



International Training Centre

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

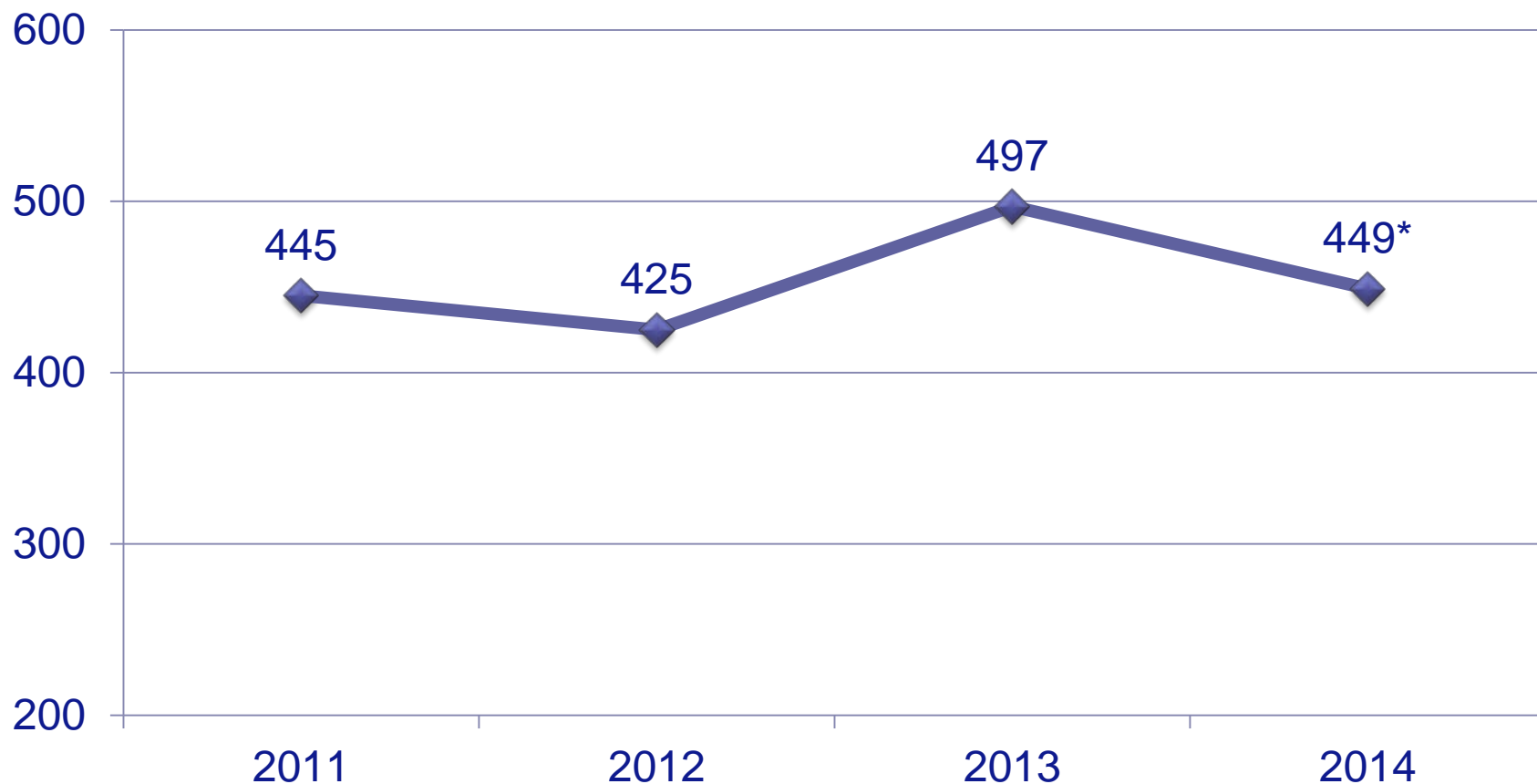
Submitted for information

Interim Implementation Report for 2014

Documents CC 77/2 and CC 77/2 Add.

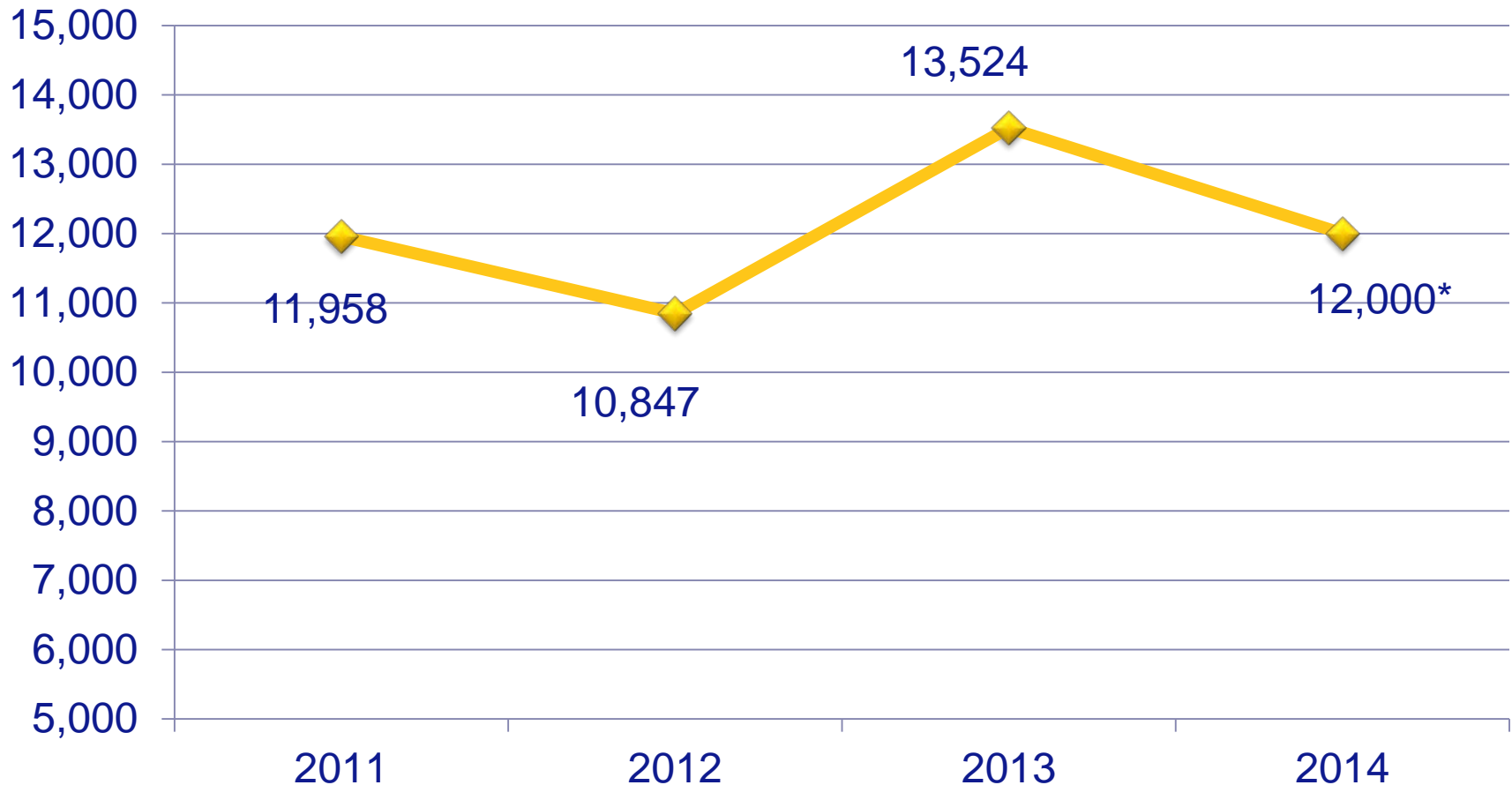
Submitted for discussion and guidance

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

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

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

ITEM 7 ON THE AGENDA

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

ITEM 10 ON THE AGENDA

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.*