

**Board of the Centre**

75th Session, Turin, 17 - 18 October 2013

**CC 75/8/a**

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**FOR INFORMATION**

EIGHTH ITEM ON THE AGENDA

**Report of the Trade Union Training Committee**



# **Summary Report on the 32nd Meeting of the Trade Union Training Committee**

**9 – 10 May 2013**

**International Training Centre of the ILO, Turin**

## **Members present:**

Bheki Ntshalintshali (Chairperson of the Workers' Group)  
Maria Fernanda Carvalho Francisco (Substitute member of the Workers' Group)  
Cinzia Del Rio (Member of the Workers' Group)  
Hadja Kaddous (Member of the Workers' Group)  
Nilton Souza Da Silva (Member of the Workers' Group)  
Guangping Jiang (Substitute member of the Workers' Group)

Esther Busser (Assistant, Secretary of the Workers' Group)

Dan Cunniah (Director ACTRAV - ILO Geneva)  
Raghwan Raghwan (ACTRAV-Geneva)

Patricia O'Donovan (Director – ILO Turin Centre)  
Antonio Graziosi (Director, Training Dept. - ILO Turin Centre)

Giacomo Barbieri (Secretary of the Trade Union Training Committee)

## **Observers:**

Jesus Garcia Jimenez  
Mban Kabu  
Arun Kumar  
Evelyn Toth-Muciacciaro

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## 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 decline in the resources available for the capacity building of ILO constituents in general and of workers in particular, and asking the Centre's Director to prioritize the mobilization of resources for the capacity building of constituents on the Decent Work Agenda so as to realize the Centre's role as the training arm of the ILO, as recognized in the 2008 Social Justice Declaration and to create the conditions for achieving the targets set in Centre's Strategic Plan.
2. Reasserting the strategic crosscutting role of International Labour Standards, particularly freedom of association and collective bargaining, tripartism, gender equality and improved learning methodologies as essential prerequisites and means of action for all the training activities of the Centre.
3. Demanding that, in order to fulfil the strategic role of the Centre as the training arm of the ILO and in coherence with the internal reform ILO strategy, a stronger integration between the Centre and the ILO will be pursued, also through regular discussions in the ILO Governing Body about the perspectives of the Centre, and the resource allocation for the Centre becomes 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. Demanding that a specific outcome on the training, knowledge sharing and education component of capacity development for ILO constituents is included in the document and discussion of the October Governing Body on the new ILO Strategic Policy Framework, so as to ensure in the future sustainable and predictable resources. In particular this outcome should support training programmes like the package on Decent Work developed by ACTRAV Turin to assist trade unions 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.
5. Reiterating the request to the Centre for the implementation of an effective funding strategy for the Workers' Programme which is particularly damaged by the reduction of the traditional not-earmarked funding sources of the Centre.
6. 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, job stability and working conditions.
7. Further enhancing the development of the Centre's policy on bi- and 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, always 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, particularly in the academies and in tripartite, national and regional training activities.
9. Enhancing cooperation with regional offices for the financing of worker participants in ITC-ILO courses, including through the linking of courses to country programme outcomes (CPO's) and to regional RBTC in order to increase the participation of workers in tripartite courses and Academies and engaging a dialogue with governments, when needed, to ensure the achievement of this objective.

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10. While appreciating the efforts of Actrav-Turin for capacity building of trade unions, Committee asks to continue to enhance the capacity of identifying and addressing training needs and mobilizing resources through a stronger cooperation with ACTRAV at all levels and the Secretary of the Workers' Group. In particular to ensure the mutual communication, avoid duplications and enhance cooperation in the implementation of training activities, especially those taking place in the regions, information on training activities (other than the regular courses) in their pipelines should be strengthened between ACTRAV-Turin and ACTRAV headquarters, regional focal points and field specialists and vice versa.
  11. Continuing to improve the coordination and interaction with ACTRAV and regional trade union organizations, including through specific regional workshops to contribute to the planning of the training programmes of ACTRAV Turin (follow up to the ACTRAV 2007 Symposium on Workers' education).
  12. Enhancing cooperation with Global Union Federations particularly on training activities related to MNEs.
  13. Continuing to improve and stabilize gender balance and gender mainstreaming in course design, delivery and evaluation.
  14. 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.
  15. Exposing as much as possible all regions to core topics, such as on the employment relationship, wage policies, organizing and collective bargaining, social security, sustainable development, macro-economic policy, 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.
  16. Further developing the Programme in the Arab Region and in French-speaking Africa and asking the Direction of the Centre to contribute to these objectives.
  17. Integrating Portuguese speaking African participants into African activities.
  18. Implementing an on-going assessment of the impact of activities for Trade Union Organizations with a view to improve the quality of training and increasing follow-up activities (including through the establishment of networks of focal points on the issues addressed by our training activities to ensure the highest benefit at regional and national level) and the coordination with ACTRAV activities as a whole.
  19. Keeping up-to-date a database of existing trade unions' education structures and institutions worldwide and developing new links with labour colleges for the delivery of joint training activities also supporting South-South trade union cooperation.
  20. 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.
  21. Moving towards a biennial planning.
  22. The attached list of activities proposed for 2014 was examined and approved. The list for 2015 requires further clarification and discussion.

Turin, May 2013

**Board of the Centre**

75th Session, Turin, 17 - 18 October 2013

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**FOR INFORMATION**

EIGHTH ITEM ON THE AGENDA

**Report of the Employers' Training Committee**



# **Summary Report on the 31th Meeting of the Employers' Training Committee**

**Held on 31 May 2013  
International Training Centre of the ILO, Turin**

## **Members present:**

Mr K. De Meester  
Mr M. Mdwaba  
Mr M. Megateli  
Mr F. Muia  
Ms A. Muñoz  
Mr P. O'Reilly  
Mr A. Savané  
Ms S. Tugschimeg

Ms P. O'Donovan  
Mr D. Arrigotti  
Mr A. Graziosi  
Mr A. De Koster  
Ms J. Schmitt  
Ms B. Maino  
Ms I. Panizzolo  
Ms R. Zingara

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1. The Employers' Training Committee (ETC) has reviewed the 2012 activities of the Employers' Activities Programme. It appreciates that the Programme has been able to maintain its relevancy, in spite of the drop in the number of activities and participants due to declining funds, by focussing on some strategic developments and innovations, including the development of new, high level, capacity building projects.
  2. The ETC approves the work plan for 2013. It notes with regret that the weak resources situation persists and continues to affect the volume of activities. Although a certain limitation in volume of activities will have to be recognised, it underlines the need for maintaining a meaningful volume. It approves the main orientations of the Programme and in particular the accent on new tools for membership management, which correspond to real needs of the constituents.
  3. In regard of the previous point, the ETC is strongly concerned about the continuous decline of stable funding of the Programme by ITC ILO funding sources, and the increasing dependence of the Programme upon project funding for a very high proportion (80-90%) of its activities. The ETC wishes to stress the high potential of the Programme for employers and the need for the ITC ILO to invest more in the employers' constituency, which is an essential actor in the framework of the tripartite structure of the organisation and which also provides a direct return to the ITC ILO in many forms. The ETC therefore asks the ITC ILO management to make more resources available to the Programme, via targeted resource mobilisation actions. The ETC has formulated concrete ideas on this issue: the need to reserve an important part of both the surplus which is generated by the ITC ILO, and of regional RBTC funds, allocated to the Centre annually, for the strengthening of the social partners programmes in the Centre. The latter of course will have to be implemented in the framework of a better strategic alignment of the Centre's activities with the priorities of Regional Offices.
  4. The ETC also discussed the issue of tripartism. It is satisfied with the new approach taken since 2011, which gives a more active role to the Employers' and Workers' Programmes in taking the lead to further mainstream tripartism in the Centre's activities. The ETC underlines the importance of achieving a strong input of the employers' perspective in tripartite courses, in order to increase the relevance of trainings and to ensure that the views of all constituents are fully taken on board. It insists that the necessary resources are put aside for this role of co designing/ elaborating programmes in collaboration with other technical Programmes.
  5. The ETC also discussed the issue of activities for companies, especially in the field of CSR. It reiterated, in alignment with developments with regard to ILO interface with companies, the viewpoint that the ITC ILO Employers Programme should be the main entry point for companies, in close collaboration with the national employers' organizations. This leadership role of the Programme should be reflected in the organization of training delivery for companies at ITC ILO level.
  6. The ETC finally also discussed the future perspective of the global ITC ILO, to which the sourcing of the Employers' Programme, and hence its future development, is directly connected. There is an important concern on the implementation of the Strategic Plan which was approved by the Board in November 2011 and the progress in achievements. The ETC is obviously most concerned about issues related to i) employers' participation (which is far behind the announced plans), ii) resource mobilisation (which has not been able to ensure a stable funding, iii) measures in the field of cost reduction, especially the reduction of the ITC ILO overhead, iv) the achievements concerning a better integration of ITC ILO in the ILO