

Board of the Centre

77th Session, Turin, 30 – 31 October 2014

CC 77/10/a

FOR INFORMATION

TENTH ITEM ON THE AGENDA

Report of the Trade Union Training Committee

Report of the Trade Union Training Committee's meeting

33rd TUTC Meeting - Turin, 28-29 April 2014

Members present:

Bheki Ntshalintshali (Chairperson of the Workers' Group)
Nitte M. Adyanthaya (Member of the Workers' Group)
Cinzia Del Rio (Member of the Workers' Group)
Bah Rabiathou S. Diallo (Member of the Workers' Group)
Raquel González (Secretary of the Workers' Group)
Maria Helena André (Director ACTRAV – ILO)
Enrico Cairola (ACTRAV – ILO Geneva)
Patricia O'Donovan (Director – ILO Turin Centre)
Andreas Klemmer (Director, Training Department – ILO Turin Centre)
Giacomo Barbieri (Secretary of the Trade Union Training Committee)

Observers:

Mr Jesus Garcia Jimenez
Mr M.Kabu
Mr A. Kumar
Ms E. Toth-Muciacciaro

Conclusions and recommendations

Taking good note of the contributions that emerged in the debate, Committee consensus was reached on the following points:

1. Appreciating the positive results of the Centre in terms of volume of activities, participants, income and outreach, but confirming its concern for the risk of a two-tier Centre, progressively diluting its core mandate as training arm of ILO constituents on the Decent Work Agenda. Asking therefore to make use of the positive economic performance of the Centre to strengthen the implementation of the four strategic objectives and ILO constitutional mandate, as recognized in the 2008 Social Justice Declaration. Further requesting to create the conditions for achieving the targets set in Centre's Strategic Plan, focusing on the capacity building of the constituents, and workers in particular.
2. Reasserting the strategic role of International Labour Standards, particularly freedom of association and collective bargaining as enabling rights and the role to be played by the Centre in promoting standards including by building on the comments of the ILO supervisory mechanism. Thus requesting that relevant standards be mainstreamed as essential means of action in every training activity and Technical Programme of the Centre, including the Turin School of Development.
3. Welcoming the intensive consultation with constituents in the preparation of the October Board document on "The role of the Centre in the ILO's capacity development and learning framework" and demanding that, in order to fulfil the strategic role of the Centre as the ILO training arm a stronger integration between the Centre and the ILO be pursued, including in the preparation and implementation of the new Strategic Policy Framework.
4. In the frame of the field structure review, enhancing the role of the Turin Centre in the capacity building of constituents including as part of technical cooperation programmes.
5. Reiterating the request to the Centre for the implementation of an effective and predictable funding strategy for the Workers' Programme, appreciating the new mechanism tested in 2014 allocating additional resources to the Workers' Programme as a step in the right direction while asking that such a mechanism be consolidated as a structural and permanent one.
6. Ensuring the adequate involvement of the Workers' Programme in the work concerning the training manuals and modules related to the ACI's.
7. Acknowledging the dedication and professional skills of the staff of the Centre and its contribution to the positive results of the Centre and asking for a permanent improvement of regular negotiations and discussions with the Staff Union Committee in particular on points and targets of the Strategic Plan related to staff, job stability, distribution of workload and working conditions.
8. Further enhancing the Centre's policy on tripartism by ensuring the effective implementation of the New Guidelines on Tripartism focusing on increasing representation of social partners in the Centre's training activities and developing mutually agreed curricula by promoting a stronger cooperation of the Programme for Workers' Activities with other Technical Programmes and a greater focus on the quality and added value of tripartite participation in courses.

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9. Reiterating its concern at the low participation of workers in the Centre's Academies and requesting that this issue be addressed as part of the document on the evaluation of the Academies to be submitted to the November Board meeting.

While appreciating the efforts of Actrav-Turin for the capacity building of trade unions, the Committee formulated the following recommendations to enhance the effectiveness and relevance of the Workers' Training Programme:

1. Continuing to enhance its capacity to identify trade union training needs and mobilize resources for all regions through a stronger cooperation with ACTRAV at all levels and the Secretary of the Workers' Group. In particular information on training activities (other than the regular courses) should be strengthened between ACTRAV-Turin and ACTRAV headquarters, regional focal points and field specialists and vice versa.
2. Continuing to improve the coordination and interaction with ACTRAV through a full involvement of the Turin Workers' Programme in the review process of ACTRAV and also through specific regular regional workshops enhancing the effectiveness and planning of ACTRAV Turin training programmes.
3. Continuing to develop a high-quality training programme based on updated and new curricula, consolidated training processes with modalities addressing diversified training needs in each area of the Programme and building on the priorities identified by ACTRAV and the ILO Workers' Group. Exposing as much as possible all regions, also through more inter-regional activities, to core topics, such as the employment relationship, wage policies, organizing and collective bargaining, social security, migration, sustainable development, employment and macro-economic policy, labour law reform, forced labour, informal economy, occupational safety and health, MNEs and global supply chains in order to increase the relevance of the training activities to national centres and enhancing cooperation with Global Union Federations.
4. Expressing concern at the decrease in women's participation in the courses compared to 2012, requests ACTRAV-Turin – in consultation with the Secretary of the Workers' Group - to identify ways to reverse this trend. Continuing to improve gender mainstreaming in course design, delivery and evaluation.
5. Implementing an on-going assessment of the impact of activities for Trade Union Organizations with a view to improve the quality of training and increasing follow-up activities. Keeping an up-to-date database of existing trade unions' education structures and institutions worldwide and developing new links with them for the delivery of joint training activities also supporting South-South trade union cooperation.
6. In the framework of the on-going review process of ACTRAV the list of activities for 2015 was examined and jointly with the suggested plans for 2016 requires further discussion.