

# VOICES OF IMPACT: ITCILO ALUMNI REFLECTIONS

INSPIRING TESTIMONIALS ON  
PROFESSIONAL GROWTH AND GLOBAL IMPACT

December 2024

# FOREWORD

The speeches compiled in this document serve as a testament to the transformative impact of the International Training Centre of the International Labour Organization (ITCILO). As we celebrate 60 years of the Centre's remarkable contributions to capacity-building and professional development, these reflections from alumni across the globe illustrate how the ITCILO has empowered individuals, strengthened institutions, and driven positive change in labour and social policy.

Through these speeches, we can witness the breadth and depth of the ITCILO's influence. Participants from diverse backgrounds—ranging from trade union leaders and policymakers to business professionals and social advocates—share how the Centre's innovative training programmes have shaped their careers, enriched their expertise, and expanded their professional networks. Many highlight the ITCILO's ability to adapt to emerging challenges, such as the COVID-19 pandemic, by introducing digital learning solutions and fostering resilience among its alumni.

Beyond professional development, these narratives underscore the sense of community the ITCILO has fostered. Alumni recall the friendships formed, the cross-cultural exchanges, and the ongoing collaborations that continue to thrive long after their initial training experiences. Their testimonies reinforce the Centre's role not just as an academic institution but as a global movement for decent work, social justice, and sustainable development.

As we launch the ITCILO Alumni Platform, this collection of speeches serves as both a celebration of past achievements and a call to action for continued engagement. It is a reminder that learning does not end upon completion of a course but is an ongoing journey, strengthened by the connections and knowledge shared within this ever-growing community.

I take this opportunity to thank all contributors for their testimonials, as a sign of your commitment to the ITCILO in our joint quest for social justice through decent work. The ITCILO will stay connected via the alumni platform to its former participants and make sure to widely disseminate their messages of encouragement to the next cohorts of learners across the world.

Andreas Klemmer,  
Director of Training, ITCILO  
Deputy Director, Turin School of Development

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**Daniella Reyes**  
**Advocacy Specialist**

Employers Confederation of the Philippines (ECOP)  
Philippines

Good evening from the Philippines everyone. Thank you very much for the opportunity to take part in the launch of the ITCILO Alumni Platform and also celebrate 60 remarkable years of the Centre—a partner that has profoundly shaped not just my personal journey but also the growth and innovation of ECOP.

Over the years, the ITCILO has played a significant role in helping ECOP evolve as a leading voice in labour and social policy in the Philippines. The Centre has always been very generous in sharing its groundbreaking innovations with us—such as the ECOP eCampus platform given to us during the pandemic, our CRM system, and now an AI-powered chatbot that specializes on labour standards, that's based on AnswerMate. These tools have modernized how we serve our members, strengthened our adaptability, and allowed us to remain relevant in the fast-changing world of work.

Beyond technology, the ITCILO's specialized courses have also enabled ECOP to take the lead in emerging concepts in labour and employment. Programmes like the EOSH training module, Malkia, responsible business conduct in supply chains, and now ESG have helped us expand our services, enhance our value for our membership, and align with global best practices. The EOSH specifically has set us apart from other local safety training organizations, while the ESG training products and the AI chatbot have allowed us to stand out from the other business membership organizations in the country as we are able to complement our policy advocacy work in these areas with actual tangible services that capacitate and support companies in compliance as we work on the policy side.

None of these would have been possible without the collaboration and dedication of our colleagues and dear friends from the Employers' Activities programme.

Now on a personal note, I was first exposed to the ITCILO in 2017 as a complete newbie. I was just a year into my career, and concepts like tripartism, social dialogue, self-organization were all foreign to me at the time. But my first experience in Turin was transformative because it gave me direction and opened my eyes to the endless possibilities in this field.

The ITCILO didn't just teach me concepts and skills; it also helped shape my career path. Everything I learned—from those early lessons to more advanced and specialized topics—has been invaluable, not only in my work with ECOP but also when I joined the Philippine Department of Labour for a few years.

The ITCILO also gave me a community. I've made lifelong friends from different countries who were once just classmates and also meet mentors who continue to inspire and guide me. For someone who's just a regular girl from Manila who never imagined these kinds of opportunities—the experience has been nothing short of magical.

And so, on behalf of ECOP and as a grateful alumna, I thank the ITCILO for its unwavering support to Philippine employers and its commitment to its mandate. Congratulations on this initiative and for 60 years of transformative work, and here's to many more decades of success and impact!

Thank you!



**Fathimath Nisha Fahmy**  
**Manager, Policy and Programmes**

Maldives Pension Administration Office  
Maldives

Good afternoon my dear lecturers, colleagues and fellow alumni. It is an honour and a privilege to be an ITCILO alumnus representing the Maldives Pension Administration Office.

My journey with the ITCILO began in November 2020 during the global challenges brought about by the COVID-19 pandemic. Back then the entire world was caught off-guard, borders were closed, and people confined to their homes uncertain of how things would unfold. Yet, as the uncertainties loomed, the ILO's capacity development arm emerged as a beacon of hope and resilience - lighting the way forward. In the face of an unprepared challenge, the ITCILO team embraced innovation - expanding the E-Campus and transforming the online learning experience. The ITCILO assured us that, no matter the challenge, learning would not stop.

This unwavering commitment to excellence was the foundation of my first ITCILO experience which profoundly shaped my learning journey. For me the ITCILO is more than an academic institution. It is a place for professional growth, a networking hub, and a catalyst for ongoing collaboration.

The ITCILO has connected the Maldives and many other countries with an incredible global network of social security practitioners whose expertise, passion, and commitment to designing sustainable and equitable social protection leaving no one behind - continue to inspire all of us.

As we launch the alumni platform today, we are not celebrating our individual learning journeys. We are celebrating the collective strength of a global community whose members learn from and motivate one another. Together we have the knowledge, skills and most important of all a shared commitment to design and implement resilient social security systems that ensure no one is left behind in our journey for sustainable development.

Thank you ITCILO for not only organizing a facilitating world-class training, but also for bringing us together, uniting us in a common mission and empowering us to be leaders of change.



## Luis Ricardo González Rodríguez

### Docente

Universidad Francisco Marroquín  
Guatemala

### ¡Aprender jugando, una realidad en el CIF-OIT!

Estimados colegas, amigos y miembros del CIF-OIT,

Al recordar mi paso por los cursos del CIF-OIT, una palabra resuena con fuerza: ¡transformación! No solo adquirí conocimientos técnicos de vanguardia, sino que también experimenté una forma de aprender que desafió viejas creencias.

Desde pequeño, escuché el adagio “la letra con sangre entra”, una idea que asocia el aprendizaje con el sufrimiento y el esfuerzo desmedido. ¡Qué equivocados estábamos! En el CIF-OIT descubrí que el aprendizaje puede ser dinámico, interactivo y, sobre todo, ¡divertido!

Los cursos están diseñados de manera ingeniosa, con metodologías innovadoras que te invitan a participar activamente. Gamificación, simulaciones, estudios de caso, la búsqueda de la presea dorada, etc., ¡herramientas que te atrapan y te hacen olvidar de que estás aprendiendo! El conocimiento se internaliza de forma natural, casi sin darte cuenta.

Gracias a esta experiencia, he desarrollado habilidades clave para mi desarrollo profesional. No solo domino los contenidos, sino que también he mejorado mi capacidad de análisis, mi pensamiento crítico y mi creatividad.

Hoy, invito a todos a desterrar la idea del aprendizaje como un proceso tortuoso. ¡Aprender puede ser una experiencia placentera y enriquecedora! El CIF-OIT es un claro ejemplo de ello, un espacio donde la innovación y el juego se unen para formar profesionales competentes y felices.

¡Gracias CIF-OIT por transformar mi forma de aprender y por recordarme que el conocimiento es un juego que vale la pena jugar!





**Basiru Sanyang**  
**Coordinator and Event Organiser**

The Gambia Trade Union Bureau and MRCG Workers Union  
The Gambia

Good morning Ladies and gentlemen, esteemed colleagues, honourable guests, tutors and members of the ITCILO Global Workers Academy.

My name is Basiru Sanyang from the Gambia Trade Union Bureau. I was fortunate to successfully take part in three different training from the ITCILO Global Workers Academy.

Today, I am here to share the transformative impact these training has in my life and our trade union as a whole.

The ITCILO training on the revitalization of trade unions across Africa, and policy coherence in reducing inequality and inequity in the workplace, as well as the critical importance of workers' education, has greatly enhanced my knowledge as a trade unionist and by extension the whole of GamTUB.

The ITCILO training has also equipped trade union leaders and members with the necessary skills and knowledge to advocate for fairer policies and practices within their workplaces. By focusing on principles of equality, equity, and workers' rights, this training has revitalized our trade union, empowering us to address systemic inequalities head-on.

One significant outcome of this training is our enhanced ability to engage in meaningful dialogue with employers and government officials. We have learned to articulate our concerns regarding wage disparities, job insecurity, and discrimination with a renewed confidence. This has not only strengthened our voice but has also fostered a greater understanding among stakeholders of the importance of fair labour practices.

Moreover, the training emphasizes the importance of policy coherence. It is crucial that labour policies align with broader socio-economic goals, and we have become advocates for this coherence. We now actively participate in discussions that seek to harmonize labour standards with national development agendas, ensuring that the needs of workers are at the forefront of policy-making processes. This alignment is essential in tackling the root causes of inequality and inequity in our workplaces.

Furthermore, workers' education has taken centre stage in our revitalization efforts. We understand that informed workers are empowered workers. Through workshops and training sessions inspired by the ITCILO, we have educated our members about their rights, labour laws, and negotiation techniques. As a result, we have witnessed a surge in participation and activism, fostering a culture of solidarity where every worker feels valued and empowered.

In conclusion, the ITCILO training has profoundly changed our trade union for the better. We are now more effective advocates for workers' rights, more coherent in our policy engagements, and more committed to educating our members. As we continue to build on the foundation laid by this training, we are optimistic about the future—a future where trade unions play a pivotal role in achieving not only fair and equitable workplaces but also broader social justice across Africa.

Thank you for your attention and bravo to the ITCILO for its support in building capacity.



## **Marie Pascale Tokpo Michel**

### **Responsable de la Cellule de Veille Contre le Travail des Enfants**

Confédération Générale du Patronat du Niger

Niger

C'est avec une immense gratitude que je me tiens devant vous aujourd'hui pour célébrer les 60 ans du Centre international de formation de l'Organisation internationale du Travail.

Le CIF-OIT a été pour moi bien plus qu'un simple établissement de formation; il a été un véritable tremplin qui m'a permis d'acquérir des compétences.

Et au nom de la Confédération Générale du Patronat du Niger (CGPN), et en tant que Responsable de la Cellule de Veille Contre le Travail des Enfants, je tiens à exprimer ma profonde gratitude au CIF-OIT.

Les formations que j'ai suivies sur la violence et le harcèlement en milieu de travail, ainsi que sur les principes fondamentaux du droit au travail en Afrique ont été des atouts inestimables dans l'exercice de mes fonctions. Grâce à ces connaissances approfondies, je suis mieux équipée pour sensibiliser les entreprises sur l'importance de créer des environnements de travail sains et respectueux, et pour promouvoir le respect des droits des travailleurs notamment les enfants.

En tant que représentante du secteur privé, je suis particulièrement reconnaissante envers le CIF-OIT pour son engagement à renforcer les capacités des acteurs économiques. Les formations que j'ai reçues ont non seulement enrichi mes compétences personnelles, mais également permis à notre organisation de mieux comprendre les enjeux liés au travail des enfants, à la violence et au harcèlement en milieu de travail.

Nous sommes convaincus que ces connaissances contribuent à améliorer l'image du secteur privé et à renforcer la confiance des travailleurs.

Je suis déterminée à mettre en œuvre les connaissances acquises pour promouvoir des pratiques d'entreprise responsables et durables.

Je suis convaincue que grâce à la collaboration entre les acteurs sociaux, nous parviendrons à créer des environnements de travail plus sûr et plus juste pour tous.

Je vous remercie.





## **Minda V. Yaun**

### **Independent Development Management Consultant**

Local Government Units

Philippines

Esteemed colleagues, friends, and fellow alumni, greetings of solidarity, MABUHAY from the Philippines!

I am Minda Yaun, a Development Management Consultant, Grant Writer, Fund Raiser, Trainer and TVE Administrator. My role intertwines community engagement and technical consultancies to various government agencies, local government units and NGOs with the drive to empower vulnerable sectors. I am committed to fostering MSME formalization, project management, skills development and advancing technical-vocational education and Recognition of Prior Learning, leading to jobs generation and creation of livelihood opportunities. With focus on job generation equality, social inclusion and sustainability, my work is grounded in the methodologies and best practices I learned from the ITCILO in Turin, from 2009 to 2022.

As I speak to you today, we are to embark on a new chapter in the legacy of the International Training Centre of the ILO. The launch of this alumni platform marks a significant milestone, a testament to the enduring impact of our shared experiences and the power of global connection.

Our journey at the ITCILO was more than just a course of study. It was an immersion into the world of work, a deep dive into the complexities of labour rights, social justice, and sustainable development. We were privileged to learn from renowned experts, engage in thought-provoking discussions, and network with individuals from diverse backgrounds.

This platform is not merely a digital space; it is a dynamic community that will continue to inspire, empower, and connect us. It is a place where we can:

Share knowledge and experiences: Let us leverage our collective wisdom to address the pressing challenges facing the world of work.

Collaborate on innovative projects: Together, we can drive positive change and contribute to a more just and equitable future.

Support each other's professional growth: By mentoring, advising, and sharing opportunities, we can help each other reach new heights.

Strengthen our global network: Let us foster strong bonds across borders, cultures, and disciplines.

As we launch this platform, I urge us all to embrace its potential and actively participate in its growth. Let us use this space to inspire future generations of labour leaders, policymakers, and social justice advocates. Together, we can build a brighter future for all.

Thank you.



**Malikgairat Hojiev**  
**Procurement Specialist**

The State Enterprise, Project Management Unit, Livestock and Pasture Development  
Tajikistan

Ladies and Gentlemen, Distinguished Guests, and Esteemed Colleagues,

It is with immense pride and joy that we gather here today to celebrate the 60<sup>th</sup> anniversary of the International Training Centre of the ILO. This milestone is not just a testament to the longevity of an institution, but a celebration of the countless lives it has touched and transformed over the decades.

For sixty years, the ITCILO has been at the forefront of promoting social justice and improving working conditions globally. The mission of its team has been unwavering: to provide quality training that empowers individuals, strengthens institutions, and fosters sustainable development. Today, we look back with pride on their journey and look forward with optimism to the future.

From its humble beginnings in 1964, the ITCILO has grown into a global beacon of education and training. It has welcomed thousands of participants from all corners of the world, each bringing their unique perspectives and experiences, enriching our community.

Indeed, its innovative training programmes have addressed the evolving challenges of the global workforce, from labour rights and employment policies to occupational safety and health. The ITCILO team has continually adapted to the changing dynamics of work, ensuring that participants are equipped with the knowledge and skills needed to thrive in their respective fields.

The true measure of the ITCILO's success lies in the impact the coaches have made. Its alumni are living proof of the transformative power of education and training. They are leaders, change-makers, and advocates in their communities, driving positive change and promoting the values of decent work for all. Through their achievements, we see the ripple effect of the ITCILO's efforts, reaching far beyond the walls of the institution.

As we celebrate this milestone, we also recognize the challenges that lie ahead. The world of work is undergoing unprecedented changes, driven by technological advancements, globalization, and the imperative for sustainable development. I do believe, the ITCILO stands ready to meet these challenges head-on, with renewed commitment and innovative approaches.

Today's celebration would not be possible without the dedication and hard work of the ITCILO's staff, the trust and support of its partners, and the enthusiasm and commitment of its participants. To each and every one of you, I extend my deepest gratitude. The ITCILO is our heart and soul.

As we all are well aware, the ITCILO Alumni Network is a global community of certified professionals who have completed training programmes at the ITCILO. Launched to celebrate the ITCILO's 60<sup>th</sup> anniversary, this platform connects alumni worldwide, offering programmes opportunities for networking, career development, and collaboration.

In closing, let me as participant in the ITCILO procurement trainings congratulate you on 60 years of pride and wish you hope and determination for the future. Let the ITCILO staff continue their work to create a world where social justice, decent work, and human dignity are not just aspirations, but realities for all.

Thank you.



**Abdoul Aziz Dieng**  
National Project Coordinator

ILO  
Senegal

Mesdames et Messieurs,

C'est avec une immense joie et beaucoup de fierté que je prends la parole aujourd'hui, à l'occasion du lancement officiel de la plateforme des Alumni du Centre, événement organisé dans le cadre de la célébration du 60<sup>e</sup> anniversaire du Centre.

Mon aventure avec le Centre a commencé en novembre 2018, lorsque j'ai eu la chance de participer à l'Académie sur la transition vers l'économie formelle, grâce à une bourse qui m'avait été offerte par Mme Coumba Diop, que je remercie au passage. Ce fut une expérience transformatrice. J'ai découvert des outils pratiques et des concepts innovants qui m'ont permis de mieux comprendre les défis liés à l'économie informelle et de concevoir des solutions pour accompagner des milliers de travailleurs et d'entrepreneurs vers la formalisation.

Fort de cette première expérience, j'ai eu le privilège de participer à d'autres formations et académies du Centre, notamment sur la gestion du cycle de projet, la formalisation des micro et petites entreprises, le développement des marchés et des chaînes de valeur au service du travail décent, et plus récemment l'Académie sur l'emploi. Ces moments d'apprentissage ont non seulement renforcé mes compétences techniques, mais ils m'ont également permis d'intégrer un réseau dynamique et diversifié de praticiens engagés venant du monde entier.

L'impact du Centre dans mon parcours ne s'arrête pas là. J'ai eu l'opportunité de collaborer en tant qu'expert externe avec le Centre, en assurant le contrôle qualité du cours auto-guidé sur la formalisation des entreprises. Cette expérience m'a permis de contribuer à l'élaboration d'un outil pédagogique puissant qui continue de bénéficier à de nombreux professionnels à travers le monde.

Si j'occupe aujourd'hui une position au sein du Bureau international du Travail, c'est en grande partie grâce à l'inspiration que j'ai puisée dans ces académies et formations. Elles m'ont permis de mieux comprendre la mission du BIT, une mission qui m'a profondément inspiré et qui a renforcé ma conviction que je pouvais jouer un rôle dans la promotion du travail décent et de l'inclusion économique.

Aujourd'hui, en tant qu'Alumnus, je me réjouis de voir naître cette plateforme, un espace conçu pour renforcer les liens entre les anciens participants et prolonger l'impact des formations dans nos contextes respectifs. Nous avons tous une histoire singulière avec le Centre, mais nous partageons une conviction commune: celle de l'importance du savoir et des outils qu'il nous a transmis pour améliorer le monde du travail et construire un avenir plus inclusif au service de la justice sociale.

Cette plateforme est bien plus qu'un réseau. C'est une opportunité unique de partager nos expériences, de collaborer sur des initiatives, et de continuer à apprendre les uns des autres. Elle incarne l'esprit même du Centre: un esprit de solidarité, d'innovation, de diversité et d'engagement pour un développement équitable et durable.

Alors que nous célébrons ensemble les 60 années d'excellence et d'impact du Centre, je tiens à remercier le Centre pour cette initiative qui réunit des acteurs engagés de tous horizons. Grâce à cette plateforme, nous avons désormais un espace où nous pourrions mutualiser nos forces pour relever ensemble les défis auxquels nous sommes confrontés dans nos régions et nos domaines respectifs.

Je suis convaincu que ce lancement marque le début d'une nouvelle ère, où les Alumni continueront à jouer un rôle clé dans la promotion des valeurs et des objectifs du Centre.

Merci à toutes et à tous pour cette belle initiative, et longue vie à la communauté des Alumni du Centre! Je vous remercie.



**Md. Quamrul Islam Maruf**  
**Manager, Social & Sustainability**

CherryField Trading Limited  
Bangladesh

Distinguished Guests, Respected Alumni, and members of the ITCILO Community,  
Good morning/afternoon,

It is a privilege to address you on this momentous occasion—the launch of the ITCILO Alumni Platform. Today, we are not merely introducing a platform; we are opening a gateway to innovation, collaboration, and global impact.

For decades, the ITCILO has equipped us with the skills, knowledge, and vision to navigate the complexities of labour, social justice, and sustainable development. As alumni, we carry forward that legacy in our diverse roles across industries and regions. This platform is a testament to the ITCILO's enduring commitment to our shared mission: empowering individuals to build a better, more equitable world. This isn't just a network; it's an ecosystem of opportunity. It connects us across borders, sectors, and disciplines, fostering the exchange of ideas that lead to transformative solutions. It provides a space to access the latest research, enhance our professional growth, and collaborate on initiatives that address the world's most pressing challenges.

In a time when the global workforce is being reshaped by technology, climate change, and social movements, staying connected and informed has never been more crucial. This platform enables us to be agile, adaptive, and aligned in our pursuit of progress.

But its success depends on us. Let us leverage this tool to strengthen our connections, amplify our collective voice, and champion the principles we stand for. Together, we can ensure that the ITCILO continues to shine as a beacon of excellence, not only in education but also in action.

I extend my heartfelt gratitude to the ITCILO for envisioning and delivering this remarkable resource. To my fellow alumni, I say: let us not just use this platform—let us shape it, nurture it, and transform it into a catalyst for change.

I look forward to seeing the extraordinary heights we can achieve together.

Thank you.



## Leslie Emeh Njume

WASH Consultant, UNICEF Cameroon

Managing Partner, OSH-Lab Consulting Cameroon  
Cameroon

### Anecdote of my ITCILO and OSH World-Class Journey

It's been over two years since the ITCILO experience and completing the M.Sc. Course in Occupational Health and Safety (M.Sc. OSH) has proven to be the best career development step I could have taken after twelve years of corporate HSE service. Forgive me if I do not go into the financial struggles of a self-funded student from a low-income nation...

...The industry-tailored lessons, the weekly field trips and industry visits, and the well-knitted case studies are second to none in the world of OSH training. I may be wrong to say my experience was unique, but let me share:

At the end of the on-campus phase in March 2023, I was awarded a part-scholarship by the ITCILO to return to Turin in April 2023 and take part in the "Workshop for the Management of OSH for international organizations of the United Nations", after which I dived into my dissertation on Designing OSH Management Systems for Healthcare Institutions. These two opportunities sandwiched my ITCILO experience in Turin and have proven to be the icing on the cake on my dream OSH Career.

During a feedback session in one of the lectures at the ITCILO, I was asked what impact I hoped my training at the ITCILO would have, and I replied that I wanted to become a leading voice in OSH in Africa and a key player in policy formulation and implementation.

Zoom to life after the M.Sc. OSH - Only the second year, I already feel that I live that dream OSH. In only the second year, I feel that I am already living that dream:

I currently serve as The UNICEF National Project Consultant for the Design of the National Practical Guide and Policy for Hazards and Risk Mitigation for Hospitals in Cameroon via effective and sustainable healthcare waste management.

My work with UNICEF and the Ministry of Public Health in Cameroon has culminated in a legal instrument for the mitigation of risks emanating from hospital wastes in Cameroon - "The National Policy and Guide for HealthCare Waste Management in Cameroon".

I serve as the General Secretary of the Consortium for OSH professionals in Africa (OSHAFRICA), a platform for research and advocacy on OSH policymaking in Africa.

I lead an OSH consultancy firm in Cameroon – OSH-Labb Consulting – shaping corporate OSH and ESG policies and enhancing compliance therewith; and serving as HSE/ESG Programmes Advisor for two local CSOs on the promotion of decent work, through research, training and advocacy in Cameroon, through which I have the exceptional privilege of hosting the annual OSH Conference for the South-West Region of Cameroon, culminating in the celebration of World OSH Day every April 28<sup>th</sup>.

I support research and training at two universities in Cameroon by developing and delivering tailor-made courses in OSH for healthcare, for engineers, for business leaders and for the BSc Programme in OSH.

My advice to current and future students for the M.Sc. OSH at the ITCILO in Turin is:

Pay close attention to the practical orientations from industry experts. Those are the ingredients needed for designing relevant industry OSH solutions anywhere in the world. Focus on them, align with your dreams, brave the tough schedules, and you will be set for world-class OSH impact and roles.



**Juna Mathema**  
**Executive Committee Member**

Federation of Nepalese Chamber of Commerce and Industry (FNCCI)  
Nepal

I am Juna Mathema from Kathmandu Nepal and I participated in the Labour Migration Academy in July 2024.

The course introduced me to global issues and best migration governance practices on labour migration. I had planned to apply what I have learnt in this course and share my knowledge with stakeholders in Nepal. The activity on developing labour migration policy proved to be most important to me. I was one of the five-member team that drafted Nepal's National Labour Policy under the Ministry of Labour, Employment and Social Security.

As a private sector representative my contribution to the policy was largely focused on reintegration of labour migrants. The learnings from the course, the practical exercise specially under the guidance of Mr. Vincent Williams proved to be most valuable to me as I was able to bring in components of coherence, coordination and cooperation while drafting the policy. Additionally, I also provided support in drafting reintegration guidelines for private sector for the private sector for the Nepalese Chamber of Commerce and Industry (FNCCI).

My fellow participants were from around the world and more from South Asian countries. Understanding the labour migration challenges of other countries and how they work towards overcoming the hurdles helped me generate my own ideas for improvement in my country. However, the friendship we shared went beyond just learning about the countries' migrant issues. We bonded really well and have an active WhatsApp group where we are still sharing conversations.

Even with the studies that I have done so far, the issues surrounding labour migrants are very vast and the learning from the course has helped me to widen my perspective and make better changes for them. Remittances have become a major portion of our GDP and I strongly believe that the migrant population deserves due respect. The knowledge that I gained from the course and my interactions with fellow participants has helped me adopt better approaches to facilitate and support the labour migrants through policy and programmes.

I hope you have a good day!





## Sanele Mlauzi

### Chairperson

Jairos Jiri vocational training centre  
Zimbabwe

Hello everyone, and welcome to this special celebration.

I am Sanele Mlauzi a mother, spouse, teacher, role model, business woman and, above all, responsible citizen. I reside in the beautiful city of kings, Bulawayo Metropolitan in Zimbabwe.

I humble myself today as we celebrate the 60<sup>th</sup> anniversary of our esteemed institution and the launch of the ITCILO Alumni Network. I am filled with nostalgia and gratitude. The courses I undertook during my time there were truly transformative, laying the foundation for my personal and professional growth.

One of the most significant lessons I learned was the importance of inclusive education. So where are we now, and where are we going?

Through a combination of theoretical foundations and practical applications, I developed a deeper understanding of how to turn our organization into a good workplace for everyone knowing that out of 10 workers, one or two either have or will develop disabilities in their lifetime.

This knowledge has been invaluable in my professional journey, enabling me to understand and be able to deal with disability in the workplace.

Moreover, the courses helped me develop essential soft skills, such as communication, problem-solving and leadership. These skills have been crucial in my interactions with colleagues, clients, and stakeholders, allowing me to effectively collaborate, negotiate, and build strong relationships.

As I look back on my time here, I am reminded of the institution's commitment to excellence, innovation, and community. The courses I took were not only intellectually stimulating but also fostered a sense of belonging and camaraderie among students.

As we mark this significant milestone and launch the Alumni network, I am excited to reconnect with fellow alumni, share our experiences, and explore opportunities for collaboration and mutual support. I am confident that our collective knowledge, skills, and passion will continue to make a positive impact on our communities and the world at large.



**Janice Green**  
**Human Resource Manager**

Jamaica Premix Concrete Limited/Jamaica Aggregates Limited  
Jamaica

I have had an enriching international learning experience with the ITCILO, and as such, I am proud to be a member of the ITCILO Alumni.

My entry to the ITCILO started in 2015 when I opened the door and stepped into a two-week SOLVE training of trainers course - Integrating Health Promotion into Workplace OSH Policies. It was my first time in Turin and the campus of the ILO International Training Centre. The training paved the path to my career in Occupational Safety and Health. The networking opportunities have been very fruitful and continue to bloom as my career in health and safety grows. This further led me to become a member of the ITCILO Alumni.

In 2017, I was again on campus for the OSH Masters which provided an awesome experience as I studied and shared living spaces with persons from across the continents. The learning and growth with my like-minded colleagues were very memorable; and today, we have a very vibrant WhatsApp OSH Professionals Group. We have continued to share our work challenges, as well as our personal growth. I have made friends from my OSH WhatsApp group.

The professionals who taught us on campus are to be applauded; they were really the best subject-matter experts, motivating my OSH colleagues to achieve and return to our countries to make a difference in the field of occupational safety and health.

Today, I am a Certified Safety Professional with the BCSP, making a difference in my country, Jamaica, by promoting a culture of prevention and safety in the workplace.

I have had many leadership opportunities and attended many conferences in different countries, making presentations in the area of health and safety, whilst building brand Janice.

Thanks to the ITCILO trainings and networking facilities that created the pool of opportunities, that I embraced and accepted. I would recommend the ITCILO to anyone who is seeking an international learning and training experience.

I am honoured and proud to be a member of the ITCILO Alumni.



## Graziela Mota dos Santos

### Especialista em Aquisições e Contratos

CAR - Cia de Desenvolvimento e Ação Regional  
Brasil

A experiência no CIF-OIT foi um divisor de águas na minha vida pessoal e profissional. Quando ingressei no BuildProc, projeto realizado em parceria com o FIDA para formação dos seus especialistas em Aquisições e Contratos, não tinha a dimensão do que seria a instituição, bem como da sua importância para a formação de profissionais qualificados no mundo inteiro.

O período que passei no campus foi transformador. Nesse tempo, pude experimentar de fato a produção de conhecimento em meio da diversidade de culturas e nações, unidas em torno de um mesmo objetivo: tornar o mundo do trabalho mais justo, sustentável e com igualdade de oportunidades para todos.

Os professores e demais profissionais envolvidos diretamente no projeto foram como um farol que iluminaram os temas estudados trazendo a luz diferentes aspectos que agregaram qualitativamente minha forma de trabalhar em projetos de Desenvolvimento Rural, bem como atenuaram e tornaram mais leve a barreira do idioma, sendo eu uma aluna brasileira, que compreendia bem mas não tinha fluência em espanhol quando iniciei o curso. Quero deixar aqui registrada a minha gratidão a esses grandes mestres.

Graças a essa formação, me tornei uma profissional muito mais segura em realizar processos de aquisição e contratação no projeto que atuo, como também promover a formação das equipes nesse tema com foco em atender aos beneficiários de modo eficiente.

Pretendo voltar ao campus do CIF-OIT para dar continuidade a formação iniciada no BuildProc para aperfeiçoar os meus conhecimentos adquiridos nesse universo das Aquisições e Contratações públicas, em mais uma certificação com o selo CIF-OIT de qualidade.

Obrigada.



## Suleiman Gabriel Sadiq

Federal Ministry of Environment, Department of Climate Change

Principal Scientific Officer

Nigeria

Ladies and gentlemen, distinguished guests, and fellow alumni,

I'm honoured to stand before you today to celebrate the official launch of the ITCILO Alumni Platform. As we mark this milestone, I'd like to reflect on the journey that has brought us here.

The ITCILO Alumni community is born out of a shared passion for promoting social justice, decent work, and sustainable development. As individuals who have benefited from the Centre's training programmes, we've gained valuable knowledge and skills to drive positive change in our respective countries and communities.

Personally, I've had the privilege of participating in several ITCILO courses, including "The Social Impacts of Climate Policies: Planning for a Just Transition", "Decent Work and Spatial Planning", and "Responsible Business Conduct: Pathway to Achieving a Just Transition". These courses have not only deepened my understanding of the complex relationships between work, environment, and society but also equipped me with practical tools to address these challenges in my own country, Nigeria.

As we move forward, I believe our role as ITCILO Alumni is crucial in promoting the values of decent work, social justice, and environmental sustainability. We must apply the knowledge and skills gained from our training programmes to drive positive change in our communities, countries, and the world at large.

In Nigeria, for instance, I plan to apply the lessons learned from the ITCILO courses to promote sustainable urban planning, decent work, and environmental protection. I'm confident that our collective efforts as ITCILO Alumni can contribute significantly to achieving the Sustainable Development Goals (SDGs) and promoting a more just and equitable world.

I'd like to express my sincere gratitude to the ILO and the ITCILO team for facilitating our training programmes and providing us with the knowledge and skills to drive positive change.

Let us continue to work together to promote decent work, social justice, and environmental sustainability for the benefit of all.

Thank you.



## **Buba Saidy**

### **Planning, Monitoring & Evaluation Specialist**

Resilience of Organisation for Transformative Smallholder Agriculture Project (ROOTS)

The Gambia Ministry of Agriculture

The Gambia

Good morning /afternoon /evening,

Esteemed colleagues, distinguished guests, and fellow alumni,

It is exciting to witness a new idea being put into practice beginning today at the launch of the ITCILO Alumni Platform, which deserves a round of applause since it reflects our shared ideals for the future of this great global community. This platform is much more than a mere online solution; it blurs the sense of time and geography in which the ITCILO, and its alumni, live and work.

As a graduate myself, I can affirm that the training and the networks that I have been able to create through the ITCILO were game changers. The ITCILO prepared and equipped us to be creative and to be at the forefront of development in our respective communities, and that overriding motivation was to make a difference in the lives of others.

I think this platform is going to be a great outreach to consolidate everything that has happened before. It provides us with a space where we can meet again, share thoughts and ideas and work together, no matter where we are based. Together, we can address these global challenges whether it's about ensuring social equity, decent work for all or dealing with the consequences of climate change.

Just think of the possibilities when a worldwide network of people with professional knowledge and experience comes together to share smart ideas. Be it through mentoring, starting joint ventures, or sharing success stories, this platform has potential to intensify our influence and become a centre of activity. I encourage you to seize this opportunity to overcome the challenges that you are facing.



## Gimena Pintos Focco

### Responsable Cooperación Internacional

Dirección Nacional de Emergencias  
Presidencia de la República Oriental del Uruguay  
Uruguay

Muy buenos días a todos y todas,

Es un placer y un honor participar en este espacio de celebración y reconocimiento como ex alumna de tan distinguida academia, ya que mi experiencia es de las más exitosas a nivel profesional, personal y laboral.

Fue justamente en el año 2020 cuando incursionaba en un nuevo desafío laboral y plena pandemia. Comenzaba un camino incierto, con muchas expectativas y ganas de aprender sobre la materia de los riesgos, las emergencias y los desastres. Si bien venía del área de la educación y la conducción de los centros educativos, no había estudiado antes la temática como disciplina específica y su importancia para un país en sus niveles de gestión y fue justo en ese momento, que surgió la posibilidad de realizar el curso a distancia en reducción de riesgos de desastres y desarrollo local sostenible, sin pensar, me alisté y sin pensar, me animo a decir que fueron los pilares fundamentales de todo mi conocimiento a posteriori sobre la gestión integral de los riesgos de desastres y las emergencias.

Fueron 25 semanas, 7 módulos, 140 horas de formación y más. Aprendí desde lo macro, hasta lo micro, desde los grandes marcos internacionales, la globalización, las grandes agencias, las organizaciones, los programas e iniciativas, el conocimiento de un riesgo como tal y su estimación en cuanto al conjunto de factores que se involucran allí (amenaza, vulnerabilidad, exposición, capacidades, recursos, resiliencia, entre otros).

Pude entender esa gran ecuación, y lo más interesante, es que, lo pude poner en práctica con la realidad de los eventos más frecuentes y recurrentes en mi país, como por ejemplo las inundaciones y los vientos fuertes. Pude dimensionarlos y quitar la etiqueta de que los riesgos son naturales. Agradezco haber tenido docentes como Durán y Peralta, a quienes también pude conocer personalmente en otros eventos en el marco de la RRD (Reducción de Riesgos de Desastres).

La formación no pudo ser más congruente en los procesos del antes, el durante y el después de ser impactados por una emergencia y/o un desastre, conceptos claves de una planificación estratégica, el poder de anticiparse y estar mejor preparados, la recuperación y resiliencia post desastre, la adaptación al cambio climático, modalidades de alianzas internacionales como Cooperación Sur Sur y las diferentes herramientas y metodologías para comprender y planificar mejor desde lo macro hasta lo micro y desde lo local a lo internacional como sistémico de un enfoque totalmente complementario y sinérgico.

Hoy en día me desempeño en la Dirección Nacional de Emergencias de mi país Uruguay, siendo la responsable de la Cooperación y la Relaciones Internacionales, y reitero mis palabras de agradecimiento al CIF-OIT por la formación, el intercambio, las buenas prácticas, la promoción de políticas y/o acciones en la RRD y el desarrollo sostenible.





## Passand Khan Buledi

### Chairman

Gwadar Port Authority  
Pakistan

Excellencies, distinguished guests, my fellow participants, ladies and gentlemen,

Hi Everyone

I am Passand Buledi, currently serving as Chairman of the Gwadar Port , in Balochistan Province of Pakistan. I attended a two-week training course on “Governance for Sustainable Development Goals” from 6-17 March, 2023 at the ITCILO, Turin, Italy.

Let me at the very outset extend my sincere thanks to the ITCILO team for giving me this opportunity and honour of interacting with this great gathering of best and bright rich minds present here.

I am honoured, excited and thrilled to share my wonderful experience with you that I have had during my stay/ training at the ITCILO.

To be very honest it was a once-in-a-lifetime intensive learning experience in a very friendly, enabling and conducive environment in all respects and by all means – be it the content of the course, the speakers on the subjects, the class environment, the exposure visits and the variety of daily diet/food – everything for everyone irrespective of taste, colour and creed.

The very content of the training was carefully crafted to equip us with the desired knowledge, skills, and expertise necessary to excel in our careers. The training programme had been a perfect blend of theoretical foundations, practical applications, and real-world case studies, providing us with a holistic understanding of finance, administration, and good governance.

Through this training, I have gained invaluable insights into the complexities of public financial management, administrative reforms, and governance frameworks. The programme has not only enhanced my technical skills but also instilled in me a deeper appreciation for the importance of transparency, accountability, and citizen participation in governance.

On my return to my organization, the knowledge and skills that I acquired during this training helped and enabled me to make a more meaningful contribution to the development of my organization and the country, Pakistan. I am committed to applying the best practices and principles learned here to strengthen our financial management systems, improve administrative efficiency, and promote good governance.

In conclusion, I would like to extend once again my sincerest gratitude to the ITCILO team for their exceptional facilitation, guidance, and support throughout the programme. Your dedication to capacity building and knowledge sharing is truly commendable. It's a great initiative and together we will continue to learn, grow, and support each other in our pursuit of excellence in all times to come.

I thank you all!



**Hani Chaar**  
**Vice-President**  
E-Peace Switzerland  
Switzerland

Good morning, ladies and gentlemen,

It is a privilege to be here today for the launch of the ITCILO Alumni Platform, a remarkable initiative that strengthens our global professional community and supports our continuous learning journey.

Over the years, my engagement with the ITCILO has been transformative, allowing me to deepen my expertise in key areas of labour governance and sustainable development. Through various courses, I have gained invaluable knowledge and practical skills in subjects such as:

- **Financial Education: TOT, Coaching, and ILO (2024)**, enhancing my ability to train and coach effectively.
- **Advanced Contract Management (2023)**, sharpening my skills in overseeing complex contracts.
- **Climate Change Adaptation through Green Works (2023)**, integrating environmental resilience into labour-focused projects.
- **Contracting SMEs for Labour-Based Public Works (2022)**, focusing on practical tools for implementing labour-based approaches.
- **Employment and Decent Work for Peace and Resilience (2022)**, exploring the intersection of decent work and peacebuilding.
- **Private-sector engagement for Livelihoods and Employment Opportunities and South-South Cooperation Forum**, which emphasized innovative strategies for inclusion and engagement.
- Courses on **National Employment Policies, Tripartite Training on Evidence-Based Policy Making**, and **Understanding Fragility**, which reinforced my ability to design and implement effective, inclusive policies.

These courses would not have been as impactful without the outstanding guidance of the ITCILO experts and tutors. Their dedication, professionalism, and ability to deliver high-quality training have been instrumental in shaping my learning experience. I want to extend my heartfelt thanks to them for their exceptional work and unwavering commitment to our growth.

The launch of this alumni platform offers us a chance to continue the journey we began with the ITCILO. It is a space in which to connect, collaborate, and share ideas that can drive meaningful change in our respective fields. I look forward to contributing to this vibrant community and learning from the collective expertise of my fellow alumni.

Thank you to the ITCILO for this visionary initiative and to all those who made this platform possible. Together, let us make it a hub of excellence and collaboration for years to come.

Thank you.



## Denise Beukes

### Head of Legal Resources Support

South African Police Service

South Africa

Good afternoon, ITCILO staff, alumni from across the globe and invited guests. My name is Denise Beukes. I am a legal advisor in the National Office of the South African Police Service in Pretoria South Africa. My post title is Head of Legal Resources Support and I hold the uniform rank of Major-General. I have legal qualifications from the University of South Africa, University of Stellenbosch and University of Pretoria. I am an admitted Advocate of the High Court of South Africa and I specialise in Labour and Employment Law. I am also an Employer representative in the National Safety and Security Sectoral Bargaining Council (SSSBC), and I have been involved with the SSSBC as an employer representative for the past 24 years.

During 2023 I had the honour and privilege of being one of the 6,800 professionals from 177 countries who joined one of the onsite programmes of the ITCILO in Turin, Italy.

South Africa is a country with a legacy of human rights abuse. When South Africa emerged from apartheid in 1994, radical changes were made to labour legislation to bring our country in line with accepted international standards. We are a richly diverse and unique country with eleven official languages and one of the most progressive constitutions on the planet. We are constantly looking for ways to improve the working conditions of our workforce in such a culturally diverse society.

My experience with the ITCILO was life changing. International labour law and labour standards became a reality when I witnessed first-hand that countries across the globe are faced with common labour-related challenges. I was particularly moved by my classmates from the Ukraine who, despite a war raging in their country, were focused on revising labour legislation to improve working conditions for their workforce.

Since attending the onsite programme, I have devoured every e-mail and piece of information that has been distributed by the ITCILO. I have maintained contact with many of my fellow classmates from the onsite programme as well as with the presenters. It is a privilege to be able to connect with labour practitioners, legal advisors and employment organizations across the globe. This networking is a result of the ITCILO and its programmes which bring nations together both in person and on virtual platforms and creates an opportunity for open dialogue, learning and exploring the future of employment and the workplace.

I salute the ITCILO on its 60<sup>th</sup> birthday, I am proud to be an alumna and I am excited to be part of the launch of the ITCILO Alumni Platform.



## Augustine Brown Ohas

### Assistant Director

Nigerian Institute of Transport Technology (NITT), Zaria, Kaduna  
Nigeria

Good morning/afternoon, everyone!

Sharing my awesome experience of the International Labour Organization's International Training Centre (ITCILO) is an honour. The ITCILO is a training, knowledge-sharing, and research organization that works to advance social justice and sustainable development.

When I had my first contact with the website, I was immediately struck by the ITCILO's dedication to solving global issues. The Centre provides a broad range of courses that give professionals information and skills in topics like social protection, sustainable development, and labour rights. What makes the ITCILO unique is its all-encompassing strategy, which combines theoretical understanding with practical applications to make sure every lesson is applicable and powerful.

The courses weren't just lectures; they were interactive discussions and case studies that encouraged active participation. This cross-cultural exchange was invaluable to me, as it provided new perspectives on common challenges and fostered a sense of solidarity among us all. Whether it was through online courses, or in-person training sessions, the ITCILO's commitment to empowering individuals and organizations to drive change has been clear. I've not only gained technical knowledge, but also a deeper sense of the shared responsibility we all have in shaping a more equitable world.

Because of their extensive knowledge and enthusiasm for their subjects, the ITCILO teachers made learning interesting, insightful, and stimulating. It was very informative to see how they linked local circumstances to global ones. Furthermore, the tools and resources illustrated in training have been really helpful to me in my career, allowing me to immediately apply what I've learned to my work.

In summary, I had a life-changing experience with the ITCILO. I am very grateful for the opportunity to be part of this global community committed to advancing decent work and encouraging inclusive, sustainable development; this was more important than merely learning new things. I am appreciative of the chance to learn from both peers and specialists, and I have no doubt that the knowledge I acquire will continue to influence my work for years to come.

Thank you.



## Frida Mwangi

### Co-founder

iWorkers Kenya  
Kenya

I'm thrilled to share my incredible journey at the ITCILO campus in Turin during the Employment Academy in June of this year

Right from the start, the organizers impressed me with their meticulous communication. They covered everything—from detailed visa information to practical tips like which charger to bring. They made sure we were all set for Italy, regardless of our previous travel experience.

And let me tell you, the weekend travel opportunities were the cherry on top. Exploring Monaco, Venice, and Nice added a touch of adventure to our intense schedule. Though my luggage didn't arrive with me, this minor hiccup turned into an exciting shopping spree on day one, thanks to my supportive companions from Kenya.

The Academy itself was a whirlwind of learning and networking. We delved deep into creating decent work in the evolving job market, exploring topics like the green economy, digitalization, and key economic policies. The treasure hunt was a standout—it not only fostered connections but also brought out our competitive spirits. I was thrilled to come second and win an ITCILO travel mug. Plus, I won chocolates twice in the economic policy sessions—once for myself and once for my team.

These experiences, coupled with picturesque weekends, made the journey unforgettable. Venice, in particular, was an artistic escape with a therapeutic boat ride that left us all in awe.

The second week was just as intense but immensely rewarding. Meeting global peers and soaking up so much knowledge inspired me to revisit the resources even after returning to Kenya. The Academy has left a lasting mark, shaping my dedication to bringing positive change back home.

The clean, well-equipped campus, delicious Italian cuisine, and supportive staff made our stay incredibly comfortable. Despite a few language-barrier hiccups in Turin, the overall experience was nothing short of transformative.

Thank you for letting me share my ITCILO journey. I hope this platform continues to create such incredible experiences and connections for all of us.

Warm regards.



**Junior Céphas Mbuyi**  
**Monitoring & Evaluation Officer**

ILO  
Democratic Republic of Congo

Hello! My name is Junior Céphas Mbuyi. I am the monitoring and evaluation officer for the USDOL-funded project “Supporting the progress of labour standards in the Democratic Republic of Congo” of the International Labour Organization.

I discovered the ITCILO more than five years ago and I started learning with this Centre more than three years ago, mainly online. I would like to share with you my innovative learning experience. Thanks to the ITCILO, using the eCampus platform, I have been able to take the courses of my choice, including:

Evaluation Manager Certification programme, Monitoring and Evaluation Certification programme, Labour inspectorate training, Human rights due diligence for decent work, Business and Decent Work: Overview of the MNE Declaration, Development Cooperation Learning Journeys 2022-2023 and Data Analysis and Knowledge Management for Development.

I also took part in a few Masterclasses, such as Evaluation for Resilience, Labour Statistics: From Standards to Data.

The most interesting thing is that, with the ITCILO, you can learn at your own rhythm and according to your own planning. you can better plan your training and manage your learning time, become an expert in a field of your choice at a reasonable cost and have access to free high-quality training presented by experts. I have also learned more about the ILO.

I would like to thank the ILO and the ITCILO for their innovative approach to learning and training.





## Sarafina Heita

### Youth leader

Trade Union Congress of Namibia  
Namibia

Good morning/afternoon/evening, ITCILO representatives, fellow alumni, and distinguished participants. My Name is Sarafina Heita, from Namibia. It is truly an honour to speak at this event, which brings together such an inspiring network of professionals and change-makers.

My experience with the ITCILO has been profoundly impactful, particularly in my role as a youth leader within the Trade Union Congress of Namibia. The courses I attended equipped me with invaluable knowledge and practical tools that have transformed the way I approach leadership and advocacy. They deepened my understanding of unionism, the complexities of labour rights, and the strategies required to engage and mobilize young people effectively.

Through the knowledge gained, I have become more confident in advocating for the rights and needs of young workers. The ITCILO taught me the importance of fostering dialogue, building alliances, and equipping others with the tools to stand up for their rights. As a result, I've been able to influence more young people to actively participate in labour movements, ensuring their voices are heard and their concerns addressed.

The courses also helped me refine my leadership skills, enabling me to guide initiatives that prioritize inclusivity and sustainability. By integrating what I learned into my daily work, I have not only strengthened my capacity to lead but also empowered others to take ownership of their roles within the union. One of the greatest takeaways from my ITCILO experience has been the global perspective it provides. Connecting with peers from diverse backgrounds and contexts opened my eyes to new approaches and reinforced the shared values that unite us in our efforts to promote social justice.

To the ITCILO team, thank you for creating these opportunities for growth and impact. To my fellow alumni, let's continue to use this platform to inspire, collaborate, and amplify the difference we make in our communities. Together, we are building a future where knowledge, empowerment, and solidarity drive meaningful change.

Thank you.



## Clapton Munongerwa

### Labour Statistics Manager

Zimbabwe National Statistics Agency  
Zimbabwe

ILO Staff, Fellow ITCILO Alumni, Ladies and Gentlemen,

It is a privilege to join you today for the official launch of the ITCILO platform as the ITCILO celebrates its 60<sup>th</sup> Anniversary. I would like to share a brief testimonial about the profound impact the ITCILO has had on my personal and professional journey.

My first experience of the ITCILO was through a recommendation from our ILO country office for the course on skills mismatch. Since then, I've participated in numerous ITCILO courses, and my involvement in the International Conference of Labour Statisticians (ICLS) introduced me to the world of labour standards and guidelines. This journey also connected me to a global network of labour statistics experts and practitioners, both within the ILO and internationally.

Thanks to these opportunities, Zimbabwe has made significant strides in international labour statistics. We've adopted key ICLS resolutions, including the 19<sup>th</sup>, 20<sup>th</sup>, and most recently, the 21<sup>st</sup>. We've also introduced groundbreaking initiatives such as the Time Use Survey, set for February 2025, and the integration of the Skills Mismatch module into our Quarterly Labour Force Survey. Moreover, my participation in the ITCILO's Stata Training course has greatly enhanced our data processing and reporting capabilities.

Currently, I'm in Turin attending the 2024 Labour Statistics and Analysis Academy, where we're delving into critical labour market measurement topics. It's also a pleasure to meet fellow alumni at this year's Academy.

Looking ahead, I'm eager to continue participating in ITCILO courses. The knowledge gained has been invaluable to my career, and I look forward to further exploring topics like Social Security, measurement of gig and platform work, and analysis of trafficking and forced labour.

Thank you.



**Sunil Upreti**  
**Senior Manager**

National Centre for Financial Education  
India

Good morning/evening, ladies and gentlemen

It is a great privilege to be part of the ITCILO Alumni Platform launch and to share my journey as an ITCILO alumnus.

My association with the ITCILO began with my enrolment in the programme “Financial Education (FE): Training of Trainers and ILO Certification, a course for Policy Makers, Practitioners and Trainers”. I was fortunate to receive a full scholarship for this programme, which proved to be a transformative experience. This course not only deepened my understanding of financial education but also enabled me to achieve certification as a National Financial Education Trainer by the ILO.

The insights and knowledge gained from this programme have been instrumental in shaping my professional journey. As a Senior Manager at the National Centre for Financial Education (NCFE), India, I play a key role in executing the National Strategy for Financial Education. This initiative impacts over 200,000 beneficiaries annually and aims to enhance financial literacy and inclusion across diverse communities in India. The frameworks and global best practices I acquired from the ITCILO have helped me a lot in driving these efforts forward.

Being an ITCILO alumnus means more than professional growth. It’s about making a meaningful difference. My journey with the ITCILO is just getting started and I am inspired to contribute to its vision and create a lasting impact, especially in the field of financial education and inclusion.

Thank you for this opportunity to connect with such an inspiring community of changemakers. I look forward to learning from each of you and contributing meaningfully to this vibrant network.



## Mohammad Mamun Mia

### Assistant Project Director

Learning Acceleration in Secondary Education Project, Directorate of Secondary and Higher Education, Secondary and Higher Education Division, Ministry of Education  
Bangladesh

Good afternoon to all my classmates, teachers, alumni members, honoured guests, and organizers.

I am Mohammad Mamun Mia from Bangladesh. At the outset, I would like to extend my gratitude to the ADB and the ITCILO for allowing me to enrich my understanding of the world of procurement.

As an educator and development worker under the Ministry of Education, I have been involved in procuring educational materials, computers, scientific equipment, vocational machinery, consultancy services, and so on. During the procurement process, my goal was to collect the best quality product to meet the requirements of the targeted programme.

When I came to the ITCILO, I learned that procurement is not an isolated and individual activity. It is part of a greater cycle of Programme Development Objectives and is interconnected and reciprocal to other activities. I also learned that government procurement is related to sustainability, environmental safeguards, value for money, lifecycle cost, etc.

Staying at the ITCILO campus is one of the most memorable experiences in my life, getting the opportunity to meet with world-class experts and practitioners. I believe that the alumni platform launched today will be a beneficial for us in making procurement more target-oriented and sustainable.

Thanks to all. I hope to meet you again online or in person.



## Yanneth Gómez Prada

Consultora Experta Género y Empresa

Colombia

**Pertenecer**, ese es el verbo en el que pienso cuando empecé a redactar estas palabras. Hace 5 años le di un giro a mi trayectoria laboral para dedicarme a trabajar diariamente por el cierre de brechas de género. He realizado diplomados, entrenamientos y cursos sobre el tema y este año he decidido formarme para certificarme en auditorías participativas de Género. Fueron meses de trasegar estudiando como hace años no lo hacía, porque cuando uno descubre su propósito de vida, el trabajo hace parte de ella. En julio de este año recibí la certificación y el siguiente paso fue participar en la Academia de género e inclusión y en Lima en octubre y fue reencontrarme con mis profesoras y mis compañeras y compañeros y abrazarnos.

Para mí siempre ha sido muy importante **pertenecer**, porque creo en el poder de los colectivos y aquí realmente encontré a un grupo de personas que creemos de manera genuina que vamos a cambiar el mundo con nuestras acciones. He conocido a mujeres increíbles que trabajan para ser la voz de otras; por primera vez en la vida tuve la oportunidad de conocer a mujeres sindicalistas, a mujeres latinoamericanas que creen como yo en el trabajo colectivo y en como todas somos agentes de cambio.

Para mí es un motivo de orgullo hacer parte de esta comunidad y seguir aprendiendo y creciendo personal y profesionalmente, y transmitir esta información en las organizaciones con las que trabajo en mi rol de consultora.



## Abel Karno

### Président, Pays OSHAssociation Côte d'Ivoire

Secrétaire Confédéral National en charge de la Coopération Internationale et des Relations Extérieures FESACI-CG ( Fédération des Syndicats Autonomes de Côte d'Ivoire - Confédération Générale

Côte d'Ivoire

Merci à tous.

Je suis Abel KARNO et j'appartiens à la Confédération Syndicale **FESACI-CG**. Au sein de ma Confédération, j'occupe la fonction de Secrétaire Confédéral National chargé de la Coopération Internationale et des Relations Extérieures.

Aujourd'hui grâce au Centre international de formation de Turin, je suis Président du Bureau Pays OSHAssociation Côte d'Ivoire. J'ai été nommé le 8 septembre par OSHAssociation Londres pour ouvrir un nouveau chapitre en Côte d'Ivoire.

Aussi à l'occasion de la journée du 28 avril, j'ai été copté pour animer un panel sur la SST comme droit fondamental au travail cas de la Côte d'Ivoire par une camarade de Madagascar avec qui j'ai fait la formation sur E-Campus.

Aujourd'hui, je suis Gestionnaire Ressources Humaines au sein d'une entreprise multinationale.

En tant qu'ancien participant du Centre international de formation de l'OIT à Turin, je tiens à exprimer ma profonde reconnaissance pour l'expérience formatrice, enrichissante et inspirante que j'y ai vécue. Le CIF de Turin offre un environnement unique, véritable carrefour de cultures, de disciplines et de pratiques professionnelles.

La qualité des enseignements, l'expertise des formateurs et la richesse des échanges entre participants m'ont permis de renforcer mes compétences techniques, d'élargir mes perspectives professionnelles et de développer un réseau international solide.

Au-delà de la formation, c'est une véritable communauté qui se crée, fondée sur des valeurs partagées de justice sociale, de dialogue et de coopération internationale.

J'adresse mes remerciements pour ma désignation en tant que membre Alumni ITCILO

C'est avec une grande fierté et une profonde gratitude que j'ai accueilli ma désignation en tant que membre Alumni du Centre international de formation de l'OIT à Turin.

Je tiens à remercier chaleureusement l'équipe du ITCILO pour cette reconnaissance qui honore mon parcours de formation au sein de votre institution. Cette expérience a été un moment fort de mon développement professionnel et personnel, marquée par la richesse des contenus, la qualité des échanges et l'ouverture sur les enjeux internationaux du monde du travail.

Faire désormais partie de la communauté Alumni représente pour moi une belle opportunité de continuer à apprendre, partager et contribuer activement à la promotion des valeurs portées par le Centre : justice sociale, dialogue, inclusion et développement durable.

Je suis enthousiaste à l'idée de rester engagé aux côtés de cette communauté dynamique, et de participer, à mon échelle, à la diffusion de bonnes pratiques et à l'amélioration des conditions de travail à travers le monde.

Je recommande vivement cette institution à tous ceux qui souhaitent non seulement se former, mais aussi contribuer à un monde du travail plus inclusif, équitable et durable.

Avec mes plus sincères remerciements, à Luis Miguel Monje, Gabriel Jesus, Invioleta, Charles Crevier, Irene Nori et j'en passe.

**Cordialement**





**Al Fabon**  
**Consultant**

Leadersculpt Training Consultancy Services  
Philippines

Being an ITCILO alumnus, I had an amazing experience learning, unlearning, and relearning, while building my network and gaining insights from experts who provided valuable tools and resources along the way. My practice improved dramatically after applying the lessons I learned, impacting my clients and those around me.

The ITCILO's teaching methods helped me to think critically. I was immersed in the ITCILO's distinctive strategies through this experience. The fun and engagement of an immersive improvised theatrical experience exceeded my expectations. It was an experience that allowed us to put into action what we had learned from the teaching sessions and it took real courage to make bold choices during the performance. Through collaboration and case study analysis, we gained an objective understanding of different viewpoints and critically reflected on our own thinking. It provided an opportunity for reflection. This experience fundamentally changed how I value others' contributions, a key element in achieving collective intelligence.

Most importantly, I forged friendships across boundaries and races from new professional relationships. I remain in contact with my cohort, exchanging opportunities and creating new ones. My time at the ITCILO was an exceptional experience! I'm so grateful to the ITCILO for such a valuable and unforgettable experience.

Thank you very much!



## **Lorna Boniphace Mwijarubi**

### **Lecturer/ Head of Tourism and Hospitality Studies**

Institute of Accountancy Arusha

Tanzania

Jambo everyone!

It's a privilege to speak about the tremendous benefits of the ITCILO E-Learning Design Lab conducted online from June 7<sup>th</sup> to July 23<sup>rd</sup>, 2021, and to share how its insights have been applied in real-world settings.

This programme was a game-changer for professionals in the Eastern and Southern Africa Region. It gave participants invaluable skills in designing, delivering, and managing e-learning programmes. In a world rapidly shifting to digital learning, these skills are no longer optional—they are essential.

As a lecturer at the Institute of Accountancy Arusha, I found this course particularly transformative. It enabled me to create engaging and interactive online learning experiences for my students. Through the tools and techniques I learned, I was able to shift from traditional teaching methods to a blended learning approach, incorporating multimedia, quizzes, and collaborative activities that keep students motivated and involved.

One standout benefit was the emphasis on inclusivity. The lab taught me how to tailor e-learning content to diverse student needs, ensuring accessibility and equity in education. This has been crucial in bridging learning gaps, especially during times when physical attendance is limited.

The programme also fostered collaboration, enabling me to connect with other educators across the region, share ideas, and bring best practices into my classroom.

Ultimately, this lab has empowered me to enhance my students' learning experience, making education more flexible, personalized, and impactful. I encourage educators, trainers, and leaders to embrace such opportunities to drive innovation in teaching and learning.

Thank you, ITCILO.



**Lamise Inglis**  
**Managing director**

iKasi creative  
South Africa

Good morning/afternoon, everyone,

It's an honour to reflect on the incredible journey I've been on with the ITCILO, beginning with our visit to the beautiful city of Turin, Italy, for the Digital Innovation Lab, and continuing with the Train-the-Trainer session in Cape Town. Both experiences were not just enriching but truly transformative for me as an educator and trainer.

The programmes were incredibly informative, filled with practical insights that have already made a tangible impact on how we approach training at iKasi Creative. The facilitators were not only experts in their fields but also sources of endless inspiration. Their passion for their work and the innovative ways they utilised digital tools to deliver training were nothing short of eye-opening. Today, we are actively implementing many of these tools in our own training programmes, enhancing engagement and accessibility for our learners.

One of the highlights of my journey was the networking experience at the ITCILO campus in Turin. Connecting with people from all over the globe, learning about their unique contexts and perspectives, and sharing stories was truly inspiring. It reminded me of the power of collaboration and how much we can achieve when we come together with a shared purpose.

I am deeply grateful to have been part of these initiatives. The knowledge, skills, and connections I gained will not only benefit me personally but also help iKasi Creative continue empowering young people in our community through innovative and impactful training.

Thank you, ITCILO, for this invaluable opportunity. I look forward to carrying forward the lessons learned and staying connected with this remarkable global network.

Thank you.



## Shaiyanne Malik

CEO

SamanZar by Shaiyanne / Save Our Children Foundation  
Pakistan

Today I would like to share with you my journey as first an ILO Trainer and then Lead Trainer of GET Ahead (Gender and Entrepreneurship Together). The transformative sense of achievement, of achievement in training marginalized rural women and youth in entrepreneurship skills, whereby every woman and young person, regardless of their background, has the opportunity to thrive and contribute to their community, opened my eyes to a vision which became a reality through dedicated training and support.

In my country Pakistan where there are 28 million out of school children, women and youth face challenges, from no access to education and healthcare to economic dependence.

I myself feel empowered. The ITCILO has provided me with the skills of gender and entrepreneurship training and, as a trainer, I have been able to empower the marginalised to overcome obstacles and unlock unknown potentials. Teaching skills such as business planning, financial management, and marketing through an extremely easy-to-follow curriculum to follow has in fact opened doors to new opportunities for self-sufficiency and hope for a brighter future for many.

After having received my GET Ahead training from the ITCILO, for six years I was the only GET Ahead trainer in Pakistan and then again, I was given the opportunity to take eight Vocational Training Institute heads to undergo the same training in Nepal and thus the numbers of trainers is growing. Recognising that every person deserves the chance to succeed, together we can create a world where marginalized communities are not only survive but thrive, driving economic growth and social change.

Thank you.



## Anthony Githinji

### Induration relations officer

Formerly COTU Kenya, currently Kenya Private Security Workers Union  
Kenya

I attended the ITCILO training on financial and economic analysis of enterprises for collective bargaining in 1998 while still working for the Kenya Plantation and Agricultural Workers Union under our national trade union centre, the central organization of trad unions in Kenya. The training was for five weeks and it was on-site in Turin.

Through the training I gained knowledge of negotiating skills through measurement of labour productivity and how to leverage information technology.

It was as a result of this training that tea workers were awarded a 44% salary increase for two years in 1998/99 by our labour courts and for the first time our members were able to open bank accounts.

This milestone is still being cited here in Kenya.



**Gift Maoneka**  
**General Secretary**

Food Processing Workers Union  
Zimbabwe

I'm Gift Maoneka a trade unionist in Zimbabwe working for the Food Processing Workers Union of Zimbabwe.

I'm an ITCILO alumnus, having completed a Diploma for Labour Migration Experts and Practitioners through the SAMM/ITCILO project in 2024.

The Course broadened my understanding of labour migration and assisted me in influencing policy formulation, policy change and advancing a rights-based approach from sectoral level bargaining platforms. My participation in the course created networking opportunities with fellow colleagues across the southern African region.

I'm excited and proud to be part of a bigger network platform that will enable us to share experiences across the globe within and beyond our areas of expertise.

Looking forward to an exciting journey,  
Thank you.



## Nisar Khan

### Director (Finance)

Khyber Pakhtunkhwa Employees Social Security Institution  
Pakistan

On this memorable and historic occasion of the 60<sup>th</sup> Anniversary of the ITCILO, being an alumnus of this prestigious training Centre since 2020, I would like to say that the ITCILO is not only a training centre but a nursery for people from different cultural, educational and working backgrounds that had produced hundreds and thousands of trainees worldwide equipped with the latest knowledge and skills to promote and advocate for social justice.

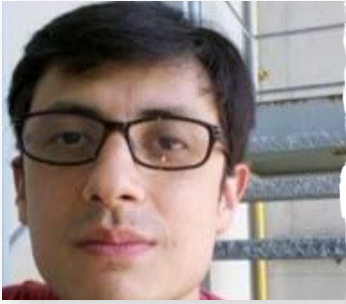
The ITCILO is continuously scaling up, preparing economies for the challenges of the future of work. To efficiently accomplish these objectives, it creates customized courses, training materials, online, in-person and blended learning solutions, and much more to promote decent work in times of peace, conflict, and fragility.

It is worth mentioning here that the training environment the ITCILO provides to trainees is so friendly and conducive to learning and flourishing.

I foresee in the times to come that the ITCILO will more actively play its role by regularly equipping relevant people with the latest knowledge and skills to cope with the challenging and ever-changing dynamics of work.

Best wishes.





## Leandro Horie

### Economist

DIEESE

Brazil

Hello everyone,

I'm Leandro Horie, an economist and researcher specializing in labor economics in Brazil at DIEESE, a research and advisory institute dedicated to the Brazilian labour movement. I'm also a university professor.

The courses I had the opportunity to take at the ILO International Training Centre have been essential for my professional and academic growth. They provided a wealth of information and helped me enhance my practical knowledge on topics like labour legislation, social dialogue, informality, and labour market statistics.

What I found particularly valuable was the opportunity to connect with other participants. Sharing experiences gave me fresh perspectives and helped me better understand how Brazil's labour context fits within the global picture. This exchange has greatly enriched how I apply the knowledge I've gained in my work.

These courses have had a lasting impact on both my career and academic journey. If the opportunity arises, I'd love to explore more of the ILO's extensive catalogue and continue expanding my expertise.



## Yi-Hsien Chiu

### Senior Specialist

Fisheries Agency, Ministry of Agriculture

Taiwan

### **The sea knows no boundaries and neither should Human Rights**

I grew up in a small fishing village in southern Taiwan, where life was shaped by the sea's uncertainty. As a child, I would anxiously watch the horizon, hoping my father's boat would return safely. This shaped my view to the world and sparked my lifelong mission: to improve the lives of hardworking, yet often overlooked, fishing communities.

Throughout my career, I've worked to reform fisheries management and labour conditions, leading efforts to align Taiwan's laws with the Work in Fishing Convention (C188). This improves the safety, living conditions, and labour rights of migrant fishers. I've promoted technologies like AIS, CCTV, and lifejackets with PLB beacons to enhance their safety. Collaboration is the key—therefore, I've partnered with organizations like, Stella Maris, to protect fishers' rights, and earned the Stella Maris' medal in 2022.

Looking ahead, I'm determined to scale these efforts globally. The ITCILO training programme will equip me with the skills and networks to advocate for fishers' rights regionally, allowing me to embed C188 principles and make a real impact on millions.

The sea knows no boundaries, and neither should our commitment to human rights. With the ITCILO support, I can amplify this mission globally.



**Barsha Dey**

**Consultant**

India

Hi everyone!

I'm Barsha from Kolkata, India, and a proud alumna of the 2023 Monitoring and Evaluation Certification Programme.

It's truly an honor to be a part of such a prestigious alumni network. This was my first full-fledged online course, and I had my doubts about managing the content and assignments, especially as I was transitioning back to full-time work after a career break. The support from the ITCILO through a generous 50% fellowship made all the difference, as I wouldn't be here without it.

The course became my digital classroom, allowing me to learn at my own pace, connect with inspiring instructors, and engage with a diverse community of learners. The interactive webinars created a sense of camaraderie, even from afar, which was further extended by creating our own WhatsApp group.

This experience ignited a spark in me, pushing me to think critically and collaborate effectively, which has strengthened my knowledge in the field.

I extend my heartfelt thanks to my guide, Luba, who inspired me even amidst the turmoil in her country. I appreciate Prof. Guillame's insightful sessions, which I always looked forward to, and Roberta's unwavering support throughout the course.

I'm also thankful for the connections made with fellow students; I hope we stay in touch as we grow. Thank you to the organizers for this wonderful event. It is a privilege to reconnect and celebrate our shared accomplishments. Let's continue to support and learn from one another as part of this global alumni network!



**Onesmus Shalonda**  
**Senior Statistician Labour Force Statistics**

Namibia Statistics Agency (NSA)  
Namibia

I am thrilled to be among the individuals worldwide who have received financial support to participate in technical capacity-building training offered by the ITCILO Academy. My journey with the Academy began in 2018 when I attended the Academy on Labour Statistics and Analysis. In 2022, I was privileged to enroll in the Advanced Labour Market Analysis Implementation training—a truly transformative experience.

The ILO continues to champion capacity development in labour force statistics, targeting professionals from various sectors. This includes staff from ministries of labour involved in policy formulation and experts from national statistics offices, who play a crucial role in designing statistical methodologies, data collection, analysis, and dissemination.

As a Senior Statistician at the Namibia Statistics Agency (NSA) responsible for conducting labour force surveys, this training significantly enhanced my technical expertise. I gained in-depth knowledge of international labour statistics standards and concepts, including the 19<sup>th</sup> and 20<sup>th</sup> ICLS resolutions. Through these efforts, Namibia has successfully developed its Labour Market Information System, a critical tool for storing and disseminating labour market data, joining countries such as South Africa and Botswana in advancing labour market intelligence.

For those who haven't had the opportunity to receive support like this, I encourage you to visit the ITCILO e-learning platform. There, you can explore a wide range of face-to-face and online courses tailored to meet various professional needs. The ILO boasts a diverse pool of experts specializing in various labour statistics thematic areas, including labour migration, child labour, time-use, occupational standards, and more.

One challenge I have encountered is the lack of harmonization in statistical tools. To address this, it is essential to adhere to data quality dimensions to ensure the accuracy and reliability of statistical outputs. The ILO is there to assist us in strengthening our statistical data production methods.



## Ashenafi Daba

### Director

JJU Career and Entrepreneurship Development  
Jigjiga University  
Ethiopia

Hello everyone,

My name is Ashenafi Daba, and I'm honoured to join you for this virtual alumni workshop of the ITCILO programme. It's a pleasure to reconnect with fellow participants and share our experiences.

I had the privilege of participating in the Enterprise Development Programme, which provided invaluable insights and tools to navigate the complexities of building and sustaining a business. This programme didn't just equip us with technical skills; it fostered a mindset of innovation and resilience that is essential in today's ever-changing landscape.

As we gather here, I encourage each of you to share your journeys and the impact this programme has had on your professional lives. Together, we can inspire one another and explore new opportunities for collaboration and growth.

Thank you for being part of this community, and I look forward to engaging with all of you.

With best regards!



## Silvana Mondino

### Founder and CEO

BE! Business Equality

Argentina

Participar y estar en contacto con las ofertas de formación y entrenamiento del CIF-OIT ha sido una experiencia profundamente transformadora, tanto en lo profesional como en lo personal. Desde el primer momento, me encontré en un espacio donde el aprendizaje no solo implica adquirir conocimientos, sino también construir conexiones significativas con personas de todo el mundo, compartiendo desafíos, visiones y, sobre todo, la pasión por promover la equidad y la inclusión en las organizaciones y en la sociedad.

En lo profesional, las herramientas, metodologías y enfoques adquiridos luego de participar de las ofertas del CIF-OIT han fortalecido mis prácticas, permitiéndome diseñar estrategias más sólidas y generar un impacto tangible en los espacios en los que trabajo. Pero más allá de los conocimientos, este recorrido, sin lugar a dudas, fortaleció el valor del compromiso colectivo hacia un cambio real.

En lo personal, ha sido una oportunidad para renovar mi compromiso con el respeto, la equidad y la igualdad de oportunidades en la co construcción de un presente y futuro sostenible. Resaltando que el aprendizaje es un viaje continuo, que nos impulsa no solo a ser mejores profesionales, sino también mejores personas.

Por supuesto, es para mí es un gran honor formar parte del grupo de personas certificadas en auditorías participativas de género. Esta certificación representa más que un logro profesional: es un compromiso profundo con la construcción de espacios laborales más inclusivos y justos.

Estoy agradecida al CIF-OIT por abrir estas puertas de aprendizaje y por inspirarnos.

Colegas, nos aliento como comunidad de Alumni a ser red, a ser agentes de cambio en nuestras comunidades y organizaciones.

Muchas gracias.



**Maunick Devendranand**  
**Permanencier / Senior Permanencier**  
Government Services Employees Association  
Mauritius

I am Maunick Devendranand from Mauritius, Deputy General Treasurer of the Government Services Employees Association (GSEA), which is affiliated with the State and Other Employees Federation (SEF) and the Congress of Independent Trade Unions (CITU). Being a care worker, I am head of the Health Sector of the GSEA.

My experience with the ITCILO is of great achievement. I participated in an online training course on "Strengthening the Role of Workers Organizations in the Promotion of Adequate and Effective Social Protection for All" in 2022 and, in the same year, in a "Trade Union e-learning course on the UNSDCF and the Decent Work Agenda".

The above-mentioned courses, which are of another level, have greatly contributed to my career as trade unionist. Thanks to the ITCILO, I am able to:

1. Use ILS, ILO tools and other instruments to engage, advocate and formulate key demands for adequate, inclusive and demand-driven social protection floors;
2. Develop trade union strategies in the context of emerging social protection challenges, workers' realities, decent work and future work;
3. Articulate entry points for trade union mobilising, advocacy and engagement based on the ongoing government, ILO, other UN agencies and multilateral development institutions social protection programmes in Africa;
4. Articulate the weaknesses in social protection policies and regulations and, proffer solutions through social dialogue on alternative and innovative financing mechanisms in order to address the deficits and promote broad-based social protection floors;
5. Share, learn from and, replicate successful national and sectoral trade union collective bargaining initiatives on social protection;
6. Develop priority trade union actions and strategies on effective and meaningful social protection floors, especially in the context of social security reforms and workers in vulnerable situations including women, youths and, workers with disabilities;
7. Expand and strengthen the ITUS-Africa Social Protection Network to be knowledgeable on social protection for effective delivery at national level.

It's worth mentioning that, following the general election held in Mauritius on 10<sup>th</sup> November 2024, the leader of Resistance et Alternative, Mr. Ashok Subron, a trade unionist, was elected and is serving the country as Minister of Social Integration, Social Security and National Solidarity. After achieving the minimum wage in Mauritius, we are now working for a decent living wage to provide adequate coverage for basic necessities such as food, shelter, child services and health care. With the support of Mr. Ashok Subron we firmly believe that our target will be achieved.

Thanks a lot to ICTILO for providing such enriching courses and hope for more to come.





**Flavio Chuñir**

**Director**

ChunirLex

Ecuador

Queridas autoridades, profesores, colegas y amigos:

Hoy me llena de orgullo estar frente a ustedes como un exalumno del Centro Internacional de Formación de la OIT. Esta institución no solo transforma la vida de quienes tienen la oportunidad de pasar por sus aulas, sino que también siembra en nosotros la responsabilidad de contribuir al cambio, desde nuestras comunidades hasta el mundo entero.

Mi nombre es Flavio Chuñir, y vengo de un rincón especial del Ecuador: Salinas de Guaranda. Representar a mi comunidad en el CIF-OIT fue un privilegio que asumí con profundo compromiso, sabiendo que esta experiencia no era solo para mí, sino para mi gente y para quienes día a día trabajan por un futuro más justo y digno.

Cuando llegué al CIF-OIT, lo hice con preguntas, inquietudes y sueños por realizar. Allí no solo encontré respuestas, sino también herramientas prácticas y, lo más importante, una visión más amplia del mundo. En cada lección y cada conversación con compañeros de diferentes países, entendí que, aunque nuestras realidades puedan ser distintas, compartimos los mismos desafíos y anhelos: la justicia social, la equidad y el progreso sostenible.

El aprendizaje en el CIF-OIT no se limita a teorías o métodos. Va mucho más allá. Nos invita a mirar nuestro entorno con nuevos ojos y a encontrar soluciones que realmente hagan la diferencia. En mi caso, la formación recibida me dio la confianza y el conocimiento para pensar en cómo puedo contribuir al desarrollo de Salinas de Guaranda, un lugar con un enorme potencial y una rica historia de trabajo comunitario.

Sé que el cambio no ocurre de la noche a la mañana, pero gracias a esta experiencia, tengo más herramientas para aportar al bienestar de mi comunidad. Estoy decidido a promover proyectos que generen trabajo decente, igualdad de oportunidades y que fortalezcan nuestra identidad local, todo inspirado en los valores que aprendí en esta gran institución.

Quiero agradecer al CIF-OIT por creer en personas como yo y en comunidades como la mía. Espero que este vínculo siga creciendo y que, a través de mi trabajo, pueda retribuir todo lo que esta experiencia me ha dado.

Al final, lo que hace único al CIF-OIT no es solo su capacidad de formar líderes, sino su habilidad para conectar corazones y mentes que sueñan con un mundo mejor. Gracias por enseñarnos que el cambio empieza con uno mismo, pero que sus efectos pueden llegar muy lejos.

A todos aquí presentes, gracias por su apoyo, su inspiración y por ser parte de esta misión compartida. Salinas de Guaranda y yo llevaremos siempre en alto el espíritu del CIF-OIT.

Muchas gracias.



## Zillur Rahman Bhuiyan

### Managing Director

Marinecare Consultants Bangladesh Ltd  
Bangladesh

I am from a maritime professional background. I was elected President of Bangladesh Merchant Marine Officers' Association (BMMOA), a trade union of Bangladeshi maritime officers. During my tenure as President (2014 to 2019) of this trade union I had to deal with seafarers' rights and when the union became affiliated with the ITF (International Transport Workers Federation), I was deeply involved in the formation of CBA for the union.

On the other hand, as an MLC Inspector I had to attend international ships to verify compliance with the MLC, with special interest in the working and living conditions of the seafarers onboard international ships.

Throughout this period my aspiration was for attending a course of MLC at the ITCILO. With the advent of COVID-19, travelling was disrupted but blessing was that the ITCILO started online courses and classes on MLC. I had the opportunity of attending the following online courses run by the ITCILO:

- GLOBAL FORUM ON THE MLC, 2006: CURRENT AND FUTURE DEVELOPMENTS – SECOND EDITION – SEP-OCT 2021
- NATIONAL LEGAL IMPLEMENTATION OF THE ILO MARITIME LABOUR CONVENTION, 2006 – OCT-NOV 2021
- TRAINING OF TRAINERS AND MARITIME INSPECTORS IN THE APPLICATION OF THE ILO MLC, 2006 – MAY-JUN 2022
- THE ROLE OF LABOUR INSPECTION IN ENSURING COMPLIANCE WITH FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK – NOV-DEC 2023

The aim of my speech is to express my gratitude to the management and staff of the ITCILO for providing a fellowship for the above courses.

I highly appreciate the professionalism of the course organizers and their friendly cooperative attitude towards the participants. The resource persons selected for the courses were versatile and fit for the purpose of courses.

The ITCILO e-Campus platform is an excellent innovation for online learning and has been a beneficial tool for my learning process.

I would highly recommend for the ITCILO courses and encourage the younger generation in the labour related field to enrol in the course to enrich their knowledge and understanding of the ILO legislation.



## Johanne Andria-Manantena

### Head of international affairs

Agence portuaire maritime et fluviale  
Madagascar

Esteemed ITCILO organisers and lecturers, fellow alumni, dear all

It is with a profound sense of gratitude and humility that I stand before you today.

The International Training Centre of the ILO has been an invaluable chapter in my life's journey. It has shaped my understanding of the Maritime Labour Convention and Convention C.188, ignited my passion for social justice, and equipped me with the tools to make a tangible difference in seafarers' and fishers' welfare.

As a PSCO, understanding how I could contribute to detecting labour rights deficiencies was my great take-away for a developing country's recipient. The ITCILO's commitment to fostering a diverse and inclusive learning environment has been truly inspiring. I have had the privilege of interacting with individuals from all corners of the globe, each bringing unique perspectives and experiences. These cross-cultural exchanges have broadened my horizons and deepened my appreciation of the richness of human diversity.

In closing, I would like to express my sincere thanks to the dedicated lecturers and staff of the ITCILO. Your guidance, mentorship, and unwavering belief in our potential have made a lasting impact on our work.

Thank you.



## Emmanuel Mutabazi

### Founder

The Tuti Mutabazi Foundation (TMF)

Rwanda

Greetings everyone,

It is an honor to join you virtually for this special occasion as we celebrate the launch of the ITCILO Alumni Platform. This moment highlights the power of connection and the shared commitment we hold as ITCILO alumni to advance social and economic development worldwide.

Reflecting on my journey with the ITCILO, being selected as a scholarship awardee for the Global Youth Forum remains a defining moment for me. Among over 500 applicants, I was privileged to engage in transformative discussions and collaborative learning focused on the SDGs.

One of the highlights of my experience was working with my exceptional teammates—@Lazarus from Kenya, @Jacky from Cameroon, and @Yuting from China. Together, we created an SDG project proposal that combined our unique perspectives into a unified vision for sustainable development. It was a testament to the incredible potential we unlock when we come together across borders and disciplines.

Today's launch of the Alumni Platform is a new chapter for all of us. This space is not just a network but a global community where we can exchange ideas, celebrate achievements, and inspire action. I encourage us all to actively engage, share our experiences, and support one another as we continue to champion the ITCILO's mission.

Thank you to the ITCILO team for this platform and for empowering us to make meaningful contributions. Congratulations on this milestone, and I look forward to the opportunities this platform will create for us to stay connected and impactful.

Thank you.



## **Muhammed Kamrul Huda**

### **Chief Aviation Safety Officer and Occupational Safety and Health Focal Point**

United Nations Mission for the Referendum in Western Sahara (MINURSO)

Australia

Ladies and gentlemen,

Good morning/afternoon/evening.

It is an honour to join you in celebrating the ITCILO's 60<sup>th</sup> anniversary. The ITCILO has played a pivotal role in empowering individuals and advancing global development for six decades. As alumni, we are proud to be part of this legacy, and today marks the beginning of an exciting new chapter.

The launch of the ITCILO Alumni Platform offers us a unique opportunity to reconnect, collaborate, and continue growing together. This platform is more than just a digital space — it's a community where we can share knowledge, build partnerships, and support one another's professional journeys.

As we celebrate this milestone, let us look ahead to the new opportunities this platform provides for continued learning and collaboration. Here's to strengthening our global network and making a lasting impact together.

Thank you.



## Mondher Bouheddi

Économiste | Expert en emploi, formation professionnelle et migration de main-d'œuvre  
Chef de division à l'Unité de la migration de main-d'œuvre et de l'emploi à l'international

Agence Tunisienne pour l'Emploi et le Travail Indépendant (ANETI)

Tunisia

Chers membres du CIF-OIT,

Je me présente, Mondher Bouheddi, économiste de formation diplômé de la Faculté des Sciences Économiques de Sousse, et enseignant vacataire à l'Université des Sciences Économiques et de Gestion de Tunis. Depuis 2014, j'occupe le poste de chef de division à l'unité de la migration de main-d'œuvre et de l'emploi à l'international au sein de l'Agence Tunisienne pour l'Emploi et le Travail Indépendant (ANETI). Je suis également expert en emploi, formation professionnelle et migration de main-d'œuvre. Je suis ravi d'être parmi vous aujourd'hui pour partager mon expérience avec le CIF-OIT, une institution qui m'a accompagné dans le renforcement de mes compétences et l'élargissement de mes perspectives professionnelles.

Mon parcours avec le CIF-OIT s'est construit à travers deux expériences marquantes :

### 1. Sur le thème du recrutement équitable

Lors de la crise de la COVID-19, j'ai eu l'honneur de participer à une initiative mondiale lancée par l'OIT en 2014 sur le **recrutement équitable**, qui m'a permis d'explorer en profondeur les **principes généraux et directives opérationnelles** de cette thématique. Nous avons également abordé les conventions fondamentales de l'OIT, telles que:

- **La convention n° 181** sur les agences d'emploi privées,
- **Les conventions n° 97 et n° 143** sur les travailleurs migrants,
- Et les recommandations **n° 151 et n° 203** sur les travailleurs migrants et le travail forcé.

Ce programme a réuni des experts, des cadres et des spécialistes de plus de 30 pays d'Afrique (Égypte, Sénégal, Maroc, etc.), d'Asie (Sri Lanka, Géorgie, etc.) et d'Europe (France, Suisse, Italie, Belgique, etc.). Cette expérience m'a permis d'améliorer mes connaissances des lois et droits des travailleurs étrangers tout en me familiarisant avec les outils numériques et les formations en ligne via la plateforme du CIF-OIT.

### 2. L'Académie sur les migrations de main-d'œuvre

Dans un contexte post-COVID, j'ai participé à l'Académie sur les migrations de main-d'œuvre, un programme de haut niveau coordonné par Mme Miriam Boudraa. Nous avons abordé des sujets clés tels que:

- Les principales **politiques relatives à la migration et à la mobilité de la main-d'œuvre** aux niveaux mondial et régional,
- Les liens entre **migration et développement**,
- Le rôle central du **dialogue social** et des principaux acteurs du monde du travail,
- Les **procédures de contrôle** de l'OIT et des Nations unies pour protéger les droits des travailleurs migrants,
- Et l'approche du **«travail décent»** pour les migrants et les réfugiés.

Ces discussions ont été enrichies par la diversité des participants venant des quatre coins du monde, et elles ont offert un échange inestimable de perspectives sur les aspects juridiques, économiques, sociaux et géographiques du phénomène migratoire.

Ces expériences illustrent la qualité et le niveau d'excellence des formations du CIF-OIT. Je suis convaincu que le **réseau des anciens du CIF-OIT** jouera un rôle clé dans l'enrichissement et la valorisation des synergies et de l'entraide pour résoudre les problématiques complexes de la migration de main-d'œuvre à travers le monde. Cela revêt une importance particulière pour notre région MENA et mon pays, la Tunisie, qui traverse des défis uniques et inédits dans ce domaine en période post-révolutionnaire.

Je suis convaincu que cet événement marquera un nouveau chapitre pour tous les anciens du CIF-OIT, en renforçant notre réseau et en nous permettant de continuer à échanger, partager et agir collectivement sur les défis mondiaux liés à l'emploi et à la migration.

Je me tiens à votre disposition pour toute clarification ou ajustement concernant mon discours. Merci encore pour votre confiance, et j'ai hâte de participer à cet événement unique.

Avec mes salutations les plus respectueuses,



**Zunara Nauman**  
Independent consultant  
Pakistan

Good day, distinguished ITCILO team and fellow alumni,

It's an honour to share my journey as part of this extraordinary learning community. My association with the ITCILO began in 2020 with the "E-learning Design Lab," and since then, it has been a journey of growth, empowerment, and opportunities. Reflecting on my experiences of online learning, besides many of the features that top quality online courses do have, four key aspects make the ITCILO stand out for me:

1. **The human element in online learning:** Despite technology being the sole medium for delivery, I always felt a strong human connection. The thoughtful design of every interaction and virtual space brought us closer as learners, crossing borders and creating meaningful bonds.
2. **Relevance and applicability to evolving needs:** When I joined the E-learning Design Lab at the start of COVID-19, to be honest, I didn't fully realize its need and impact. As the industry grappled with unique challenges, the course proved to have equipped me to adapt, innovate, and stay resourceful, preparing me for the demands of a rapidly evolving training landscape.
3. **Confidence in resources and outcomes:** The institution's confidence in the quality of its learning resources and methodologies is truly inspiring. This was evident when, after completing my first course, the institution entrusted me with subject-related tasks and projects. This validation of my learning and skills has been a significant milestone in my professional journey.
4. **The power of networks turning into net worth:** Beyond the courses, the connections I've built through the ITCILO have been invaluable. For example, last year, I completed the "Virtual Reality in Skill Development" course, and recently, I have signed a contract as the first VR training partner in Pakistan with a global company—a connection born during the course.

The ITCILO has been a constant in my professional development, offering courses that align with market trends and every year something new nicely fitting to my career needs. Whether it's Virtual Reality, Artificial Intelligence, data analytics, the ITCILO has been my one-stop partner for staying competitive and future-ready.

I owe my global career progression to this incredible institution. Thank you, ITCILO, and your amazing teams, for being more than a learning partner—thank you for being a true career progression partner.





**Amina Boumerdassi**  
**Junior Training Activity Assistant**

ITCILO

Italy

Good morning everyone,

April 2017 was a pivotal moment in my life. I was searching for a master's programme to elevate my career in project management, and that's when I discovered the ITCILO. It turned out to be one of the best decisions I've ever made.

At that time, I invested every cent I had into this opportunity—it was a gamble I simply couldn't afford to lose. Thankfully, the ITCILO exceeded all my expectations and proved to be worth every single penny.

The ITCILO is more than just a training Centre. It's a place where learning comes alive through creativity, innovation, and practical application of knowledge. Each component sparked my curiosity and excitement.

The people made the experience truly unforgettable. Imagine a room filled with professionals from all over the world, each bringing unique stories and perspectives. This diversity created a dynamic learning environment. I learned as much from my peers as from the programme itself.

One personal story that stands out is from a group project we worked on. My team included members from five different countries, each with their own approach to problem-solving. Initially, our diverse perspectives led to lively debates, but as we learned to listen and integrate each other's ideas, we created a plan that was far more innovative and comprehensive than any of us could have developed alone. This taught me the true value of collaboration and diversity.

On a personal level, the ITCILO transformed my life. It boosted my confidence to tackle larger projects and opened my eyes to the potential of international collaboration. The friendships I formed are invaluable, providing a global network of support.

The ITCILO isn't just about education—it's about transformation. It's where creativity meets expertise, and global perspectives converge.

Thank you for letting me share my journey. I hope it inspires you to start your own with the ITCILO.



## Neven Gerges Zaki Ghatas

Pharmacist, epidemiologist technical officer at H.E minister cabinet

Ministry of health and population

Egypt

It is with great honour that I stand before you to reflect on the valuable lessons learned from participating in the National Programme for Women in Leadership run by the National Council for Women and the Ministry of Planning and Economic Development in cooperation with the European Union.

This remarkable programme has been an enlightening journey, equipping us with critical skills and knowledge to advance gender equality and promote inclusivity in leadership.

One of the most enriching aspects of the programme was the training workshop held in Torino, Italy, which focused on gender equality and mainstreaming, as well as diversity and inclusivity. Through this training, we gained a profound understanding of the importance of integrating gender considerations into organizational policies and decision-making processes.

The programme highlighted that gender equality is not just a matter of fairness but a cornerstone for sustainable development. Mainstreaming gender ensures that opportunities and resources are accessible to all, regardless of gender, fostering balanced representation at all levels of leadership.

Furthermore, the discussions on diversity and inclusivity underscored the value of embracing differences within teams and organizations. By creating inclusive environments, we unlock innovation, enhance productivity, and build stronger, more cohesive communities.

The lessons learned from this experience extend beyond personal growth. They serve as a call to action for us to champion these principles in our respective spheres of influence, breaking barriers and paving the way for a more equitable future.

In conclusion, the National Programme for Women in Leadership and the training in Torino have empowered us to be agents of change, committed to building a world where equality, diversity, and inclusivity are not ideals but realities.

Let us carry these lessons forward with pride and determination.



## Manuel Cafussa

### Director Geral

Escola Nacional de Formação de Técnicos do Serviço Social  
Angola

Caros presentes,

Senhoras e senhores,

Respeitada equipa desta magnífica Organização de Ex-Formandos do CIF-OIT.

Aceitem, antes de mais, o nosso calor fraterno e de irmandade criado por essa comunidade, aqui a partir de Luanda, a capital do meu país, Angola.

O momento serve para que possamos expressar e partilhar o testemunho dos resultados das formações que o CIF-OIT nos proporcionou e a forma como impactam a nossa maneira de ser e estar na Escola Nacional de Formação de Técnicos do Serviço Social (ENFOTSS), instituição de formação profissional e especializada para a qual trabalhamos nos últimos sete anos.

Graças a essas formações, hoje temos uma Escola preocupada com a introdução de novas tecnologias de suporte a formação e currículos ajustados às reais necessidades de formação no nosso contexto angolano.

Hoje, o desafio de protecção social tem sido mais afluído, ou seja, lutamos por fazer melhor para o bem-estar daqueles que mais necessitam de Acção Social.

Na verdade, participámos em 4 formações em linha entre 2018 e 2022, cujo reflexo devemos afirmar que tem sido positivo, na medida em que nos sentimos transformados e desafiados a gerar as melhores opções estratégicas para alcançar resultados.

Não se cansem de olhar para a agenda de transformação do mundo que todos almejamos como propósito de inclusão planetária, promovendo as melhores oportunidades e iniciativas de difusão do conhecimento e que este esteja ao alcance de todos.

Vençamos as barreiras linguísticas para gerar equilíbrios.

Bem-haja o CIF-OIT!

Muito obrigado!



**Bassey Edem**  
**Procurement Officer**

IFAD assisted LIFE-ND Project  
Nigeria

My name is Bassey Edem from Cross River State, Nigeria.

I was at the ITCILO in 2023 through the IFAD-sponsored BUILDPROC programme to study in the M3 hybrid programme in Advanced Procurement and Contract Management Strategies and trust me, it was a great privilege as I did not only pass through the Centre, but the Centre also passed through me.

I gained a lot of professional knowledge and relationships from the Centre that have had a positive impact on my professional work back home. Great tutors at the Centre made that possible; they were not only interested in teaching but much more interested in ensuring that the knowledge shared was practicable, with real-life examples of scenarios and case studies in groups in an eco-friendly, serene and always welcoming learning environment.

The support staff of the Centre also made it very easy to stay comfortable in the hostel and navigate my way through. I met with very great minds and professionals as classmates of different nationalities and diverse, beautiful cultures and languages. The diversity was not in any way a barrier to learning and working together because the Centre made it quite easy with great technologies that help in language translations and visuals. I remember in one of the case study groups that, I, as an English-speaking student, worked seamlessly with an Arabic-speaking course mate from Egypt. Little wonder the Centre has these words standing tall in the cafeteria saying "The World in One Place".

It is truly heartwarming to be part of this great launch of the ITCILO Alumni Network, where I will meet great minds again, relive memories and experiences and share knowledge again. Thank you to the ITCILO for bringing us together to stay in touch.



**Claudia Villanueva**  
**Senior Research Analyst**

United Nations Development Programme  
Peru

Good morning/afternoon, everyone,

It is an honour to join you all today as an ITCILO alumnus for the launch of this remarkable Alumni Platform. My name is Claudia Villanueva, and I am a Senior Research Analyst at the Independent Evaluation Office of the United Nations Development Programme. Over the past 15 years, I have dedicated my career to advancing sustainable development through evaluation, monitoring, and data analysis, specializing in areas such as gender equality, women's empowerment, and crisis response.

The ITCILO has been a cornerstone in my professional development. I had the privilege of completing two transformative programmes: the Evaluation Fundamentals Certification Programme and the Monitoring and Evaluation Certification Programme. These courses equipped me with cutting-edge methodologies and practical tools that have directly enhanced my ability to evaluate the impact and effectiveness of programmes on a global scale.

What makes the ITCILO stand out is its ability to provide not just knowledge, but also actionable insights. The programmes I attended seamlessly blended theory with practice—offering engaging sessions, expert trainers, and hands-on exercises tailored to real-world challenges. This approach mirrors the complexity of my work at UNDP, where evaluations inform decisions that affect millions of lives.

Today's Alumni Platform is an extension of the ITCILO's commitment to fostering global connections. It's a space where we can exchange ideas, build partnerships, and continue to grow as professionals. This initiative reflects the ITCILO's values of inclusivity and diversity, ensuring that voices from across the globe contribute to meaningful dialogue and solutions.

As someone who has experienced the benefits of the ITCILO training firsthand, I am thrilled to see this platform come to life. I look forward to collaborating with all of you to drive innovation and create lasting impact in our respective fields.

Thank you, ITCILO, for empowering us to make a difference. Let us continue to lead, learn, and inspire through this incredible network.

Thank you.



**Jamuna Pariyar**  
**Civil Engineer**

Department of Water Resources and Irrigation  
Nepal

Hello,

Good morning/ Good afternoon/ Good evening everyone from Nepal

Firstly, I would like to express sincere gratitude to the ITCILO Alumni Platform Launch event for giving me the opportunity to contribute.

It's me, Jamuna Pariyard, currently working as a Civil Engineer in the Department of Water Resources and Irrigation under the Ministry of Energy, Water Resources and Irrigation, Government of Nepal.

Being able to complete the BuildProc Procurement Certification Programme through the online platform was a golden opportunity for me. In spite of our office work, we managed the certification programme, attending the weekly webinars and learning activities, doing the knowledge tests and case studies, and having our assignments reviewed by the coach. Though the zoom sessions were really tough amidst our busy schedule, they eventually enhanced our knowledge and skills and helped me boost my professional career. I have been sharing knowledge to my colleagues and implementing in my project work too.

Again, I would like to give sincere thanks to the ITCILO team and the professors and tutors of the ADB BuildProc Procurement Certification programme for providing the opportunities of the M1, M2 and M3 training platforms and the face-to-face phase of learning, and for sharing practice and knowledge of procurement procedures and contract management.

Once again, I would like to give special thanks to the Asian Development Bank for financial support.

Last but not least, thank you for giving me the opportunity to connect with fellow participants from diverse backgrounds and organizations throughout this journey.



## Ousman Sanneh

### Principal Labour Officer (Head of Public Employment Service)

Department of Labour -Fajara

Gambia

Director of the ITCILO, Director of Training of the ITCILO, Fellow Alumni, Ladies and Gentlemen, Good morning to you all.

It is indeed a pleasure for me to give a speech as an alumnus of this great institution. Since 2019, I have completed a number of trainings with this institution, including a Master Degree in Industrial and Employment Relations. Aside from the MSc, I have also completed trainings in Labour Migration, Skills Development, Decent Work and Social Dialogue.

The ITCILO has enhanced my capacity to contribute to the socioeconomic development of my country. I have participated as a facilitator or lead trainer in a number of capacity-building training courses for stakeholders in my country on various aspects of labour relations and migration. I would not have been able to do this if I had not been trained by the ITCILO.

I am grateful to this noble institution for making me what I am today.

Thank you!





## Ibrahim Khalif

### Legal Officer

Department of Refugee Services

Kenya

Ladies and gentlemen, fellow alumni, and distinguished guests,

It is both an honour and a privilege to appear before you today as an alumnus of the International Training Centre of the International Labour Organization. Reflecting on my time at the ITCILO, I am reminded of the unique and transformative experience that it offers. It is a place where knowledge is not just imparted, but where it sparks new ideas, fosters global perspectives, and inspires meaningful change in our respective fields.

During my trainings at the ITCILO, I was surrounded by professionals from diverse backgrounds, all united by a common purpose: to build more inclusive, equitable, and sustainable societies. The skills and knowledge I gained here were invaluable, but equally important were the relationships and networks I formed. The ITCILO's global community has been a source of inspiration, collaboration, and continued support long after I left the campus.

As alumni, we carry with us not just certificates or diplomas, but the responsibility to use what we've learned to make a tangible impact. Whether we are tackling labour rights issues, fair recruitment, championing social protection, or promoting sustainable development, the lessons we learned at the ITCILO equip us with the tools and mindset to face the challenges of an ever-evolving world.

I am deeply grateful for the opportunity to have been part of this extraordinary institution, and I urge my fellow alumni to continue to embody the spirit of the ITCILO: to be leaders of change, to stay curious, and to always advocate for justice and equality in our work and in our communities.

Thank you.



## Tangeni Maria Shindondola

### Secretary General

Namibia Informal, Domestic Workers Allied Union  
Namibia

Good day, distinguished alumni, and honourable guests.

It is an honour to address this gathering of ITCILO alumni, a network united by a shared commitment to advancing decent work and social justice globally. In my address to you, my focus will be on the vital role of social dialogue and tripartite engagement in shaping resilient and inclusive societies.

Workers' organizations and employers should effectively engage in social dialogue in all its forms, including collective bargaining, to share the benefits of technological progress, green transition and demographic change and advance just transition and decent work at enterprise, sectoral and national levels.

In Namibia, tripartite engagement has played a pivotal role in shaping labour laws, addressing disputes, and fostering workplace harmony. The Labour Advisory Council, for instance, demonstrates the importance of such collaboration in promoting fair working conditions, decent wages and sustainable economic practices. These efforts have not only protected workers rights, but also strengthened businesses by ensuring stability and fostering trust among stakeholders.

However, as we look to the future, we must address emerging challenges. Issues such as youth unemployment, technological disruption, and climate change require a reinvigorated commitment to tripartism. Stakeholders must come together to develop innovative strategies that create jobs, enhance skills, and promote green and inclusive growth.

In conclusion, governments, working with workers' and employers' organizations, should formulate, implement, monitor and evaluate gender responsive, inclusive, integrated and coherent just transition frameworks that are coordinated with relevant economic, social and environmental policies.

I thank you!



## Woul Domach Deng Garang

Deputy Director, Occupational Safety and Health Directorate

Ministry Of Labour

South Sudan

Greetings from the youngest nation on the planet, South Sudan.

It is a great privilege, for me and from such a country still on its path to growth, learning to produce decent Jobs for its citizenry. This learning path of a nation encompasses exposure to new development paradigms and access to training.

It is against this backdrop that the ITCILO is very crucial. As in every country, the ministry in charge of labour, skills, and employment is at the centre of human capital formation, employment facilitation, and responsibility for a private sector required to drive change and transformation, while remaining sensitive to our precious environment.

I have been privileged to benefit from some of the training provided by the ITCILO thanks to my role as Director of Labour Standards and Responsible Investment. I have just returned from a course on fundamental rights, which was insightful. I support the trade unions in raising awareness of labor conditions, including fair wages and social protection. I have a great responsibility to share this knowledge, especially with my fellow public-sector officials, to drive the right policies to lead us out of conflict, environmental stresses, and fragility.

As the Platform of Alumni of this institution is about to be launched, I believe it is opening its doors more to us in the South of the Globe to access training opportunities. My role is to help create visibility for the ITCILO and also consider the establishment of an Alumni Chapter here in South Sudan so that we can continue to share knowledge and experiences.



## **Siyabonga Joseph Maseko**

### **Senior Researcher, Policy and Research Services**

The Presidency, Republic of South Africa  
South Africa

Good [morning/afternoon],

It is an honour to be part of the International Training Centre of the International Labour Organization Alumni Membership.

My journey with the ITCILO began in 2016 when I was nominated by the Department of Employment and Labour (DEL) to support the Sustainable Development Goals (SDGs) 2023 Agenda.

This involved collaborating with Statistics South Africa (Stats SA) to report on DEL indicators and in 2017 I attended the Labour Market Statistics and Analysis Academy in Turin, focusing on measuring decent work within the SDG framework.

In 2018, I participated in training on Labour Market Statistics and Analysis, organised by the International Labour Organization and the University of Fort Hare.

These experiences, along with a 2024 fellowship for the Labour Market Information Systems course, greatly enhanced my understanding and passion for labour market dynamics.

Now in my role as a Senior Researcher in the Presidency, Republic of South Africa, I continue to apply the knowledge gained through the ITCILO, finding it invaluable for evidence-based policymaking.

I look forward to future ITCILO training opportunities to further deepen my contributions.

Thank you.



**Ashok Jha**  
Transport Specialist/Economist  
MCC  
Nepal

Dear all distinguished alumni

Good evening!!!!

First, I would like to express my sincere thanks to the organizers for giving me such a wonderful opportunity to address this august gathering of intellectuals in different fields. I feel pleasure beyond description in being an ITCILO alumni member.

In fact, my first journey with the ITCILO started in 2016 when I took a nine-day course on employment-intensive investments. This training left an indelible impression on my mind, due to the very high standards in all sectors. For this reason, I recommended that two groups working on my project take the training on financial management. After returning from the ITCILO, they were highly motivated in their job performance.

Later on, after my retirement from the government portfolio, I joined the ITCILO as an external collaborator in the capacity of procurement specialist/trainer for one project entitled Capacity Building in Public Procurement in Nepal, financed by the World Bank in 2019-2022. The project closed with satisfactory rating. Here I would like to say that the successful completion of the project was only due to the ITCILO project management strategies. This was the best learning for me.

I am in continued association with the ITCILO BUILDPROC team since 2023 as a procurement trainer /e-coach. I have enjoyed learning in collaboration with other professionals associated with BUILDPROC.

I myself have acquired two credentials (i) Certificate on Public Procurement Management and (ii) Capacity Building in Procurement. These training courses have enhanced my knowledge and skills, which I can't describe in this very short time. On top of that my attitude has changed.

Thank you all!!!!



## Maria Mercedes Alegre

### Directora

Ministerio de Turismo

Argentina

Mi nombre es Mercedes Alegre, soy licenciada en Turismo y trabajo en el Ministerio de Turismo de la Provincia de Corrientes en la República Argentina. En el año 2021, he realizado el Curso Construir un turismo sostenible, responsable e inclusivo post COVID, en verdad estábamos atravesando por un momento muy complejo para la actividad turística, que el Curso fue como un faro orientador, dado que encontrarnos con muchos colegas de Latinoamérica dando puntos de vistas de los impactos y avances del turismo en sus territorios buscar soluciones en conjunto con los docentes fue muy alentador. Los trabajos con casos ejemplos basados en la realidad nos dio herramientas de planificación y gestión de propuestas que permitiera volver a abrir las fronteras y dinamizar las economías locales, descubrir el concepto de turismo de cercanías, el rol de las mujeres y los jóvenes, capacitación en innovación y tecnología, Protocolos de seguridad sanitaria en fin en momentos difíciles estar juntos hace bien.

Muchas gracias por los conocimientos y experiencias brindados en el Curso.

Saludos desde Corrientes Argentina.



## Francine Kaneza

### Executive Director

ELOHIM-LCSD

Rwanda

Good morning, ladies and gentlemen!

My name is Francine Kaneza, from Rwanda. I'm married and have two beautiful kids and I'm the Executive Director of a Rwandan NGO called ELOHIM-LCSD. Like all of you here present for this launch, I'm honoured to be an alumna of the ITCILO.

As matter of fact, I started attending ITCILO training programmes in 2009, while I was an ILO staff in the Kigali Office. It's been now 15 years since I started my upskilling journey in the world of work together with the ITCILO.

Since then, I have experienced excellent progress in personal capacity building/ skills development with the ITCILO. As of today I have participated in more than 12 training programmes concerned with the advancement of social justice, promoting labour standards and fostering social dialogue in the world of work.

On the top of that, during the academic year 2023-2024, I successfully completed the Masters programme of the Turin School of Development in Social Innovation for Sustainable Development.

Currently, I'm attending another training programme on "Employment in Ageing Societies" that is directly linked with the project I developed for my final thesis.

Indeed, I'm very proud and thankful to the ITCILO management for having created this platform and organized this launch to link up this community of certified professionals through the ITCILO Alumni Network.

To increase the impact of the knowledge and skills I gained in different areas of the world of work throughout 15 years, I've been encouraged to be a change advocate, a social innovator by founding an NGO working for more inclusive and sustainable communities in Rwanda and other African Countries.

In conclusion, I am looking forward to a strong connection with my fellow ITCILO Alumni members and certified experts for putting together our skills and expertise to advance Social Justice and consequently to contribute to achieving greater results in terms of the SDGs 2030 Agenda.

I thank you all for your attention!





## Maria Auxiliadora da Cruz Nogueira

### Financeira e políticas proteção social

Instituto Nacional de Previdência Social

Capo Verde

Good morning everyone,

It is with great pleasure that I participate in this special moment, the launch of the ITCILO alumni platform. This event symbolizes the lasting impact that the training offered by the institution has on the lives and careers of its participants.

I had the honor of taking part in the first course on Social Protection Financing in 2011. It was a pioneering and transformative experience that laid the foundations for my work in the area. Since then, other opportunities have allowed me to complement this learning and further strengthen my skills.

I would like to highlight, in particular, the G20 E-learning Executive Course on Capacity Building in Social Protection, in 2013, which provided me with a global perspective on the challenges and solutions in social protection. The course on Promoting an Environment Suitable for Sustainable Businesses in Fragile Contexts was fundamental to understanding how to align economic development and sustainability. Finally, the course on Rural Development and Decent Work reinforced the importance of promoting fair conditions for populations in vulnerable areas.

These trainings were more than just learning experiences; they were opportunities for growth, connection, and inspiration. I am deeply grateful to the ITCILO and the ILO for investing in the training of professionals committed to building a more just world.

I hope that this alumni platform will be a space for collaboration and innovation, where we can share experiences and build solutions together to the challenges we face.

Thank you very much!



**Yannick Gnaman**  
**Chef de l'agence Prestige**

Agence Emploi Jeunes  
Côte d'Ivoire

Je suis Yannick Gnaman, de la Côte d'Ivoire, spécialiste de l'emploi et de l'insertion professionnelle. Je totalise 14 années d'expérience professionnelle dans le service public de l'emploi ivoirien, où j'occupe la fonction de Chef de l'agence Prestige.

J'ai participé à deux (02) formations du Centre de formation de l'OIT à Turin:

Une en ligne, sur l'Extension de la protection sociale aux travailleurs migrants, aux réfugiés et à leur famille, du 23 octobre au 1<sup>er</sup> décembre 2023;

Une en présentiel au campus de Turin, sur Créer et gérer des services de l'emploi efficaces, du 22 au 26 avril 2024.

Ces expériences ont été très enrichissantes pour moi.

J'ai été particulièrement marqué par la qualité des formateurs, des contenus des formations, du caractère digeste et participatif de la dispensation des cours pour la formation en ligne.

Mais la formation en présentiel sur le campus de Turin, a été encore plus enrichissante, avec des experts de haut niveau et beaucoup d'interactions et de partages de bonnes pratiques avec d'autres participants du monde entier, avec qui nous avons gardé le contact et avec qui nous partageons jusqu'aujourd'hui, des informations utiles sur des sujets d'intérêts.

Je garde une très bonne opinion des formations du Centre de Formation de l'OIT, que j'ai fortement recommandé aux collègues de mon organisation.

Grand merci à tous les experts formateurs, le personnel d'encadrement, le personnel du campus du Centre de formation, pour leur professionnalisme!



## Camila Fernández Contreras

Consultora en equidad de género, diversidad e inclusión y  
Directora de GenderIN

Chile

Mi experiencia en la Academia de Género de la OIT fue, sencillamente, maravillosa. Este espacio se convirtió en un punto de encuentro y diálogo regional invaluable, especialmente para quienes, como yo, no estamos directamente vinculados a instancias organizativas. Desde mi rol como directora y consultora en temáticas DEI, encontré en esta experiencia una plataforma esencial para abordar la urgencia y pertinencia de las problemáticas de género e inclusión, que son el motor que guía nuestros esfuerzos hacia las mujeres y niñas de América Latina y el Caribe.

Quiero destacar la organización y calidad del evento, que dejaron una huella profunda en mi experiencia durante los días en Lima. Tuve la oportunidad de nutrirme de las realidades y perspectivas de compañeras y compañeros provenientes de diversos territorios. Cada voz representó un punto de reflexión que amplió mis horizontes. Además, cada dinámica estuvo cuidadosamente diseñada y las metodologías participativas fueron clave, ya que fomentaron el aprendizaje colectivo al permitirnos compartir saberes y trayectorias de manera genuina y enriquecedora.

Escuchar sobre la potencia del trabajo de los ecosistemas de ONU y OIT fue inspirador. Los datos y desafíos presentados nos recordaron nuestra responsabilidad como agentes de cambio. Esta experiencia marcó un punto de inflexión para replantear nuestras estrategias y fortalecer acciones que resuenen con fuerza en áreas cruciales como las políticas de cuidados, la incorporación de enfoques de género e inclusión, la eliminación de las violencias y la transición justa. Estos pilares, que son el corazón de la Academia, nos ofrecen herramientas esenciales para seguir avanzando en la construcción de sociedades más equitativas y justas.

Muchas gracias,

Un abrazo desde Chile.



**James Clovis Kayo**  
**Consultant international certifié sénior**

Ascension | Formation et conseil pour le développement  
Cameroon

**Une transformation professionnelle grâce aux programmes de certifications internationales du CIF-OIT.**

C'est avec une immense gratitude que je souhaite rendre hommage **CIF-OIT**, qui a joué un rôle déterminant dans ma transformation professionnelle en m'offrant l'opportunité de me redécouvrir pleinement.

Les formations dispensées m'ont équipé d'outils nécessaires pour développer de nouvelles compétences techniques, me permettant non seulement de renforcer la pertinence et la consistance de mon CV, qui est devenu plus attractif, mais aussi de gagner une confiance nouvelle dans mon parcours professionnel.

Le résultat est sans appel: grâce à ces formations de très haut niveau, j'ai désormais accès à un éventail d'opportunités diversifiées, venant de différents horizons, ce qui a considérablement élargi mes perspectives en m'ouvrant les portes d'organisations prestigieuses.

Les effets de ce changement se reflètent également sur mes revenus, qui s'améliorent de façon continue et significative. Aujourd'hui, je suis non seulement plus épanoui professionnellement, mais aussi financièrement. Cette progression me permet non seulement de mieux subvenir à mes besoins, mais aussi d'offrir une meilleure qualité de vie à ma famille.

Je considère le **CIF-OIT** comme un véritable catalyseur de réussite et de développement personnel et le recommande vivement à tous ceux qui souhaitent donner un nouvel élan à leur parcours professionnel.

Merci pour l'accompagnement, l'expertise et l'engagement à transformer des vies.

Mon parcours en est un témoignage vivant.



**Ana Rosa**  
**Programme Officer**

ILO-Lisbon  
Portugal

Good morning, good afternoon and good night,

It is a pleasure and a privilege to share with you briefly a little of my experience. Let me first congratulate the ITCILO for creating this platform, further expanding the community of learners who, like me, have had or will have the pleasant experience of attending its vast training offer. Let me also congratulate all its professionals who over the last 60 years since the foundation of this centre of excellence, have provided us with innovative ways and meaningful learning.

My personal experience could not be more rewarding, especially in face-to-face courses, as was the case with the last academy I attended in July this year. There were 40 of us, of very different origins and characteristics. I was the only European, and one of the things I noticed was that the individual needs of the students and the respective local contexts were always considered during the academy, truly creating opportunities for lifelong learning, with a multiplier effect, examples of which are the creation of professional networks and communities of practice and the sharing of relevant knowledge resources. Because Portugal has a close and long collaboration with the Centre, I also have had the privilege of being directly involved in the organization of some training initiatives (the most recent of which took place in my country last October and brought together people from nine countries and four continents. And it was an incredible experience, both professionally and humanly. Those who attended the course agreed also it was a memorable experience.

Since my professional career began in education and I am still a teacher trainer today, it is even more significant to me that the ITCILO, is a plural institution, where the values of inclusion and diversity, in addition to the quality of learning and its professionals, as I mentioned earlier, are reflected in the warm welcome given to the participants, providing a meeting place for people from all corners of the world to learn, interact, practice new skills and above all, a space for sharing experiences and knowledge and respect for different cultures. In my case, this has significant impacts on my work in support of national constituents, and collaboration in international groups, as well as in other areas of competence such as behaviours and attitudes. I am convinced, therefore, that the ITCILO will always be available to learn and innovate, for at least another 60 years. Even with artificial intelligence and all technological innovations, people will always be at the centre of its reason for existing and its activity. Congratulations to us all, for being part of this great experience!

Thank you.



**Archie T. Mendoza**  
**Regional Gender and Development Officer**  
Department of Social Welfare and Development  
Philippines

Good [morning/afternoon], everyone.

I hope this message finds you well and in high spirits. My name is Archie T. Mendoza, a 35-year-old transgender woman from the Philippines. I am currently serving as the Project Development Officer II and Regional Gender and Development Officer for the Department of Social Welfare and Development, Region V, where I have the privilege of working on our flagship programme, the 4Ps, aimed at alleviating poverty in marginalized communities.

Today, I am deeply honored to speak to you all and share the profound impact that the ITCILO Academy on Gender, Inclusion, and the Future of Work has had on both my personal and professional journey.

First, I want to extend my heartfelt thanks to the incredible team at the ITCILO for granting me a full fellowship to attend the Academy in 2023. The experience, held from November 27 to December 8, was transformative in every sense. It provided me with an invaluable understanding of the evolving dynamics of gender, inclusion strategies, and the future of work. These lessons are not just theoretical—they are actionable insights that I now apply in my work to advance gender equality and inclusion within my Department and the communities we serve.

One of the most significant opportunities I had to apply these learnings was when I was invited to speak at the 2024 Regional Gender Equality, Disability, and Social Inclusion Leadership Summit. During that summit, I discussed the intersectionality of gender, artificial intelligence, and the core philosophy of “leave no one behind.” It was a moment where I could share the lessons learned at the Academy—particularly on how AI could either exacerbate or reduce existing gender inequalities. I’m proud to say my presentation sparked meaningful dialogues among the 300 heads of agencies and HR professionals in attendance.

As a result of this training, I’ve also had the honor of being recognized internationally. Last April 27, 2024, I was awarded Asia’s Most Inspiring Gender Equality, Disability, and Social Inclusion Advocate of the Year by the Thailand International Leadership Awards. This recognition is not only a personal achievement but a testament to the power of the ITCILO Academy’s impact on my journey. Additionally, I participated in the LGBTQ Executive Leadership Programme at the Stanford Graduate School of Business, funded by the David Bohnett Foundation, from July 21 to 26, 2024, in California, USA. Without the mentorship and knowledge I gained there, I would not have had the confidence or capacity to pursue further education at institutions like Stanford Graduate School of Business, or to contribute to regional initiatives such as the Bicol Regional GAD Resource Pool.

As I reflect on these experiences, I am reminded of the true value of the Academy’s work: empowering individuals to be catalysts for positive change in their communities. It’s with this same spirit of empowerment that I fully commit to sharing the knowledge I’ve gained with others—whether through workshops, presentations, or any means that will help promote our shared mission of diversity and inclusion.

Looking ahead, I remain steadfast in my commitment to reinforcing the principles of gender equality and inclusion that were instilled in me during the Academy. I will continue to work tirelessly to ensure that no one is left behind, and that every voice—especially those of the most marginalized—is heard and valued in the future of work.

Thank you once again to the ITCILO for this life-changing opportunity. I am excited about what lies ahead, and I look forward to collaborating with all of you as we continue to work together to create a world where equality and inclusion are not just ideals, but reality.



## Wanya Illes

### Deputy Programme Manager, Free Movement and Labour

CARICOM Secretariat

Barbados

It is an honour to be asked to make a speech at this momentous occasion – the launch of the ITCILO Alumni Platform.

I, for one, am immensely grateful for the invaluable training received at the ITCILO. The knowledge and skills I acquired have significantly impacted my work and enabled me to contribute meaningfully to the further development and advancement of free movement and labour issues in the CARICOM (Caribbean Community).

I believe that the ITCILO plays a vital role in fostering skilled professionals across the Caribbean and beyond. The specifically tailored training programmes empower individuals, strengthen institutions, and ultimately contribute to sustainable development.

I extend my heartfelt gratitude to the ITCILO and the ILO for their unwavering commitment to capacity building and their dedication to supporting countries, globally.

Looking ahead, I urge the ITCILO to continue its vital work in assisting countries in need, particularly those facing pressing challenges. I also implore my fellow Caribbean peers to actively engage with the ITCILO's training interventions and capacity building projects.

By leveraging the expertise and resources available through the ITCILO, we can position ourselves better to collectively address critical issues such as the labour dimensions of climate change and human mobility, the course that I am currently enrolled in.

Thank you.





## Jose Luis Blanco

### Advocate family

CHILDREN take care government institution  
Colombia

Due to the sudden death of my father, I was not able to take up the first invitation to participate in an in-person training course sponsored by the ILO in the city of Bogota, Colombia.

This sparked a feeling of interest and passion for the upcoming training content and options organized by the ILO; This is how during 2017 I had my first experience of the International Training Centre of the International Labour Organization in the fabulous city of Turin, where we studied the modules of the Risk Reduction and Sustainable Local Development programme, as a tool fundamental in the reconstruction of a country weakened by historical armed conflicts and forced displacements as a result of natural disasters.

The experience and knowledge of the trainers inspired me to continue cultivating this beautiful relationship of knowledge exchange.

As a defender of human rights, I am in constant training in the substantial variations in the guarantee of fundamental rights, such as the rights of children, the elimination of all forms of exploitation and international regulations in addressing policies to abolish child labour. I was able to work on these factors in the recent virtual child labour training course.

I have experienced several meetings where the premise has been to leave installed capacities among its participants. The 100<sup>th</sup> anniversary of the ILO contributed to the development of skills and abilities among the participants who, from our roles, would develop a strategy for institutional and community strengthening from a perspective of solidarity with companies that promote economic growth and development, putting social work first in search of equality and equity.

With immense love and commitment as a member of this interesting professional and student community, I hope that our paths are always connected as we continue to build a better world.



## Anabahati Mlay

### Country Lead, Women Creating Wealth Programme

Graça Machel Trust

Tanzania

My Name is Anabahati Mlay, from Tanzania, and I serve as the Country Lead for the Women Creating Wealth Programme under the Graça Machel Trust. I was privileged to know about the ITCILO when I joined the Association of Tanzania Employers in 2018 as a young Female Future Programme Coordinator. I was very passionate about my job and the opportunity to work in increasing the number of women in middle and top management positions as well as on boards. However, this role called for certain competencies in both management and leadership which go beyond having a passion for the job. It was around that time that I came across the Malkia Programme, which was specifically designed for women managers. This was the first time I attended a rigorous online training course, which was interactive and very practical, especially on how to manage yourself and everyone around you (the team). The mentorship sessions that followed were also very helpful as they made me focus on myself as a leader and how to leverage my strengths and mitigate my shortcomings.

The blend between the Malkia Programme and the Female Future Programme truly made me the leader I am today as they both tapped into the qualities of a leader in me that I would have ignored previously in particular empathy. This affirms the importance of having management and leadership programmes that are specifically tailored for women and taps into the underutilized women's leadership potential.

I am looking forward to being a part of the Alumni, hoping that this will also give us an opportunity to grow as a community and support more people, especially women leaders in our own communities.



**Emylin Batulat**

**Head, GEDIU**

Philippine Normal University Visayas

Philippines

### **A Bridge to the Future: Connecting Through the ITCILO Alumni Network**

Good morning/afternoon everyone,

It's wonderful to be here today, reconnecting with fellow alumni and celebrating the launch of this exciting new platform. My time at the ITCILO was transformative, not just for the skills I gained, but for the network of passionate individuals I met. This new platform is a testament to the enduring power of that network.

The challenges facing the world of work are complex and ever-evolving. From technological progress to climate change, we need collaboration more than ever. This platform isn't just a digital space; it's a bridge, connecting us across borders, disciplines, and generations. It's a space to share experiences, collaborate on projects, and mentor future generations of professionals.

I believe this network will be instrumental in fostering innovation, driving positive change, and ensuring a more just and sustainable future of work. Let's use this platform to build upon the foundation laid at the ITCILO and continue to make a real difference in the world.

Thank you.



**Bacem Kahouach**  
**Architecte et Urbaniste Chef du bureau**

Bureau d'études Architecture et Urbanisme  
Tunisia

Je m'appelle Bacem Kahouach. Je suis architecte urbaniste en Tunisie, installé à mon propre compte depuis 1990. Je collabore avec le BIT, en tant que consultant externe, depuis 2012, date d'installation de l'OIT en Tunisie.

Malgré mon statut d'expert HIMO, conquis fièrement après ces treize années, je tiens toujours à profiter, dans la limite du possible, des formations dispensées par le CIF-OIT. J'ai d'ailleurs suivi la formation «Adaptation au changement climatique par les travaux verts» entre le 25 avril et le 20 mai 2022.

J'aimerais apporter mon témoignage sur l'importance de ce genre de formations, à travers l'exposé d'un condensé de ma propre expérience, en tant que praticien de l'HIMO dans la réalisation de projets d'infrastructure. Parallèlement à cela, je voudrais insister sur l'importance des formations sur le tas dispensées dans le cadre de la formule de chantier école, et ce, non seulement pour les PME et les ouvriers dans ce domaine, mais aussi pour les praticiens eux-mêmes.



**Emmanuel Asina**  
**Chief Training Officer**

Ghana Highway Authority  
Ghana

I am Emmanuel Asina, Training Manager of the Ghana Highway Authority and a labour union activist.

I bring you warm greetings from Ghana in West Africa and more importantly warm tidings from the working class and our employers who make it possible for us to work in decent spaces.

As a training officer and professional teacher, I am very impressed with the entire make-up of the ITCILO's training opportunities, mostly offered to improve effectiveness, efficiency and cooperation among employers and employees in the working environment particularly in developing countries.

What also impresses me is the concern the staff of the Centre show to prospective participants when interest is shown in the Centre's programmes, even including visa acquisition and travel arrangements.

It is also impressive that when a participant arrives in Turin, drivers are available to provide comfortable transportation to the Centre. The Centre has excellent accommodation and restaurant facilities, and its staff provide a warm welcome.

I have also experienced the Centre's quality tuition, provided by experienced and practically oriented resource persons drawing knowledge from best practices globally.

As a labour activist, I am very satisfied with the labour-related training received in the field of Dispute Prevention and Resolution and would not hesitate to recommend the Centre to colleagues and acquaintances in my country and beyond.

Thank you.



**Natalia Facciolo**  
**CEO and Co Founder**

LUDMARC  
Argentina

Hello everyone!

My name is Natalia Facciolo, and I am a businesswoman and business union leader from Argentina. Currently, I serve as the president of Business Women of the Economic Federation of the Province of Buenos Aires.

It is an enormous privilege for me to be part of this global community that brings together individuals who are deeply committed to working proactively and implementing strategic actions within their spheres of influence. Our collective goal is to create more inclusive, safe, and transparent work environments.

Thank you to the ITCILO for making this possible.



**Christopher Axel Oyabi**  
**Inspecteur Principal du Travail**

Ministère du Travail  
Gabon

Madame, Monsieur, j'ai l'immense plaisir de prendre la parole à l'occasion de cette rencontre entre alumni du CIF-OIT. Je suis Christopher Axel Oyabi, Inspecteur Principal du Travail, au Ministère du Travail du Gabon.

Permettez- moi de vous partager mon ressenti au sujet des formations. Elles sont riches et variées et permettent un véritable développement personnel et renforcement de capacités.

Certaines d'entre elles sont gratuites et donc à la portée du plus grand nombre. J'aime me faire former sur cette plateforme en ligne.

Je remercie toutes les personnes de l'OIT qui travaillent en permanence pour faire de l'apprentissage une réalité pour tous.



**Lenin Babu Nagulapalli**  
**CFTUI youth secretary Andhra Pradesh**

Confederation of Free Trade Unions of India  
India

I am so happy to be here as part of the ITCILO Alumni family. The training I received has given me so much knowledge and confidence to work on important issues like worker's rights, safety in workplaces and the struggles of platform and gig workers. As a Youth Core member of ITUC-Asia Pacific and being involved in the Confederation of Free Trade Unions of India, I've been able to share these ideas and work towards real change with my union and organizations.

I think this alumni platform is such a wonderful opportunity. It is a space for all of us to connect, share our experiences, and work together for a better future. I truly believe that together, we can bring dignity and fairness to every worker.

Thank you so much, and I look forward to learning from all of you.



# INFO

**FOR FURTHER INFORMATION  
PLEASE CONTACT**

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