

Board of the Centre

82nd Session, Geneva, 25 October 2019

CC 82/7/a

FOR INFORMATION

SEVENTH ITEM ON THE AGENDA

Report of the Trade Union Training Committee

38th TUTC Meeting - Turin, 20-21 May 2019

Members present:

Silvana Cappuccio (Chairperson of the Workers' Group)

Eulogia Familia (Member of the Workers' Group)

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

Annette Chipeleme (Member of the Workers' Group)

Toni Moore (Member of the Workers' Group)

Raquel González (Secretary of the Workers' Group)

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

Maria Helena André (Director ACTRAV - ILO Geneva)

Enrico Cairola (ACTRAV-Geneva)

Yanguo Liu (Director – ILO Turin Centre)

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

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

Conclusions and recommendations

- The TUTC adopts the Report of the training programme conducted in 2018 and congratulates ACTRAV Turin in implementing a comprehensive range of training activities.
- The TUTC notes the success of the Programme in bringing a range of educational experts to support the training experience and recommends further work be done to further build partnerships with formal educational establishments and to use trade union experts as resource persons for training activities.
- The TUTC welcomes the work done in developing systematic approaches to training. For example, the modular approach used in all the regional and interregional Future of Work training activities, the use of carefully designed pre and post-assessments to identify the level of the participants progress on training activities as well as the development of a roster of suitably skilled and knowledgeable experts and resource persons who are able to support a wide range of topics across the Programme.
- The TUTC reiterated the importance of ensuring that International Labour Standards are mainstreamed in all training activities and that the MNE Declaration is systematically integrated in global supply chains training activities.
- The TUTC welcomes the actions to ensure that participants are encouraged to develop their learning using a wide range of educational tools and techniques that are appropriate to their needs. This is evident in the increased level of satisfaction shown by participants in the ITCILO end of course evaluations. The TUTC welcomes the increased satisfaction shown by participants in the area of learning resources and materials. A bank of accessible and up to date materials, linked to dedicated ILO themes, that participants can make use of in post training activities, should be developed in 2020.
- The TUTC welcomes the investment and support made by ACTRAV HQ in the ACTRAV Turin Programme and calls on the management of the Centre to enhance its financial support to the Programme.
- The TUTC welcomes the Director's statement prioritising the ACTRAV Programme within the work of the Centre. The TUTC reiterates the importance of securing the financial sustainability of the ACTRAV Programme. The TUTC continues to emphasise in the strongest terms that the Programme for Workers' Activities cannot continue to be funded in a precarious manner relying in part on the generation of an unreliable and unpredictable surplus.
- In achieving the targets set in Centre's Strategic Plan, the TUTC stresses the importance of focusing on the capacity building of constituents, and workers in particular.
- The TUTC recommends that the Programme continue to target young workers on specific developmental training activities. In general, the Programme should continue to target trade union leaders under the age of 45 with a degree of flexibility being exercised to accept older participants when the type of activities may require it.
- The TUTC welcomes progress on achieving a gender balance across the Programme whilst recommending more to be done in the case of Africa and the Arab States to achieve comparable gender rates on training activities across all regions.
- The TUTC recommends that further work be undertaken with less represented groups such as Lusophone African trade unions, to ensure their effective participation in training activities.
- The TUTC recommends further work to further engage with the Workers' Group Secretariat especially in relation to Global Workers' Academies.
- The TUTC is once again, extremely disappointed with the low participation of Workers in ITCILO Academies in 2018 despite work done by the ACTRAV team to increase workers' participation and involvement across the Campus. The TUTC reminds senior management that the ITCILO should ensure a balanced and appropriate participation of tripartite constituents in all ITCILO academies.
- The TUTC recommends to the Director of the ITCILO, considering extending the provision of infant care to participants attending the ITCILO.

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- The TUTC welcomes the examples of partnerships with workers organisations listed in the 2018 report and recommends further identification of good practice in providing additional examples of collaboration with regional partner organisations.

Outcome based and impact focused approach

- The TUTC endorses the training strategies for distance and blended learning and recommends the use of blended learning for core and regional activities. The TUTC recommends an appropriate balance be maintained between online and face-to-face modalities on training activities.
- The TUTC recommends that the use of online learning be applied where the availability of technology supports the effective use of this modality in training activities. The TUTC requests that the digital divide be considered when building curricula and elaborating learning processes in order to promote inclusive learning. The TUTC endorses the approach designed to implement the project on developing Young Women Leaders. The Committee further underlines the added value of increased collaboration between ACTRAV Turin and external partners who specialise on equality in the implementation of the project. Care facilities should be provided for children whose mother participates in the course.
- The TUTC endorses the proposals for undertaking a Training Needs Analysis, as well as developing an Impact Assessment on selected trainings and recommends both proposals be linked strategically. The TUTC recommends that both initiatives be implemented in the coming period in consultation with the Secretariat of the Workers' Group.

Activities for 2019-2020

- TUTC supports the ACTRAV Turin Work Plan for 2019 and is looking forward to full delivery of the Programme
- The TUTC endorsed the draft 2020 Core Programme.
- The TUTC recommends the inclusion of Just Transition and Climate Change as a topic in the 2021 Programme.