

Board of the Centre

81st Session, Turin, 25-26 October 2018

CC 81/7/a

FOR INFORMATION

SEVENTH ITEM ON THE AGENDA

Report of the Trade Union Training Committee

37th TUTC Meeting - Turin, 3-4 May 2018

Members present:

Silvana Cappuccio (Chairperson of the Workers' Group)

Eulogia Familia (Member of the Workers' Group)

Maria Fernanda Carvalho Francisco (Member of the Workers' Group)

Annette Chipeleme (Member of the Workers' Group)

Antonio de Lisboa Amancio Vale (Substitute member of the Workers' Group)

Raquel González (Secretary of the Workers' Group)

Maite Llanos (Assistant, Secretary of the Workers' Group)

Maria Helena André (Director ACTRAV - ILO Geneva)

Enrico Cairola (ACTRAV-Geneva)

Yanguo Liu (Director – ILO Turin Centre)

Andreas Klemmer (Director, Training Dept. - ILO Turin Centre)

Harry Cunningham, Programme Manager, Actrav-Turin (Secretary of the Trade Union Training Committee)

Conclusions and recommendations

The Committee reached consensus on the following:

- The TUTC adopts the report on trade union training conducted in 2017;
- In the future, the TUTC Report should be distributed to members in all relevant languages, one month before the scheduled date of the TUTC meeting; the report should include proposals for training activities for the following years (2020-2021);
- The TUTC acknowledges the efforts of ACTRAV Turin in ensuring the effectiveness and quality of the training programme, especially during a period of significant staff movements incurred during 2017. The TUTC welcomes the incorporation of two new colleagues to the ACTRAV Turin team;
- The TUTC recognizes the strategic role of ACTRAV within ITCILO Turin for promoting labor education and capacity building of trade union organizations. Ensuring therefore the financial sustainability of the Programme must be a priority for the Centre;
- The Programme must ensure an adequate regional balance and address the low level of participation from Africa including Francophone Africa;
- The TUTC underlines the importance of involving ACTRAV Turin and the ITCILO in the curricula design and implementation of wider ILO technical cooperation programs;
- The TUTC recommends that the ITCILO actively mainstream international labor standards in all Turin training programmes;
- The TUTC reiterates the need for ACTRAV involvement in academies organized at the ITCILO that are relevant for workers leading to an increase in worker participation and ACTRAV involvement in curricula design;
- The TUTC looks forward to receiving the response of the ITCILO Director of Training to the commissioned report (under the 2017 innovation fund) on the accreditation of skills and competencies as a result of participation in ACTRAV training. Concerns expressed during the TUTC in relation to the impact that certification could have on the selection of participants and the risks of having an external certification procedure should be taken into account;
- The TUTC welcomes the participation of women on the training programme, now standing at 52% and encourages the Programme to report on the participation of women as resource persons as well as the mainstreaming of gender issues throughout the curricula;
- The TUTC takes note of the sensitive issues related to the age profile of selected participants and invites recommendations leading to improvements including an appropriate age limit that takes into account the type and location of activities;
- The TUTC takes note of the significant volume of participants involved in the Programme using online and distance learning modalities. The TUTC asks ACTRAV Turin to maintain their efforts in strengthening the online offer in every region where possible, whilst maintaining an appropriate balance between all the elements of the ACTRAV Programme including face-to-face residential training delivered in Turin, face-to-face training in the field, blended training and distance training. The brand of SoliComm should be associated with the labour education methodology for distance education. MOOCs could be used as a tool to introduce the role of the ILO and international labour standards in the ACTRAV training Programme;
- The TUTC notes the challenges with regards to the need to ensure that the participants' profile is aligned to training content as well as the content of the training matching any organisational ability to maximise opportunities for implementing training outputs. The TUTC recommends that ACTRAV Turin conduct a training needs analysis in order to develop recommendations to maximize the impact of the training provided

ACTRAV-Turin Planning (2018)

The TUTC took note of the delivery that took place in the first semester of 2018 and the planned activities for the year.

The TUTC recommends:

- ongoing and continuous actions to further strengthen the capacity of trade unions with the delivery of a coherent Programme that focusses on the ILO Decent Work Agenda and on workers' rights;
- that current efforts to strengthen the global approach to the training offer whilst supporting a regional focus to the planning and delivery of activities continue. This will be done in coordination with the ACTRAV Global team;
- the further development of a comprehensive and integrated strategy regarding the training offer of ACTRAV Turin particularly in relation to; participant-training pathways, participant profile including their role and function, trade union needs, course curricula, duration of training, etc.) and the modalities of this offer (on-line, residential and blended);
- an evaluation is undertaken regarding the newly introduced use of blended learning to support face to face training in the 2018 core Programme; results of this evaluation should be presented to the TUTC in 2019;
- that information is provided to the TUTC in 2019 regarding the cost of training (including other significant factors) provided in the field in relation to Turin based activities;
- that the Programme organizes a labour education library, a data-base of participants involved with labour education and a data base of resource persons organized by topics for better servicing constituents and support the work of the Bureau;
- continuation of the ongoing approach which seeks to make use of skills and resources drawn from across the ACTRAV Global team; and
- that there will be a more permanent flow of exchange of information with the Secretariat of the Workers' Group.
- The list of the core activities delivered and planned in 2018 is presented in Annex A.

ACTRAV-Turin Planning (2019 to 2020)

The TUTC recommends:

- that efforts to ensure programme planning, development and implementation is continually shared between ACTRAV colleagues in Turin and the ACTRAV Global team; and that there is a more permanent flow and exchange of information with the Secretariat of the Workers' Group;
- that the Programme takes the lead in the development and delivery of training packages and materials, including interregional activities listed in the work plan;
- that the Programme ensures the training activities are offered in as many relevant languages as is practically possible. Special attention should be given to French speaking and Portuguese speaking countries;
- that the Programme considers a number of options relating to the follow up of training activities including issues relating to participants' action plans taking into account the previous work done at regional, sub regional and national levels;
- that the Programme takes the lead in drafting proposals to determine the impact of the training delivered;
- that the TUTC Report is distributed to members in all relevant languages, one month before the scheduled date of the TUTC meeting .

The plan for the proposed core programme for 2019 is presented in Annex B.

The TUTC recommends that ACTRAV Turin and ACTRAV Global Team in consultation with the Secretary of the Workers' Group provide more detailed information on the titles of the training activities ahead of the next Board meeting.

ACTRAV- Turin within the ITCILO

The TUTC recommends:

- that in order to preserve the integrity of the ITCILO, the Centre should ensure that the use of the resources of the Centre are in line with the ILO mandate;
- that mobilisation of ITCILO resources must be based on the needs of social partners and especially the needs of trade union organisations;
- that the ITCILO implements a financial framework that fully supports the sustainability of the ACTRAV Programme; the sound funding of training activities for workers should be at the core of the Centre and its financial plan and should not depend on the financial performance of the Centre and the use of the surplus to finance core training;
- that the ITCILO redoubles efforts to increase the low participation of workers in ITCILO training activities including in the Academies to enable better levels of workers' participation. Consideration should be given to the allocation of scholarships for the social partners. Levels of workers' participation in Academies should continue to feature in relevant ITCILO reports;
- that the ITCILO implements a pricing policy for distance learning activities that enables ACTRAV online programme to further develop;
- that ACTRAV Turin continues to work with the ITCILO Director to review and improve the mainstreaming of International Labour Standards Social Dialogue and Collective Bargaining in curricula across the Centre; and
- that activities continue to ensure the active role of ACTRAV Turin in the design of ITCILO Academies and the TSD Masters Programme. The ITCILO should continue to negotiate, monitor and report on the participation of workers in these programmes.

Annex A: Core Activities for 2018

	NO. PAX	TITLE	FACE-TO-FACE	DUR	LANG	DISTANCE
AFRICA						
A1711141	20	Trade union training on employment and decent work for peace and resilience; Transition from war to peace (Recommendation 205) (Lomé, Togo)	25/06/2018 29/06/2018	1 w	EN FR	04/06/2018 22/06/2018 DL
A1711146	20	Regional Workers' Academy on the future of work: (Kisumu, Kenya)	06/08/2018 10/08/2018	1 w	EN FR	16/07/2018 03/08/2018 DL
LATIN AMERICA						
A2711147	20	Transición de la economía informal a la formal: estrategias sindicales y seguimiento de la Recomendación 204 de la OIT (Peru)	19/03/2018 23/03/2018	1 w	ES	26/02/2018 16/03/2018 DL
A2711148	20	Academia regional sobre el futuro del trabajo (Mexico)	23/07/2018 27/07/2018	1 w	ES	02/07/2018 20/07/2018 DL
ASIA AND PACIFIC						
A3711138	20	Trade union policy on labour migration, Nepal	14/05/2018 18/05/2018	1 w	EN	23/04/2018 11/05/2018 DL
A3711807	20	Regional Workers' Academy on the future of work: Bangkok, Thailand)	10/09/2018 14/09/2018	1 w	EN	20/08/2018 07/09/2018 DL
EUROPE						
A4711139	25	Trade union training on the Future of work	21/05/2018 25/05/18	1 w	EN RU	07/05/2018 18/05/2018 DL
ARAB STATES						
A5711142	20	Regional Workers' Academy on the future of work	16/07/2018 20/07/2018	1 w	EN AR	18/06/2018 13/07/2018 DL

INTERREGIONAL						
A9711140	30	Global workers' academy on the ILO's MNE Declaration, the OECD Guidelines and the United Nations Guiding Principles (UNGP). How to use these instruments in the labour movement	11/06/2018 15/06/2018	1 w	EN ES FR	21/05/2018 08/06/2018 DL
A9711145	30	Global Workers Academy on Employment and Decent Work for Peace and Resilience; Transition from war to peace (Recommendation 205)	01/10/2018 05/10/2018	1 w	EN ES FR	10/09/2018 28/09/2018 DL
A9711143	30	Global workers' academy on Labour Migration	15/10/2018 19/10/2018	1 w	EN ES FR	24/09/2018 12/10/2018 DL
A9710011	30	Global Workers' Academy on the Future of Work	26/11/2018 30/11/2018	1 w	EN ES FR	05/11/2018 23/11/2018 DL

Annex B: Programme for Workers' Activities: Proposed Core Courses 2019

REGION	TITLE	DATES	WEEKS	PARTICIP.	LANG.	VENUE
			1 week F2F + 3 weeks on-line			
GLOBAL WORKERS' ACADEMIES ITC – ILO (Inter-regional)						
1	Ending Violence and Harassment at Work	3rd or 4th Quarter of 2019		30	EN/SP/FR	ITC-ILO
2	Social Security			30	EN/SP/FR	ITC-ILO
3	ILS (content to be defined)			30	EN/SP/FR	ITC-ILO
4	Tripartism, Social Dialogue and Collective Bargaining			30	EN/SP/PT	ITC-ILO
AFRICA						
5	Labour Migration			20	EN/PT	REGION
6	Social Security			20	EN/FR	REGION
AMERICAS						
7	The Impact of Labour Reforms on Social Security			20	SP/PT	REGION
8	Tripartism, Social Dialogue and Collective Bargaining			20	SP	REGION
ASIA/PACIFIC						
9	Labour Migration – Global Compact on Migration			20	EN	REGION
10	Tripartism, Social Dialogue and Collective Bargaining			20	EN	REGION
EUROPE						
11	Ensuring Workers Rights Protection in 'New' Jobs			25	EN/RU	ITC-ILO

ARAB STATES				
12	ILS in the Arab Region	20	AR/EN	ITC-ILO
GUFs				
	20 PARTICIPANTS SELECTED FROM GUFs FOR ATTENDING CORE COURSES	20	EN/SP/FR	ITC-ILO

