

# Board of the Centre

89th Session, November 2025

CC 89/8/a

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## EIGHTH ITEM ON THE AGENDA

### Report of the Trade Union Training Committee

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#### I. Work plan, objectives and methodologies

The Trade Union Training Committee:

a) adopts the Report of the Programme for Workers' Activities 2024 and congratulates ACTRAV Turin for successfully implementing a high-quality and diverse range of training activities that have strengthened the capacities of trade unions to exercise their right to freedom of association and collective bargaining, as well as to engage in genuine social dialogue and advocate for a just transition, gender equality and a fair digitalisation.

b) recalls that the International Training Centre of the ILO was established to strengthen the capacities of workers, employers, and governments — not to operate as a self-financing institution catering primarily to those able to purchase its services. The Centre's legitimacy and credibility depend on its capacity to fulfil its tripartite mission, ensuring that each group of constituents is meaningfully reached and empowered.

c) commends the professionalism and dedication of the ACTRAV Turin team, whose innovative pedagogical approaches—futures thinking, immersive simulations, digital storytelling, peer learning and AI translation—have enhanced inclusivity and relevance across regions and sectors.

d) stresses the importance of ensuring the continuity of the biennial programming cycle to consolidate learning results and enhance strategic coherence. It highlights the need to maintain inclusivity, gender parity, youth inclusion and accessibility as guiding principles of all training activities, in line with the Sustainable Development Goals, and urges that active participation and peer learning remain at the heart of the ACTRAV pedagogical model.

e) expresses concern that workers and their organisations remain underrepresented in the overall activities of the Centre and reiterates its call for concrete measures to increase their participation through clear quantitative targets, financial support and strengthened cooperation. It insists that the ACTRAV blended model, combining

face-to-face and distance learning, be preserved and expanded as a benchmark of quality and inclusiveness.

f) acknowledges the sound financial performance of ACTRAV in 2024 and calls for transparency and reinforcement of institutional and financial support from the Centre - including by it assuming full responsibility for covering staff costs of the ACTRAV-Turin programme. It recommends that surpluses and special allocations be reinvested enabling workers to access affordable or cost-free training.

g) calls on the Board of the ITCILO to ensure sustained and predictable institutional and financial support for the ACTRAV Programme, to strengthen workers' participation in all activities of the Centre, and to monitor the implementation of the evaluation recommendations with clear reporting to the Board in 2026. All decisions regarding the Centre's activities must be made in consultation with tripartite constituents to ensure alignment between its mission and operations.

h) reaffirms its commitment to the objectives of the ITCILO and recognises ACTRAV Turin as a global benchmark for workers' education—combining political relevance, pedagogical excellence and transformative impact—and calls upon the Director of ITCILO to sustain and expand this legacy so that the voices of Workers remain central to the mission of the Centre.

Decision

The TUTC:

- i. endorses the draft Core Programme for 2025 and,
- ii. calls for promoting ACTRAV Programme as a strategic and autonomous pillar of the ITCILO in line with the ILO's tripartite governance model.