77th Session of the Board
30-31 October, 2014
ITEM 1 ON THE AGENDA

Election of Vice-Chairpersons of the Board for 2014-17

Article III.4 of the Statute of the Centre:

“The Board shall elect, from among its members, three Vice-Chairpersons”
ITEM 2 ON THE AGENDA

Annual Implementation Report for 2013
Document CC 76/1
Submitted for information

Interim Implementation Report for 2014
Documents CC 77/2 and CC 77/2 Add.
Submitted for discussion and guidance
Number of training activities

* Estimate to end December 2014
Number of participants

* Estimate to end December 2014
ITEM 3 ON THE AGENDA

The role of the Centre in ILO learning and capacity development

Document CC 77/3

Submitted for decision
Structure

- Overview of current role of the Centre
- Summary of main services
- Framework for a new learning partnership between the ILO and the Centre
- Some key issues to be addressed
Objectives of the new learning partnership

- Contribute to a *qualitative* improvement in ILO capacity development and service model

- *Streamline* provision of training and learning services to ILO constituents

- Create *synergies and efficiencies* between the ILO and the Centre in the provision of training and learning services
Four pillars

● Capacity building for ILO constituents

● Knowledge-sharing and dissemination of international labour standards, ILO policies and strategies

● ILO staff development

● Outreach and interface with the UN System, academic and training institutions and other development partners
Issues to be addressed by the Centre

- Collaboration with the ILO
- Gender mainstreaming, diversity and inclusion
- Perspective of the regions
  - Relevance of services
  - Cost of services
Document CC 77/3

Submitted for decision

Point for decision: paragraph 42
ITEM 4 ON THE AGENDA

OVERVIEW AND EVALUATION OF ACADEMIES

Document CC 77/4

Submitted for discussion and guidance
What is an Academy?

- A learning event which clusters activities around one area of expertise
- Offers to participants a variety of thematic and linguistic options
- Participants individualize their learning path
- Usually more than 40 participants
- Usually longer than one week
Independent evaluation of selected academies

- Requested by the Board
- Ten academies selected over 2011-13
- Evaluation managed by the ILO Evaluation Unit
- Quantitative and qualitative data reviewed
- Interviews to validate assumptions and findings
- Evaluation report delivered on schedule
MAIN RECOMMENDATIONS

- Instead of a one-off event, a sequenced and harmonized training package should be planned.
- Efforts should be continued to increase tripartite relevance in academy design.
- Improve the overall design of academies.
- To reduce unpredictability of funds, training needs should be budgeted in advance.
- Strengthen consistency of the academies brand.
ITEM 4 ON THE AGENDA

OVERVIEW AND EVALUATION OF ACADEMIES

Document CC 77/4

Submitted for discussion and guidance
ITEM 5 ON THE AGENDA

MAINSTREAMING GENDER EQUALITY: PROGRESS REPORT

Document CC 77/5

Submitted for discussion and guidance
GENDER INDICATORS

- Annual number of women participants from the tripartite constituents
  
  TARGET 48%

- Annual total number of women participants
  
  TARGET 50%

- Gender balance of staff in professional positions
  
  TARGET 45%
MONITORING TOOLS

- **Gender Common Self-assessment**
  
  Outcome: new policy on gender equality and Gender Action Plan

- **Gender Marker**
  
  Follows trends over time, provides insights on challenges, and sheds light on specific aspects of training activities

- **End-of-activity questionnaire**
  
  Monitors results in relation to the effective integration of gender into training activities as perceived by actual participants
MEANS AND ACTIONS

Capacity-building

- Gender Academy
- Residential and on-line courses
- Continued demand for tailor-made technical advice

Outreach by Employers’ and Workers’ Training Programmes

- *Employers’ Organizations and Women Entrepreneurs: how to reach out?*
- The Workers’ Training Programme has explicit requirements designed to increase the number of women participants
LESSONS LEARNED AND FOLLOW-UP

Lessons learned

- Systematic regular application of gender-sensitive monitoring tools is necessary to track progress
- Indicators need to be fine-tuned and the correlation with regional distribution of training explored
- Commitment from Workers’ and Employers’ Programmes, and collaboration with UN entities, needs to be further consolidated

Follow-up

- Collaboration with ILO on ACIs and Centenary Initiative on Women in the World of Work
- Revise the gender related indicators for 2016-17
- Track the use of voluntary resources for gender related work
- Make the campus a more family-friendly environment
ITEM 5 ON THE AGENDA

MAINSTREAMING GENDER EQUALITY: PROGRESS REPORT

*Document CC 77/5*

*Submitted for discussion and guidance*
ITEM 6 ON THE AGENDA

Programme and Budget Proposals for 2015

Document CC 77/6/1

Submitted for decision

Point for decision: paragraph 51
Programme and Budget Proposals for 2015

- Final year of the Strategic Plan for 2012-15
- Incorporates lessons learned since 2012
- Reinforces results-based approach
- Closer and more strategic collaboration with ILO (headquarters and regions)
- Increased investment in innovation and e-campus
- Resource mobilization remains a priority
- On-going efforts at savings and cost efficiencies linked to internal reforms
WHAT’S NEW?

- Strategic partnership with ILO on learning and capacity development
- New training activities
- Greater use of IT tools (e.g. tablets, e-books)
- Embed centralized E-campus
- Documentation management system
- Preparations for relocation of Data Centre
- Greening initiatives
- Preparatory work for Oracle upgrade in 2016
- IT applications related to HR (e-leave, UNSJPF, staff development portal)
ASSUMPTIONS

- Greater synergies with ILO in relation to learning and capacity development as well as resource mobilization
- New partnerships/donors
- Increase in staff salaries: 1 per cent
- Inflation rate: 1.3 per cent
- *Ex lege* contribution from Government of Italy of €7.85 million
- On-going cost savings through administrative and operational efficiencies
- No real increase in fixed costs
2013 Budget surplus

- Surplus: €2,875,000

  - Support to training activities (including Innovation Fund): €1,700,000
  - Campus Improvement Fund: €950,000
  - Working Capital Fund: €75,000
  - IT applications: €150,000

Total: €2,875,000
ITEM 6 ON THE AGENDA

Programme and Budget Proposals for 2014

Document CC 77/6/1

Submitted for decision

Point for decision: paragraph 51
ITEM 6 ON THE AGENDA

Amendments to the Financial Regulations and the Financial Rules

Document CC 77/6/2

Submitted for decision

Point for decision: paragraph 4
ITEM 7 ON THE AGENDA

Plan for the audit of the 2014 Financial Statements

Document CC 77/7/1

Submitted for information
ITEM 7 ON THE AGENDA

Report of the Chief Internal Auditor for 2013

Document CC 77/7/2

Submitted for discussion and guidance
Follow-up to the recommendations of the Chief Internal Auditor for 2013

Document CC 77/7/3

Submitted for information
ITEM 8 ON THE AGENDA

Human resources questions

Document CC 77/8

Submitted for decision

Point for decision: paragraph 8
ITEM 9 ON THE AGENDA

Administrative questions

Document CC 77/9

Submitted for information
Reports of the Trade Union Training Committee and Employers’ Training Committee

Document CC 77/10/a
Document CC 77/10/b

Submitted for information
ITEM 11 ON THE AGENDA

Date and place of
the next Session of the Board

It is proposed that the 78th Session of the
Board be held on 29 and 30 October, 2015
just before the 325th Session of the
Governing Body of the ILO.