

Board of the Centre

78th Session, Turin, 29-30 October 2015

CC 78/7

FOR INFORMATION

SEVENTH ITEM ON THE AGENDA

**Reports of the Trade Union Training Committee and the
Employers' Training Committee**

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CC 78/7/a

34th TUTC Meeting - Turin 5-6 May 2015

Members present:

Bheki Ntshalintshali (Chairperson of the Workers' Group)

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

Silvana Cappuccio (Member of the Workers' Group)

Eulogia Familia (Member of the Workers' Group)

Miryam Luz Triana Alvis (Member of the Workers' Group)

Raquel González (Secretary of the Workers' Group)

Maria Helena André (Director ACTRAV – ILO)

Enrico Cairola (ACTRAV – ILO)

Patricia O'Donovan (Director – ITC-ILO)

Andreas Klemmer (Director, Training Department – ITC-ILO)

Evelin Toth Mucciacciaro (Secretary of the Trade Union Training Committee)

Observers:

Jesus Garcia Jimenez, ACTRAV ITC-ILO

Mban Kabu, ACTRAV, ITC-ILO

Ariel Castro, ACTRAV, ITC-ILO

Conclusions and recommendations

Committee consensus was reached on the following points:

a) ACTRAV-Turin; review and implementation of the programme 2014-2015

- Trade Union Training Committee adopts the Report on trade union training programmes conducted in 2014.
- TUTC supports the ACTRAV Turin Work Plan for 2015 and is looking forward to full delivery of the Programme.
- TUTC recommends that ACTRAV Turin develop new tools for assessing the impact of the training implemented in 2014 and 2015.
- TUTC recommends that ACTRAV Turin seek commitment from trade unions at national level to engage themselves in the application of the acquired knowledge and provide feedback on the measures they take (this should be indicated in the standard invitation letters).

b) ACTRAV-Turin; planning 2016-17

- Deliver three Global Workers' Academies and new regional programmes in collaboration with labour education institutes whenever possible (with at least three courses delivered in the regions); each GWA will have a tailor-made training package and count on the participation of trade unions from developed countries.
- Improve delivery of the programme across the regions with a special focus on addressing the language issue for the Arab region and on delivery of at least one regional core course for Africa in Portuguese.
- Explore opportunities for bipartite activities and projects.
- Establish a labour education platform and reactivation of existing networks for all regions, based on experience in Latin America. The Solicomm brand would be associated with the labour education methodology for distance education while the platform and technological support would be provided by ITC-ILO.
- Increase women's participation in the Programme (target of at least 50% for the GWA and regional programmes) and mainstream gender issues in the curricula of its core training activities.
- Introduce age-disaggregated data for core activities and promote higher participation by young workers' representatives.
- Increase the portfolio of labour education/capacity-building programmes within ACTRAV (the baseline for measuring the involvement of ACTRAV-Turin would be the number of ACTRAV TC projects delivered in 2015-16).
- Further develop impact evaluation of ACTRAV training activities at all levels, starting with pilot evaluation at national level in each region.
- Further strengthen partnerships with labour education institutes and with trade union training departments.

The list of core courses proposed for 2016 and a tentative list for 2017 are approved.

c) ACTRAV-Turin within the ITC-ILO:

- Reassert the key role of the Centre in constituents' capacity-building based on the ILO Decent Work Agenda, tripartism and standards.
- Increase engagement of ACTRAV with the Technical Programmes of the ITC-ILO in the process of designing bipartite and tripartite curricula and coordination at an early stage (prior to publication of the ITC Training Catalogue) and in the delivery of activities; the target for 2015 is a tripartite focus in up to 12 out of 16 Academies; in 2016 the target should increase to 80% of the Academies.
- Give effect to the guidelines on tripartism by ensuring tripartite representation, particularly in Academies and selected Masters' Programmes; ITC-ILO should develop an appropriate mechanism to ensure the participation of the social partners.
- Develop a workers' track in the Masters' Programme on Industrial and Employment Relations organised by ITC-ILO and the Turin School of Development (2016).
- Create the conditions for increasing workers' participation in the Centre's activities with a view to meeting the targets set out in the Results-based Strategic Plan 2012-2015.
- Include ACTRAV-Turin in the design of all ILO TC programmes (baseline to be defined).
- Ensure active participation of ACTRAV-Turin in bids (the number of bids for 2015 and 2016 will be reported to the TUTC).
- TUTC welcomes the investment made by ACTRAV Geneva in the ACTRAV Turin Programme and calls on the management of the Centre to enhance its financial engagement in the Programme; and
- TUTC calls on the management of the Centre to involve ACTRAV Turin in the discussion and design of the new Centre's Strategic Plan for 2016-2017.

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Summary Report on the 33rd Meeting of the Employers' Training Committee held in Geneva on 27 March 2015

Members present:

Mr K. De Meester (Chairperson of the Employers' Group)

Ms R. Goldberg (Member of the Employers' Group)

Mr M. Mdwaba (Member of the Employers' Group)

Mr M. Megateli (Member of the Employers' Group)

Ms G. Pineau (Member of the Employers' Group)

Mr F. Muia (Secretary of the Employers' Group)

Ms D. France (Director ACTEMP – ILO)

Ms P. O'Donovan (Director ITCILO)

Mr G. Casale (Deputy Director ITCILO)

Mr A. Klemmer (Director, Training Department ITCILO)

Mr A. De Koster (Secretary of the Employers' Training Committee)

Observers:

Ms J. Schmitt, ACTEMP Turin

Ms B. Maino, ACTEMP Turin

Conclusions of the Employers' Group and report on the discussion with the Centre management

- 1) The Employers' Group congratulated the Employers Activities Programme on the content, quality, outreach and impact which it had achieved during 2014, and expressed its strong satisfaction with the fact that the programme reached already in 2014 the objectives which were set for 2015 and obtained a record outcome. The Centre management shared this positive evaluation and joined in the congratulations.
- 2) The Employers' Group also was very positive on the further integration of the Employers' programme in the global ACTEMP approach within the ILO. It advocated further and closer collaboration, in order to ensure that the global employers' activities approaches are coordinated to the greatest extent possible, to achieve, under the leadership of ACTEMP, a maximum of reportable outcomes related to ILO outcome 9. The Centre management shared its positive evaluation on the importance of strong integration.
- 3) The Employers' Group approved the main lines and targets of the training programme for 2015, as outlined by the manager during the preparatory meeting and as highlighted in the report. The 2015 training programme focusses on the outcomes which are essential for employers: more representative employers' organisations; better and improved services delivery by employers' organizations for their company members; more important and evidence based policy influence by employers' organizations in national socio economic debates. In the ensuing discussion, the management exchanged with the group on possible additional themes for the programme, and mentioned the importance of the issue of the informal economy within the ILO and the potential for further trainings on women and business.
- 4) The Employers' Group also stressed the importance of further initiatives, to be taken by the programme for employers' activities, in the field of CSR and global industrial relations, and to be directed at target of companies. The group underlined also that the Employers' Activities Programme should take the lead in developing such activities, in line with the lead role of ACTEMP as the portal and sole entry point for company contacts within the ILO at headquarters. In the ensuing discussion, the management made the link with the 2017 International Labour Conference agenda item on Global Supply Chains and suggested that some training in that field might be useful.
- 5) In order to implement the plans which are presented for 2015, and which respond also to the ambitions set by the Centre' Strategic Plan 2012-15, the Employers' Group requested that the management put sufficient and predictable resources at the disposal of the programme. In particular, it mentioned that at present the financial resources to implement fully the plans which have been submitted, are partially missing; however these could be found easily, when the past reserves of the programme (the so called carry-over) would be transferred to the current year , as was done in the past. In the ensuing discussion, the management communicated that it considered the funds which it had made available as sufficient, and it also reiterated its authority on the allocation of funds per programme. The management stated that it was willing to examine the allocation of additional funds, when these would be needed for further activities of the Employers' Programme. In that context, the management also encouraged the Employers' Programme to participate in additional conditional

resource allocation rounds which it intended to launch for all programmes, such as under the Innovation Fund.

- 6) Finally, as far as the global developments of the Centre are concerned, the Chairperson of the Employers' Group remarked that the meeting did not consider these issues during this meeting. He however announced that the Employers' Group would start preparing its input for the new Strategic Plan for 2016-17, and that in due time, it would communicate this input to the management and the stakeholders, in order to facilitate a constructive discussion on the future plan and on the role and expectations towards the Employers' Programme within the Centre. The Centre management responded that the preparations for drafting the new Strategic Plan would be starting soon and that they looked forward to receiving the input of the Employers' Group.