' organizations (EOs) to identify priorities and needs.

- Visibility and cooperation. *Mr De Koster* explained the strategy for increasing the Programme's visibility. He followed up by describing the enhanced cooperation with other units of the Centre, with ACT/EMP Geneva, with the International Organisation of Employers (IOE) and with national employers' organizations.

In terms of **input**:

- *Mr De Koster* sketched a financial picture of the Programme. In 2007, it had doubled its funding. Special attention had been given to diversifying funding.

a. *The Chairperson* expressed the Committee's overall satisfaction with the results of the Programme for Employers' Activities in 2007.

b. *Mr Eyraud* was given the floor. He congratulated the Employers' Activities team on the results. He underlined the importance of an approach in line with that of ACT/EMP Geneva and invited the Programme to strengthen collaboration with ACT/EMP specialists in the field, including collaboration on resources decentralization.

c. *Mr Retournard, Director of the Bureau of Employers' Activities,* was given the floor. He underlined that Decent Work Country Programmes (DWCPs) were the main vehicle for ILO technical support to countries and stressed the importance of tripartism as one of the pillars of DWCP. He said that the Turin Programme (and, more generally, the entire Turin Centre) together with ACT/EMP Geneva should fully understand the role that training could play within the DWCP framework.

Work plan for 2008 employers' activities

5. *The Chairperson* invited *Mr De Koster* to present the work plan for 2008 employers' activities.

Mr De Koster presented the objectives for 2008:

- Increase training
- Increase funds for training
- Invest in training material and innovation, and start to develop blended training and e-learning platforms
- Increase quality and further strengthen links with ACT/EMP Geneva, the IOE, national EOs and other units of the Centre.

Mr De Koster explained that the Employers' Activities team aimed to run 43 training activities with a good regional balance and would develop new training material.

Mr De Koster followed up by describing the challenges for 2008.

- Resources - He welcomed Ms Schmitt's joining the Programme, but underlined that its staff were under heavy pressure in coping with the programmed activities. *Mr De Koster* hoped that funds would be made available to recruit a new Professional category staff, who would be in charge of activities for Latin America. He highlighted the urgent need for more secretaries as well.

- Employers in other ITC-ILO activities – *Mr De Koster* suggested looking for ways to use the Central Fund more effectively to increase participation by employers' representatives in training activities organized by other units of the Centre.

- Improve collaboration. *Mr De Koster* stated that improving the collaboration with ACT/EMP Geneva and ACT/EMP specialists in the field remained a priority.

As regards long-term challenges, *Mr De Koster* said that the Programme was building a portfolio of activities with a coherent, possibly modular approach. There were four types of training:

- **Standard courses** - "The Effective Employers' Organization" covered basic rules of governance, strategy, lobbying and revenue-building.

- **In-depth courses** - Normally three-day courses which focused on one of the themes covered by the standard courses.

- **Cross-cutting skills** - Courses often organized in collaboration with Workers' Activities colleagues, on skills which fostered the capacity of social partners to be effective in bipartite and tripartite meetings.

- **EOs and policy areas** – These courses aimed at strengthening the capacity of EOs to interact in policy areas.

6. *Mr Eyraud* was given the floor. *The Director* first highlighted the considerable efforts which the Centre was making to improve its training. This was done partly by training ITC experts to become high-level trainers themselves. Enhanced training quality would justify the price of the Centre's training.

The Director went on to explain the fund-raising strategy. He stressed that the Centre was a real enterprise in an uncertain and unpredictable market, which meant it needed a good fund-raising strategy to stabilize and increase income. He pinpointed the Centre's initiatives concerning donors to reinforce the financial basis of the Centre. He also thanked the Employers' Group for their strong support in this endeavour. The objective was to achieve a stable flow of revenue, which was an essential condition for recruiting and retaining good staff.

The Director repeated the importance of intensifying collaboration with ILO headquarters and, in particular, ACT/EMP on capacity-building projects. The Centre had much value to add to such projects by taking responsibility for training components.

7. 4.2 *Mr Renique* stressed that appropriate means in terms of human and financial resources were needed to reinforce the Programme and seize the opportunities to develop it further.

8. 4.3 *Mr Retournard* congratulated the whole team for the results achieved and joined the other members of the Committee in requesting adequate, balanced resources for the Programme for Employers' Activities.

9. *Mr M'Kaissi, Employer Member of the Centre's Board,* congratulated Mr De Koster and the Employers' Activities team for the results, and thanked them for concretely addressing African employers' need to meet the challenges of globalization.

Discussion of employers' participation in ITC-ILO activities (other than the Programme's own)

10. *The Chairperson* reported on the discussion that the employers' group had on employers' participation in ITC-ILO activities (other than the Programme's own). He mentioned the following problems:

- Some activities were not demand-driven.
- Course length.
- In many cases, content was not relevant to employers' organizations.

He suggested ways to stimulate participation by employers' representatives:

- Investing money in other ways than fellowships.
- Shorter courses, in line with EO needs.
- Spending part of the budget on workshops with innovative, tripartite-oriented themes.

He added that the Employers' Committee had given a mandate to *Mr De Koster* to formulate a short-term proposal on using the Central Fund in a way that was more relevant to employers.

11. *Mr Eyraud* took the floor. He explained that Central Fund had been created to strengthen tripartism and its improvement was always under discussion.

12. *Mr Graziosi, Director of Training Programmes at the ITCILO,* explained that the Central Fund had been created to provide programme managers with an incentive to develop courses relevant to a tripartite or bipartite audience. He explained that the total amount in the Central Fund had been increased and that, with the help of ACTRAV and ACT/EMP, the Centre tried to identify courses relevant to the social partners and assign fellowships to help them participate.

Mr Graziosi stressed the need for the Centre to boost activities by using Italian funds in 2008. This was a way to make good use of the surplus resulting from exchange rate fluctuations. He said that additional resources had been set aside to develop pilot projects with bipartite and tripartite subjects (for example 'green jobs' and migration policy).

13. 5.4 *Mr Renique* said that there was a need for better communication about pilot courses and for more flexibility in the use of the Central Fund.

14. 5.5 Mr Muia, Regional Adviser for Africa, International Organisation of Employers, supported the Chairman's proposal.

15. 5.6 *Mr Retournard* thanked the management of the Centre for the institution of the Central Fund for tripartite activities and suggested developing bipartite training activities.

16. 5.7 *Mr Eyraud* said that he would welcome suggestions that could improve the effectiveness of the Central Fund. He mentioned the idea of developing new joint (ACT/EMP- ACTRAV) projects and that of producing new blended courses.

General considerations by employers on the development of the Centre in 2007.

17. 6.1 *Mr Renique* mentioned the problem of regular posts and project posts. Given that many people were still on project-based posts but activities were quite stable, he suggested introducing more regular posts and asked the management of the Centre for a concrete proposal to be presented at the November Board meeting.

18. 6.2 *Mr Eyraud e*xplained that the management of the Centre was studying the issue in collaboration with the HRS in order to resolve the contractual status of the staff in that position, and that proposals would be put to the Board of the Centre in November.

Other items arising

19. 7.1 *Mr Renique* reported that during the preliminary meeting, the Employers' Group had pointed out that more time was needed to discuss all the items on the agenda properly. The ETC meeting took place in an uneasy period (just before the International Labour Conference). He therefore proposed finding a more appropriate date for the following year, possibly not just before the International Labour Conference.

Closing remarks

20. *Mr Arbeloa, Employer Member of the Centre's Board,* informed the Committee that this was his last ETC meeting, due to his imminent retirement. He thanked the Centre for its activities and expressed his gratitude to all the colleagues on the Employers' Committee for this long and rewarding experience.

21. *Mr Renique* thanked Mr Arbeloa for his contribution to the work of the Employers' Training Committe for many years. He then asked that the main conclusions of the preparatory meeting of the Employers' Committee be added to this report. He called the meeting to a close at 1 pm.

Conclusions of the Employers' Group

22. In terms of training activities the performance of the Programme for Employers' Activities in 2007 was excellent both in quantity and quality.

The work plan for 2008, which aims at increasing the number of training activities, at developing new training material and innovation and at increasing funding and funds diversification, is approved.

The Employers' Training Committee wishes to congratulate the staff of the Programme for the results which have been obtained and incites them to continue progressing further.

The Employers' Training Committee also notes the high potential of the Programme for the employers' constituents and for donors. The Employers' Training Committee is convinced that further support by the management, with the allocation of new resources, will be beneficial for the Employers and for the development of the Centre.

23. The Programme has successfully realized its business plan, but more could have been achieved with an increase in resources and funds.

The Committee notes with satisfaction that a reinforcement of the professional staff of the Programme, on a project based financing, will be made possible; it also looks forward to the implementation of solutions for the strengthening of the secretarial staff.

In spite of this progress, the Employers' Training Committee reiterates its fundamental remarks on funding: the Employers' Programme remains under funded. Compared with other programmes, a wide gap remains and this gap hampers the advancement of the Employers' Activities Programme.

The Employers' Training Committee maintains its request that a programmed phasing in of investments by the management of the Centre is necessary to support further growth of the Employers' Activities Programme.

24. The Employers' Training Committee deeply examined the participation of Employers' representatives within the global participation figures of the Centre and the mechanisms to support it, via the so-called Central Fund, which should stimulate the participation of social partners' representatives in other ITC ILO programmes.

It takes note of the recent decision to increase the budget available for this support.

The Committee requests that in the future social partners, being the main beneficiaries of this budget, will be consulted beforehand.

The Committee also examined alternatives to the present use of the Central Fund to enhance the employers' participation in the other ITC ILO programmes. It invites the management to discuss and consider some different solutions to assure that the contents and conditions of delivery reflect Employers' training needs and constraints, whilst respecting the overall objective of enhancing the tripartite character of activities.

The Employers' Activities Programme is called upon to collaborate more closely with other Units of the Centre.