



3rd - 4th May
2018

Report to the
37th Meeting of the
**Trade Union
Training Committee**

of the International Training Centre of the ILO

ITC 
International Training Centre

Programme for Workers' Activities

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Programme for Workers' Activities

Report to the 37th Meeting of the Trade
Union Training Committee of the
International Training Centre of the ILO
3rd – 4th May 2018

This report concerns the activities of the programme in 2017
and the overview of the 2018 work plan.
The report includes proposals for 2019.





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SECTION

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1. Introduction

The Bureau for Workers' Activities (ACTRAV) is the main link between the International Labour Organisation and the world of work through one of the three ILO constituents: workers' organisations.

The Programme for Workers' Activities is the training arm of the Bureau of Workers Activities (ACTRAV) and delivers training in Turin and around the globe.

The role of the ACTRAV Programme for Workers' Activities is to:

- assist trade unions in their efforts to expand their memberships and activities;
- improve the bargaining capacity of trade unions;
- strengthen the ability of trade unions to represent workers; and
- reinforce trade union capacity to defend and promote the rights and interests of workers.

Turin based ACTRAV officers work closely with their ACTRAV colleagues in Geneva as well as other ACTRAV colleagues around the globe.

The content of the ACTRAV Programme reflects the wide range of issues that are connected directly to the activities of workers' organisations as well as priorities related to the mandate and objectives of the ILO.

The Programme for Workers' activities relies on partnerships and the long-standing link across the wider global ACTRAV team. This team approach enables the programme to maintain and extend the resource base for trade union education.

In addition, ACTRAV Turin continues to enjoy positive professional relationships with many organisations and individuals around the globe.

ACTRAV Turin wishes to record its appreciation of the significant contribution made by the many colleagues, individuals, resource persons and organisations whose professionalism, dedication and commitment contributes greatly to the Programme's success.

2. ACTRAV Turin Team

Dana Ciot, Junior Programme Secretary; Henry Cunningham, Programme Manager; Jesus Garcia Jimenez, Activity Manager; Daniela Klein, Programme Secretary; Clelia Pellerino, Programme Secretary; Martha Tirelli, Programme Assistant and Evelin Toth Mucciacciaro, Activity Manager

Early in 2017, Mban Kabu left the ITCILO to take up an ILO post in Addis Ababa, Ethiopia and Ariel Castro completed his secondment with the ITCILO to take up a new post in ILO Geneva.



Both Mban Kabu and Ariel Castro, in their time with ACTRAV Turin as activity managers, made significant and durable contributions to the work of the Programme. ACTRAV Turin colleagues wish Ariel and Mban the very best with their new ILO roles and responsibilities.

At the time of writing this report (March 2018) Mr. Rafael Mapalo has joined the ACTRAV Turin team as Activity manager from his former post as the Director of Training of the Philippines TUCP. Ms. Inviolata Chinyangarara will join the team as Activity manager from her former post as senior specialist for workers' activities at the ILO office in Pretoria, South Africa.

The team looks forward to working with both Rafael and Inviolata in the period ahead.

Janet Johnson and Armando Enrique Pelaez, in their roles as junior programme officers, continued to offer significant support to the work of the ACTRAV team during 2017.



3. Key Achievements in

2017

Overview



Despite losing two activity managers for nearly all of the operational year, 2017 was another relatively successful year sustaining on a pro rata basis, the previous performance in 2016.

A total of 1419 participants took part in the Programme which involved 37 training activities.

The total number of training days totalled 209 with 9027 participant days.

Women's participation on the Programme has increased and now stands at 52%.

Participants continue to award a high evaluation score to the programme, one of the highest in all ITCILO programmes. The evaluation score given for 2017 reflected the already high score awarded in 2016.

The Programme offer is wide in scope. It continues to focus on quality, relevance and acts as a catalyst for further action leading to real improvements for workers' organisations.

Following on from the previous year, ACTRAV Turin continues to involve a high number of participants with the Programme by distance learning modalities. Building on previous success, the distance and blended learning elements of the Programme continues to be delivered using the ITCILO dedicated e-learning platforms now based in Turin.

The use of the e-campus platform further enables greater reach, participation and involvement with the ACTRAV training offer.

The Programme continues to include a strong focus on developing young trade union representatives and officers. By doing so, the Programme makes an invaluable contribution to the development of union officers and at the same time, strengthens the sustainability and effectiveness of trade union organisations in what can be a rapidly changing environment.

The world of work across the globe increasingly presents complex situations. The Programme for Workers' Activities and the officers who deliver it, provide support to workers' organisations in meeting those challenges whilst at the same time, offering and developing opportunities.

Throughout 2017, the ACTRAV team continued activities intended to build further internal capacity therefore ensuring the Programme remains relevant to trade unions and importantly, offering a vehicle for taking ILO priorities into trade union organisations and importantly, the workplace.

Given the operational challenges faced by the ACTRAV Turin team in 2017, the Programme was delivered with the same high quality of previous years. Throughout the year, all members of the team in Turin discharged their responsibilities in a supportive way, effectively meeting the challenge that losing two activity managers' presented. Furthermore, the team in Turin received collegiate assistance from ACTRAV colleagues at HQ and in the field enabling the successful implementation of several priority-training activities.

Information contained in this report is intended to both report of on activities implemented in 2017 and at the same time, facilitate debate and discussion with members of the TUTC and ACTRAV colleagues on what are priority areas for future work.

Such a discussion and subsequent decisions that are taken, will further enable the Programme to continue to make an outstanding contribution to the work of ACTRAV, the Bureau for Worker's Activities and the ILO.

37

TRAINING
ACTIVITIES

1419

PARTICIPANTS

52.3%

WOMEN

This map will contain a set of statistics for each region.

Interregional



2 Training activities

37 Participants

54% Women

Focus on:

- global supply chains and export processing zones
- labour migration

Europe & CIS

9 Training activities

347 Participants

49% Women

Focus on:

- Social dialogue
- Collective bargaining
- Digitalization of work
- Sustainable development goals
- Labour market integration of migrants
- Youth empowerment
- Organizing and communication

Asia & Pacific

9 Training activities

178 Participants

61% Women

Focus on:

- Migrant workers
- Inclusive, Social and Employment Policies for Decent Work
- Advanced leadership skills for women
- Grievance handling procedures in factories in the RMG Sector
- Collective Bargaining and Negotiation Skills in the RMG
- Sustainable development goals
- Transition from the informal to the formal economy: trade union strategies and follow-up to ILO Recommendation 204



Americas

10 Training activities (including three distance learning and one blended activities)

688 Participants

53% Women

Main focus on:

- International Labour standards
- Social dialogue and collective bargaining in vocational training
- Sustainable development goals
- Sustainable development from the perspective of indigenous people; convention 169
- Domestic workers
- Vocational training
- Training of trainers

Africa

5 Training activities (including two distance learning activities)

144 Participants

46% Women

Main focus on:

- Decent work for young workers
- Sustainable development goals
- ILS and ILO supervisory system
- Wage policies
- Transition from informal to formal

Arab States

2 Training activities

25 Participants

40% Women

Main focus on:

- Sustainable development goals
- Youth employment

4. Follow Up Comments

Regarding the Conclusions and Recommendations from the TUTC meeting in May, 2017

ACTRAV Turin; Planning (2017-18)

The Programme of activities conducted throughout 2017 and for the first part of 2018 continues to strengthen the capacity of trade unions by following several key strategic tracks including a strong focus on the ILO's decent work agenda and on promoting and defending workers' rights.

As previously mentioned, losing two activity managers for nearly all of the operational year in 2017 presented a challenge to the delivery of the planned programme. However, all members of the ACTRAV team conducted themselves in an exemplary manner, offering and sharing support with each other to ensure that any operational disruption to the Programme was minimised.

Further work was undertaken to ensure that ACTRAV Turin work plans were shared across ACTRAV colleagues in HQ and elsewhere in the field. This collegiate approach strengthens the Programme and will continue as a key working practice.

ACTRAV colleagues continue to improve the Programme's internal capacity to deliver the Workers' Programme using e-learning tools. Suitable modifications continue to be made ensuring that e-learning activities are available and accessible across the Regions.

2017 saw a series of interrelated activities on SDGs that built on the previous work on SDGs in 2016 that provided participants with an opportunity to better understand the opportunities for trade union action in helping to achieve SDG targets and indicators. A summary of this work is included in this report.

The Programme continues to demonstrate its inclusiveness especially in relation to improvements in gender representation and for the first time, the Programme can now report a percentage exceeding 50% of women attending ACTRAV training.

The Programme remains aware of regional imbalances and continues to address this issue in a sensitive and practical way by allocating available resources accordingly.

Following the recommendation from the TUTC in 2016, ACTRAV Turin, a short online survey was conducted to assess issues around online training. A summary of the survey results are included in this report.

ACTRAV Turin applied for funding under the ITCILO 2017 Innovation Fund to conduct a piece of exploratory research designed to consider the accreditation and



certification of the Workers Programme. Again, a summary of the final report is included in this report.

Unfortunately, in 2017, work on developing a dedicated ACTRAV labour education library was postponed and will feature in the work plan for 2018.

ACTRAV Turin within the ITCILO

The ACTRAV Programme continues to make a significant and important contribution to the work of the ITCILO by supporting the activities of the Centre to meet with the wider mandate of the ILO.

Following the request from the Workers' Group at previous meetings of the ITCILO Board, the mainstreaming of ILS in the activities of the ITCILO continues to be supported. ACTRAV Turin is very much involved in this important area of work.

ACTRAV Turin is actively working with ITCILO colleagues to ensure improvements in the participation rates of workers in other ITCILO Academies. Data on workers' participation can be found in this report.

ACTRAV Turin is committed to working with ITCILO colleagues to ensure the active involvement in the design and development of curricula across the Campus in relation to workers and trade union organisations.

Strategic Developments set by the TUTC

Strategic developments previously set by TUTC meetings in 2016 and 2017 remain on track. For example:

- The ACTRAV Turin programme is now increasingly integrated in to the overall ACTRAV global programme;
- There is increasing coordination on the Turin programme with ACTRAV HQ regional desk and field officers;
- 'Global Workers Activities' as directed by the TUTC, have been delivered;
- When applicable, regional courses have been delivered in collaboration with trade union training institutions;
- Distance learning activities continues to be expanded and rolled out; and
- The focus on gender mainstreaming is strong and continues to produce positive results.

Action

- ➔ The TUTC is asked to note the follow up comments from the TUTC meeting in 2017

5. Workers' Activities Programme

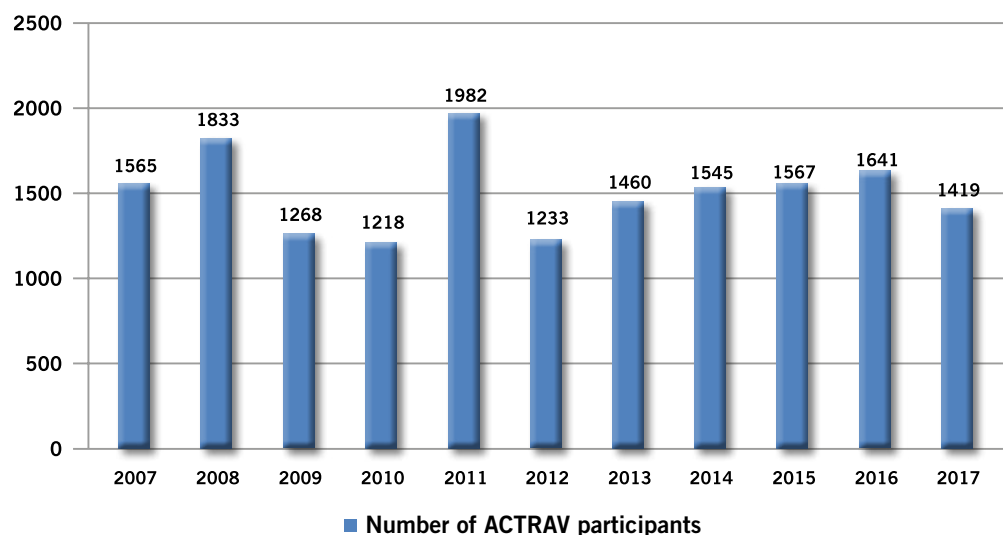
Key Facts and Figures 2017

Due to the transfer of two activity managers from the ACTRAV Turin team, the Programme implemented in 2017 experienced a reduction in the number of discrete training activities. The Programme reported a pro rata increase in the number of participants, a reduction of the number of training days with a corresponding decrease in the number of participant training days.

Activities, Participants, Days of Training and Participants Days: 2013 to 2017

Year	2013	2014	2015	2016	2017
No. training activities	57	59	55	49	37
No. participants	1,460	1,545	1,567	1,641	1,419
No. days of training	319	349	334	311	209
No. participant days	7,057	7,672	9,416	12,893	9,027

NUMBER OF ACTRAV PARTICIPANTS 2006 TO 2017





Participants by Region 2014 to 2017

Region	Participants in 2014	Participants in 2015	Participants in 2016	Participants in 2016
Africa	262	204	290	162
Americas	399	591	693	700
Asia-Pacific	323	362	347	187
Arab States	14	10	26	15
Europe	547	400	284	343

**The above figure relating to the Americas is due to concerted efforts to deliver a sustained focus on offering distance learning in the region.*

*** Participants from the Maghreb countries are included in the statistics for Africa.*

In addition to the Americas, training using online distance learning was successfully implemented in Africa during 2017.

Overall, the programme continues to address regional priorities with a training offer that is truly global in outreach.

Turin/Field Activities by Region

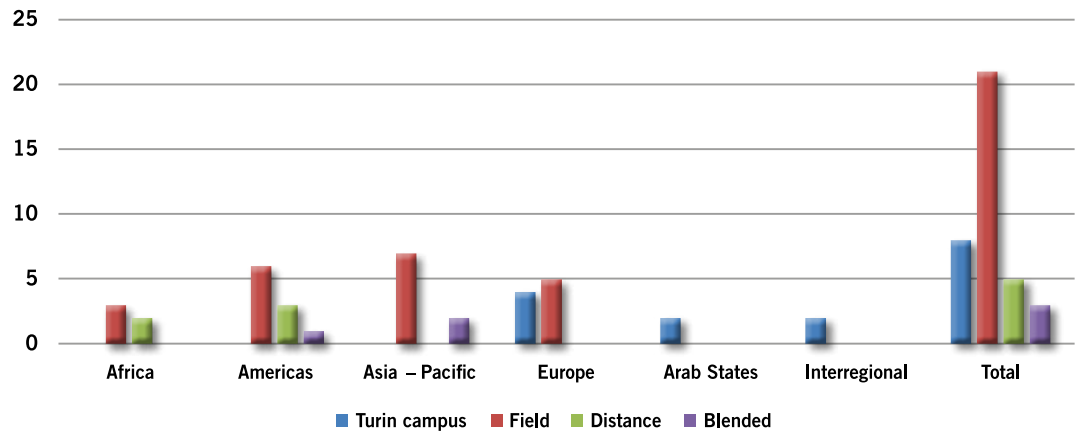
Region	Type of activity				
	Turin campus	Field	Distance	Blended	Total per Region
Africa	-	3	2	0	5
Americas	0	6	3	1	10
Asia – Pacific	0	7	0	2	9
Europe	4	5	-	0	9
Arab States	2	0	0	0	2
Interregional	2	-	0	0	2
Total	8	21	5	3	37

The above table shows the number of training activities hosted in Turin and in the Field.

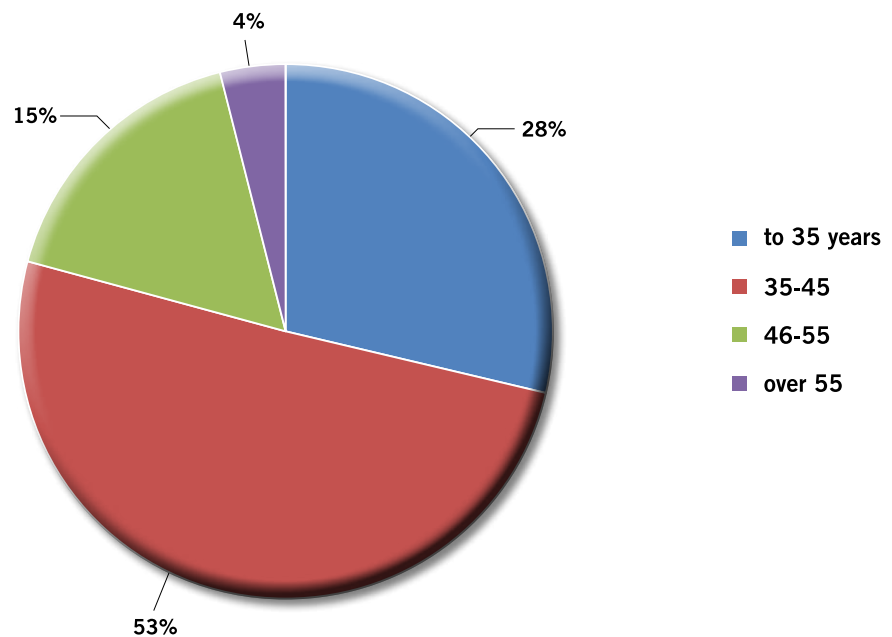
Some field activities delivered in the Americas and Asia were blended activities, i.e. they contained elements of online with face to face.

Striking a balance between hosting activities in Turin and the field involves several sensitive operational factors. Two key factors are the importance in reaching and involving a greater numbers of participants through activities delivered in the field and at the same time, maintaining a comprehensive programme of Workers' Activities presence in the campus of the ITCILO.

TYPE OF ACTIVITIES BY REGION - 2017



PARTICIPANTS' AGE IN CORE COURSES 2017



Age (% of all core courses)	35 years or below	35-45 years	46-55 years	over 55 years
2016	29%	50%	17%	4%
2017	28%	53%	15%	4%

Consideration regarding the age of participants is applied when determining applications to the Programme.



In general, the Programme attempts to attract participants who have the ability to use and implement the ACTRAV training they receive.

This also means that ACTRAV should be able to better track individuals over a longer period to evaluate the usefulness and impact of the training received.

Currently, the analysis of age related data concerns only the core programme.

Age related data is available for all activities. However, normally the focus on participants' age is applied to the core programme since reliable historical data extending over many years exists for these courses.

In summary, 81% of participants in the core programme were 45 years or below compared to a figure of 79% for 2016.

6. Assuring Quality

The training offered in the Programme for Workers' Activities is of a high quality, all available evidence suggests this. A key instrument to continually improving the quality of training is evaluation.

Evaluation tools and methodologies are based on the belief that trainers and educators can always improve their professional skills and approaches. With trade union education, evaluation can help ensure greater impact of the training both in the workplace or in the trade union organisation.

Evaluation contains pedagogical, ethical, political and cultural dimensions. All must be treated sensitively and with respect.

ITCILO Evaluation Tools

The ITCILO makes use of an evaluation methodology independent of training staff and activity managers. Responses are completely anonymous. Results are presented in standard graph form and a 'radar' activity graph produced; please see the following diagrams, figures 1 and 2.

2017 Evaluation Results

Results for 2017 show that ACTRAV activities receive a higher than average evaluation score than for the average ITCILO score (see figure 1); and

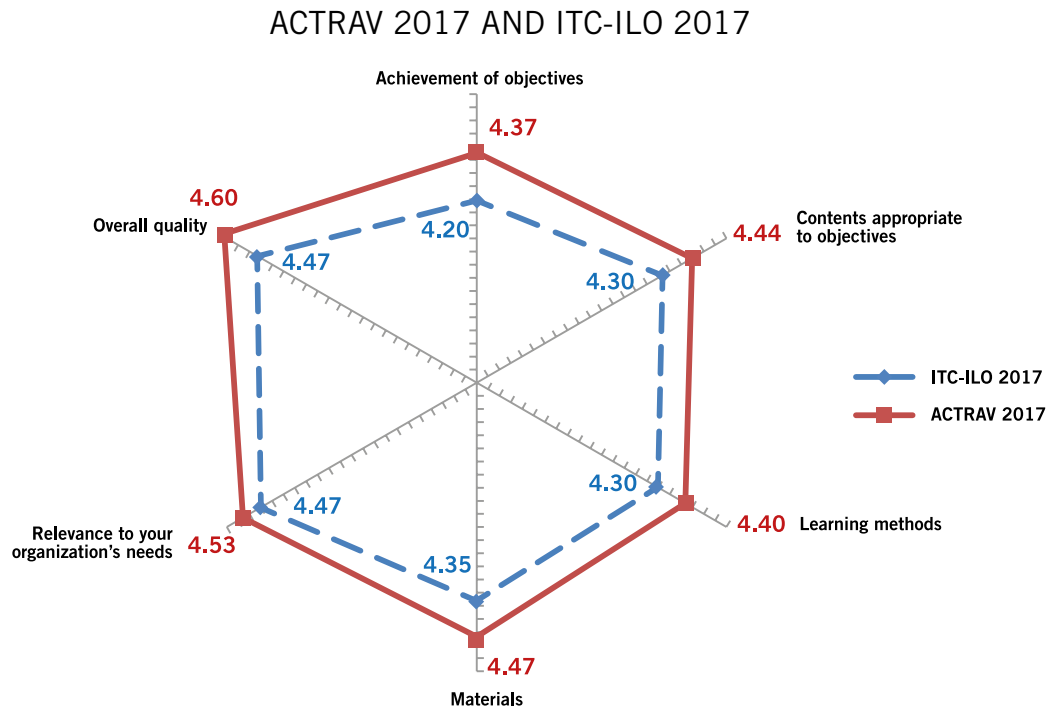


Figure 1

The ACTRAV score for 2017 shows a broadly similar performance to 2016 with a slight improvement around the 'achievement of objectives' (see figure 2).

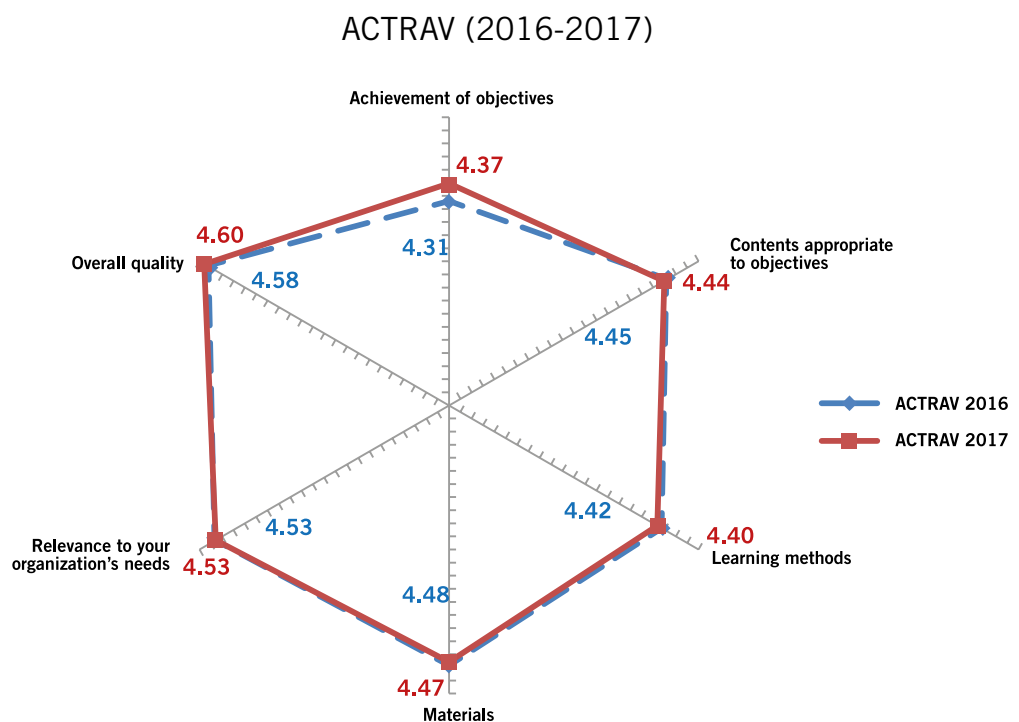


Figure 2



Why does the ACTRAV Turin Programme receive a high evaluation score?

Participants who attend ACTRAV Turin training session regularly score their training highly on the ITCILO evaluation system.

ACTRAV participants value the training they experience. This is demonstrated in the end of course evaluations where participants consistently award one of the highest scores found on the ITCILO campus to ACTRAV training activities.

There are several important interrelated reasons for this:

1. The ACTRAV curriculum gives serious consideration to the participants' environments including their needs, aims and objectives.
2. The ACTRAV training team shares values and behaviours that are respected by participants.
3. Participant's skills, knowledge and experiences are valued in ACTRAV training.
4. The ACTRAV learning approach encourages the development of analytical and problem solving skills and the setting of practical action plans by the participants.
5. ACTRAV training encourages participants to systematically build their knowledge and understanding.
6. ACTRAV training involves a range of techniques, including shared learning, individual and collective learning, structured group work and individual activities.
7. The ACTRAV training approach is inclusive and takes into account the diverse needs of a wide range of participants.

7. The Use of Technology in ACTRAV Training

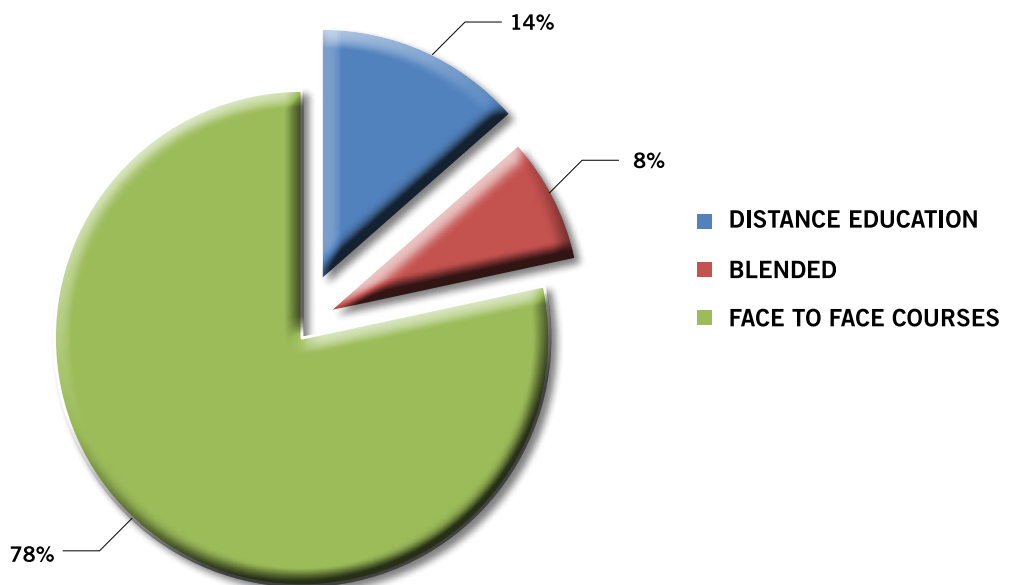
Face-to-face training continues to be the first choice pedagogical modality for nearly 80% of ACTRAV training activities.

An increasing number of face-to-face activities now involves the use of technology in the classroom. This can be in the form of pre-course online activities and/or using technology as an important pedagogical tool to support traditional classroom based learning.

This section of the report will briefly consider:

- Distance learning;
- Blended learning;
- The use of technology in the classroom; and
- The recent evaluation of ACTRAV's distance learning performance from the perspective of participants.

COURSES BY TYPE OF DELIVERY 2017



a. Distance Learning

Distance learning methodology is constantly growing and allows for effective ways of interaction with adult learners, through innovative teaching methods, advancements in technology and programs designed to make technology available to as many learners as possible.



This move towards a more flexible and collaborative learning offer has implications on trainers and learners, with benefits and challenges for both groups.

Due to work and personal commitments, distance learning now offers a genuine qualitative training experience for many workers' representatives and union officers. Distance learning offers an effective solution enabling them to develop their knowledge and skills in key topics and subject areas at a place and a time that suits them best.

Distance learning also offer trainers new opportunities to develop skills that will reach participants in a different way and by making greater use of up to date resources and tailoring training to the needs of participants and their union organizations.

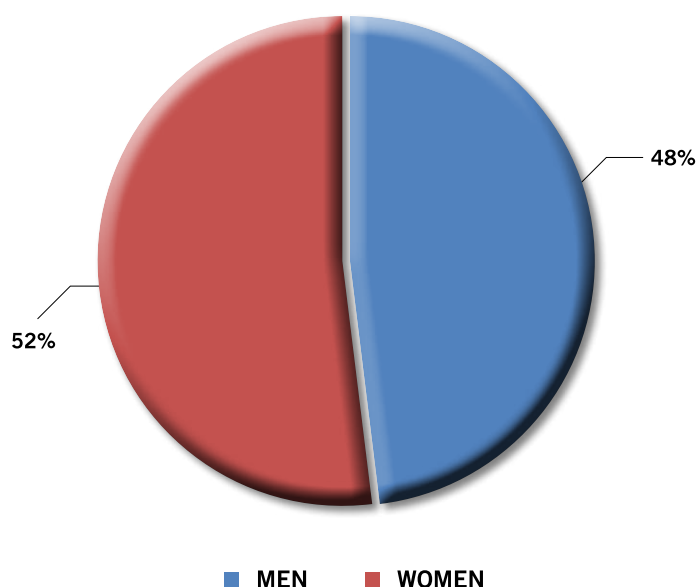
Number of participants in distance education activities from 2007 - 2017

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Total number of participants	190	327	245	155	93	65	192	127	298	627	636

Distance Learning Number of Courses 2007 to 2017

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Total number of activities	10	13	17	5	3	3	4	3	4	7	5

WOMEN IN DISTANCE LEARNING 2017



b. Blended Learning

Evidence shows that participants do well when courses are blended.

Using a blended learning modality, participants are encouraged to explore topics before face-to-face training therefore enabling them to prepare to focus on important priority areas that trainers wish to develop in relation to action planning.

By making use of the wide range of resources now available on line, participants can introduce themselves, share ideas and take part in discussions before the face-to-face training starts. Furthermore, a large number of participants consistently remark that they enjoy a blended training experience.

c. The use of technology in the classroom

Traditional face-to-face learning is also changing with the use of technology in the classroom.

The introduction of technology in the classroom has allowed the ACTRAV trainer to become a more knowledgeable expert, a reliable coach and a mentor that can guide participants through the training objectives and their learning journey.

Turin based core courses now regularly use tablets in the classroom enabling participants to find, share, discuss and evaluate training resources. Technology also allows for the use of a variety of tools such as informal quizzes to ensure that participants are gaining the knowledge and skills that underpin the overall training objectives.

By providing all participants with tablets, learning can take place beyond the normal programme hours and in a location remote from the traditional classroom.



8. Evaluation of ACTRAV's Distance Learning Performance

During 2017, the ACTRAV team continued to further explore and develop internal capacity to grow the distance-learning offer.

Following the TUTC discussion in 2017, ACTRAV Turin conducted an online survey targeting former participants and tutors involved in distance learning activities during 2015/2016.

The survey was carried out between October and December 2017 in two languages: English and Spanish.

Key findings

Number of participants' responses

- ▶ 283 out of 1262 invitations (22.4%)
- ▶ 54.8% male and 45,2% female

Number of tutors' responses

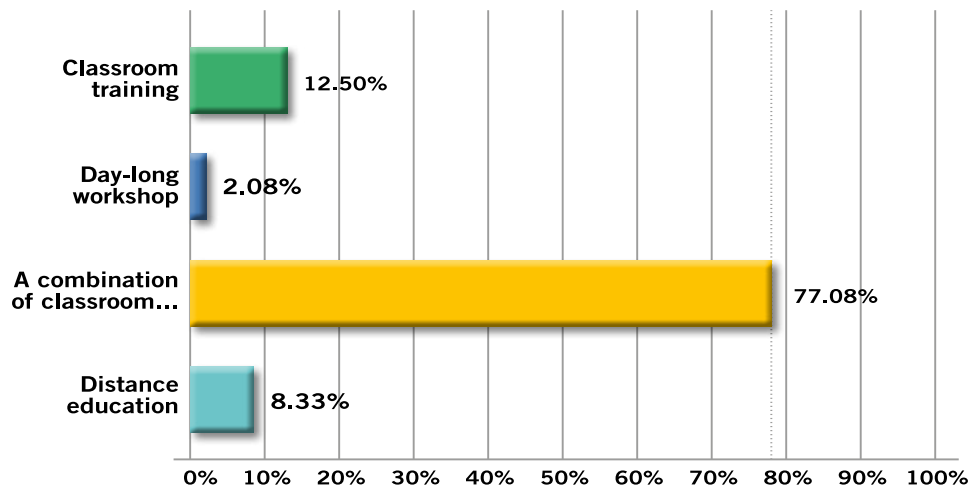
- ▶ 6 out of 10 invitations (60%)
- ▶ 40% male and 60% female

Participants in the survey reported the following aspects:

- Most learners were older (63% older than 40 years old), perhaps contrary to conventional think regarding online learning participants
- 5% declared that they have a disability
- Over 50% of learners said they did not participate with online courses **before** taking part with ACTRAV's activities
- Nearly 60% of learners said they went on to do further online training **after** taking part in ACTRAV online courses
- A high majority (97%) declared to have their **competences improved** as a result of the course and the same percentage of satisfaction regarding the training meeting the needs of trade unions
- Lack of time and internet connection were the main **barriers** to online learning
- 75% indicated that the time-frame of the course was appropriate and over 80% that the learning methods were appropriate
- Half of participants (50%) dedicated an average of 3 hours to the course and over 30% dedicated between 4-6 hours
- Evening time (53%) and weekends (50%) were the time where participants preferred to connect to the e-campus platform and study

- The training methodology considered most beneficial is by far blended learning (77%) with a growing interest towards distance learning (8,3%) against classroom training (12,5%)
- ACTRAV's distance training supports the learning needs identified by participants' organizations with a grade of 4,4/5

Q23: WHAT TYPE OF **TRAINING METHODOLOGY** DO YOU FIND MOST BENEFICIAL?



Recommendations from participants:

- Focus on greater use of e-learning and in a variety of languages
- Bring participants together after the distance learning
- Provide certificates to reward efforts and show evidence of commitment
- Involve unions in order to have more support and time allowed for learning
- Make use of more live sessions to stimulate participants

Some aspects for consideration by the TUTC:

Aspects to be preserved

- Module-based structure
- Combination of training material (publications, articles, videos, podcasts)
- The use of webinars or live interactive sessions

Potential improvements

- E-campus page
- Standard hours of study and consequently amount of readings
- Explore the option of certification

Online tutors

The survey of tutors showed that 80% of our tutors hold a certificate or qualification to teach online.



Recommendations from tutors:

- Give more space to blended learning and reward good performance and participation by selecting a few for face-to-face training
- Adopt the available technology and upgrade the platform to further realize its potential
- Use a style of language that is concise, precise and easily understandable by participants
- Reduce the amount of reading material but on the same time keep participants active with quizzes, videos, discussions

Quotes

“ *I will recommend distance courses like this to my brothers and sisters. It is a powerful tool to connect different people without any investment, get immediate feedbacks and learn at our own pace* ”
ACTRAV Participant

“ *Sometimes I am too shy in class to ask questions and express myself. Via the distance fora, I was able to learn and interact both with the tutor and with fellow participants without any problem.* ”
ACTRAV Participant

“ *Distance learning can be a revolution in educating workers because we can reach members everywhere with less costs and a strong impact. It can reduce social and cultural barriers without any sort of discrimination.* ”
ACTRAV Tutor

“ *Unionist's (participant) drop off is much smaller compared to conventional online education however we need to improve the involvement of participants with many methods (live sessions, videos, quizzes) to avoid dropping off. Reduce the amount of readings but on the same time keep participants active with quizzes, videos, discussions* ”
ACTRAV Tutor

The TUTC may wish to consider:

- ➔ The strength of the Programme now delivered by distance methods.
- ➔ The opportunities and challenges in relation to incorporating a blended learning approach to the core programme.
- ➔ Issues identified in the evaluation of ACTRAV's performance in delivering online learning.

9. Workers' Participation in ITCILO Academies

The following section contains information regarding the participation of workers representatives on ITCILO Academies in 2017.

In relation to the Turin campus, the highest amount of workers' participation was found on the Academies on Gender, Skills Development, Rural Development and Labour Migration.

For comparison, data is provided regarding the employers participation across the same academies.

The list of Academies is given by respective ITCILO Training Programme: **EPAP**, Employment Policy and Analysis Programme; **EMLD**, Enterprise, Micro-finance and Local Development; and **SPGT**, Social Protection, Governance and Tripartism Programmes.



Workers' Participation in ITCILO Academies

Title	Venue	Dates	DoT	Part. No.	AFRICA			AMERICAS			ASIA AND THE PACIFIC			EUROPE			ARAB STATES			ICS			EMPLOYERS														
					Work			Work			Work			Work			Work			Work																	
					TOT	Empl	W	TOT	Empl	W	TOT	Empl	W	TOT	Empl	W	TOT	Empl	W	TOT	Empl	W		TOT	Empl	W											
A9010489 - Gender Academy - A global event on gender, work and development for experts and practitioners	C	13/11/2017 24/11/2017	10	1360	136	6	32	0	2	0	0	4	41	0	4	0	1	7	17	0	0	0	1	1	7	0	0	0	2	0	0	0	0	0	5	14	6
ILSGEN			31	1360	136	6	32	0	2	0	0	4	41	0	4	0	1	7	17	0	0	0	1	1	7	0	0	0	2	0	0	0	0	5	14	6	
A9010424 - Academy on Skills Development	C	08/05/2017 19/05/2017	10	710	71	24	19	5	2	7	0	3	3	0	0	0	3	3	0	0	0	0	2	1	0	0	0	0	1	6	0	0	0	4	2	7	
A9010441 - Labour Market Statistics and Analysis Academy: Measuring decent work in the context of the SDGs	C	30/10/2017 10/11/2017	10	650	65	16	10	1	0	1	0	3	2	0	0	0	13	7	0	0	0	0	6	3	0	0	0	0	1	0	0	0	2	2	1		
EPAP			20	1360	136	40	29	6	2	8	0	6	5	0	0	0	16	10	0	0	0	8	4	0	0	0	0	1	7	0	0	0	6	4	8		
A9010417 - Academy on Rural Development: Towards Decent Work in the Rural Economy / Académie sur le développement rural: Vers le travail décent dans l'économie rurale / Academia sobre desarrollo rural: hacia el trabajo decente en la economía rural	C	27/11/2017 08/12/2017	10	650	65	10	11	2	0	1	1	5	6	1	1	0	5	7	2	1	1	3	1	2	0	0	0	0	0	0	0	0	10	8	7		
EMLD			10	650	65	10	11	2	0	1	1	5	6	1	1	0	5	7	2	1	3	1	2	0	0	0	0	0	0	0	10	8	7				
A9010325 - Academy on Labour Migration	C	03/07/2017 14/07/2017	10	640	64	12	19	1	2	0	0	2	1	0	0	0	2	4	0	0	0	0	6	5	1	0	1	0	8	1	5	1	0	0	4	5	
A9010316 - Academy on Social Security	C	18/09/2017 29/09/2017	10	1410	141	59	35	1	0	0	0	2	5	0	0	0	6	4	0	0	0	1	5	0	1	0	0	1	0	0	0	8	14	2			
A9010355 - Academy on Workplace Compliance through Labour Inspection	C	27/11/2017 08/12/2017	10	1030	103	19	13	0	1	0	0	19	18	2	0	0	13	4	0	0	0	3	1	0	0	0	0	0	0	0	0	1	2	3			
SPGT			30	3080	308	90	67	2	3	0	0	23	24	2	0	0	21	12	0	0	0	10	11	1	1	1	1	0	19	2	5	1	0	9	20		

10. Workers' and Employers' participation in all ITCILO activities 2014 to 2017

	2014		2015		2016		2017	
	Employers	Workers	Employers	Workers	Employers	Workers	Employers	Workers
Employer-specific activities	1,259	33	1,281	0	945	11	858	0
Worker-specific activities	0	1,525	0	1,563	0	1,635	14	1345
Other Centre's activities	243	317	346	551	305	401	533	541
% of Centre total	13.75%	17.17%	13.02%	16.92%	10.92%	17.88%	12.38%	15.52%

Workers' Participation in ITCILO Academies:

Action

- ➔ The TUTC may wish to discuss:
 - how increased participation across the ITCILO Academies could be better achieved?
 - what specific ITCILO academies might be regarded as priorities for increased workers' participation?



11. Income and Expenditure 2017

The report below shows ACTRAV income and the ACTRAV Contribution to Fixed Costs for the Centre (CFC).

During 2017 the total income amounts to €1,834,576 with a contribution to fixed costs of €567,780.

The CFC achieved in 2017 reached 71% of the target set by the ITCILO training department.

The fall in the number of activities and the short fall in the ACTRAV contribution to CFC was directly related to two unfilled activity manager posts for most of the year and although 2017 was an exceptional year in terms of operational issues, the programme:

- generally starts each year with a substantial funding gap;
- receives funding allocations at specific points in the year;
- requires constant adjustments to the programme of implementation of activities, particularly so at the end of the calendar year when funding and time to implement activities is especially tight;
- is required to generate a level of CFC related to ACTRAV staff costs;
- is exposed to a ITCILO pricing policy which is challenging and presents operational difficulties often leading to requests for flexibility; and
- incurs a disproportionately high contribution to CFC for distance learning activities.

Sustainability

ACTRAV HQ contributes to the work of the ITCILO by continuing to make a significant investment focussed on the capacity development of constituents.

This contribution can be further supported with the application of a longer term ITCILO financial framework that is directly aimed at ensuring the long term sustainability of the ACTRAV Programme.

Following the unusual operational conditions experienced in 2017, creating a sustainable financial framework remains an important element of the current work of ACTRAV and the ITCILO.

The Programme continues to strengthen its outreach capabilities to further involve workers who are unable to join traditional face-to-face training. Therefore a targeted supportive arrangement with regard to CFC for distance learning courses would be preferable.

The tables below show:

- Overview of Income and contribution to fixed costs for the year 2017
- The complete Financial Report for 2017
- Allocation of Captive Funds and Regional RBTC

OVERVIEW OF INCOME AND CONTRIBUTION TO FIXED COSTS FOR THE YEAR 2017

CFC vs. Income (current year forecast)

Year 2016 2017 2018

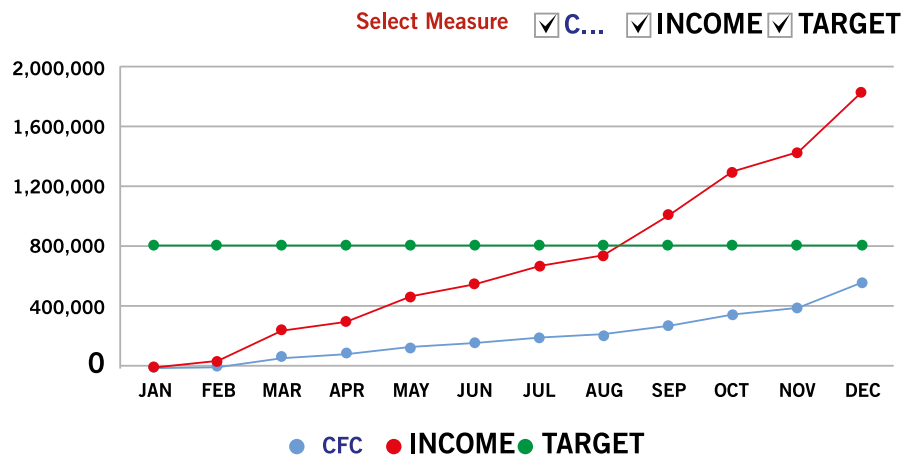
	% CFC	CFC	INCOME	% INCOME	CFC/INC.
CONCEPT	0%	0	0	0%	
FINAL	100%	567,780	1,834,576	100%	30.9%
Total	100%	567,780	1,834,576	100%	30.9%

CFC/Income Ratio* 30.9% * no Concepts
 Achieved CFC Target 71%

Current month CFC as per Oracle budget **

** small differences due to rounding. Provisional amount as per BMFR budget, no Concepts

CFC 567.783 Achievement CFC Target 71.0%





Financial Report 2017

	2014	2015	2016	2017	DIFFERENCE vs. previous year
Italian contribution	€300,000	€180,000	€360,000	€210,000	-€150,000
RBTC/TC/ACTRAV	€549,591	€653,702	€775,855	€674,935	
RBTC/TC/RE- REGIONAL	\$234,000	\$263,516	\$284,000	\$173,513	-\$110,487
ILO Various	€53,009	€149,017	€340,738	€56,063	-€284,675
Captive Funds (special allocation ACTRAV/ACTEMP) including SUR- PLUS	€718,858	€549,000	€90,000	€240,712	€150,712
Additional alloca- tion from training department		€179,556	€180,000	NONE	
Contribution from projects	€772,815	€614,589	€451,276	€497,549	€46,273
Self-paying	€17,500	€20,923	€18,301	€7,500	-€10,801
TOTAL INCOME	€2,671,297	€2,497,372	€2,558,575	€1,834,576	
TOTAL CFC	€909,764	€811,465	€719,490	€567,780	
% CFC vs TARGET	87%	85%	91.1%	71.0%	
CFC TARGET	€1,050,000	€950,000	€790,000	€800,000	

ALLOCATION OF CAPTIVE FUNDS			ALLOCATION OF REGIONAL RBTC	
	ITALY MAE	SURPLUS		RBTC/TC
2013	€300,000	€363,140	2013	\$182,000
2014	€300,000	€718,858	2014	\$234,000
2015	€180,000	€728,556	2015	\$263,000
2016	€360,000	€270,000	2016	\$284,000
2017	€210,000	€240,712	2017	\$173,513

Contribution to the ACTRAV Programme by Sponsors

As in previous years, several sponsors contributed to ACTRAV training activities by providing direct funds or by providing 'in-kind' contributions. Such contributions are increasingly important; they greatly assist the delivery, effectiveness and impact of the ACTRAV programme.

In 2017, ACTRAV Turin received contributions from the All-China Federation of Trade Unions (ACFTU) and the Japan International Labour Foundation (JILAF), Korean Labour Foundation (KLF).

Action

The TUTC is invited to discuss and comment on the 2017 Financial Report

The TUTC may wish to focus on specific issues regarding;

- How the contribution made by ACTRAV to the work of the ITCILO could be further strengthened?
- How ACTRAV can create and deliver an Academy format within the overall Programme?
- How can the Programme reach a greater number of participants?
- How ACTRAV can better measure the impact of training?

This section highlights several key activities carried out in 2017.

Many other examples of ACTRAV training events could be presented but it is hoped by focussing on these activities, the TUTC will be better informed to discuss and debate the future possible content, delivery and teaching methodology of the Programme.

SECTION

B

12. Focus On:

- Ensuring a Gender Balance
- Strengthening Social Dialogue in Finance Sector; a partnership with UNI Global Union and UNI Europa Finance
- ACTRAV Training on Sustainable Development Goals
- Follow up training on Strengthening Joint Union Actions on Decent Work for Migrant Workers in partnership with the All-China Federation of Trade Unions (ACFTU)
- Recognising the Skills and Competencies of Trade Union Participants



12. Focus on Ensuring a Gender Balance

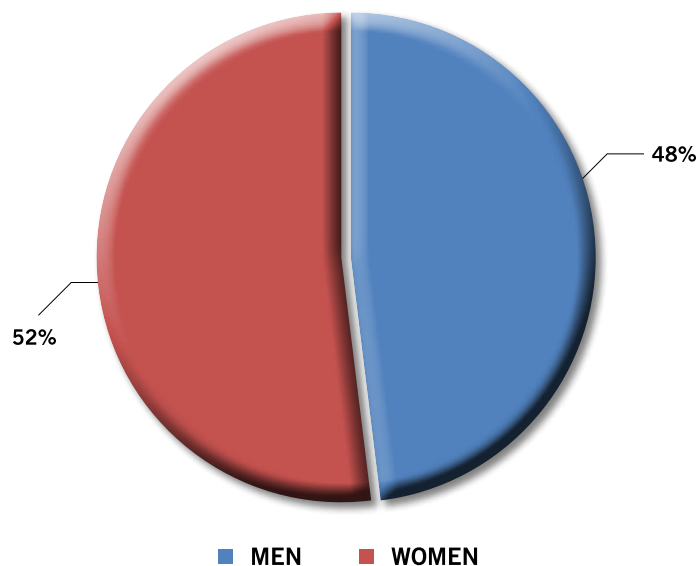
The ITCILO collects gender-disaggregated data that shows the level of women's participation in the training activities organized by the Centre. Along with ACTRAV, the Centre places great emphasis on achieving gender equality in all areas of its work.

ACTRAV Turin contributes to this goal by:

- Prioritising the selection of women participants;
- Prioritising the involvement of women as resource persons;
- Promoting empowerment of women trade union leaders;
- Mainstreaming a gender approach in all activities; and
- Maintaining two gender and diversity focal points in the ACTRAV team.

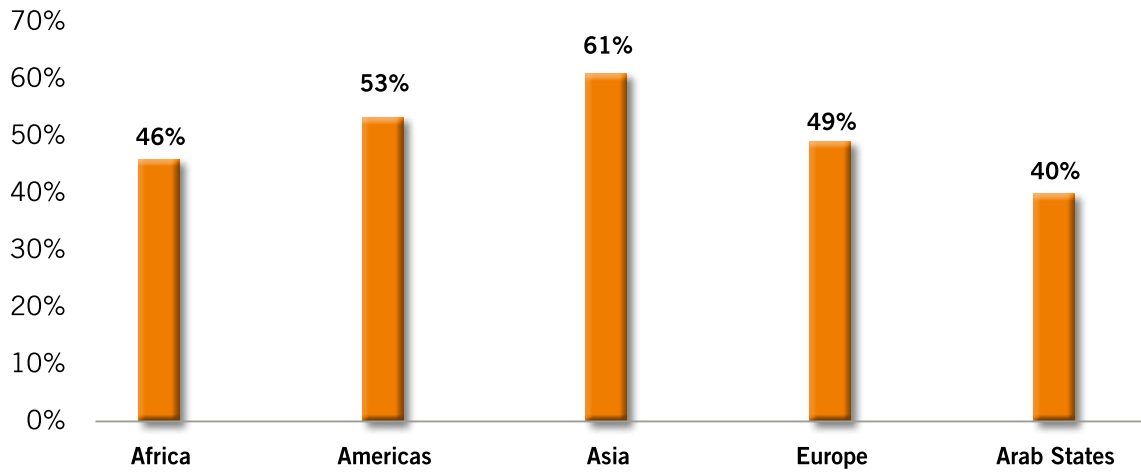
Because of the above factors, the ACTRAV Turin Programme in 2017 achieved an even greater participation rate of women trade union participants than in previous years.

WOMEN PARTICIPATION OVERALL 2017

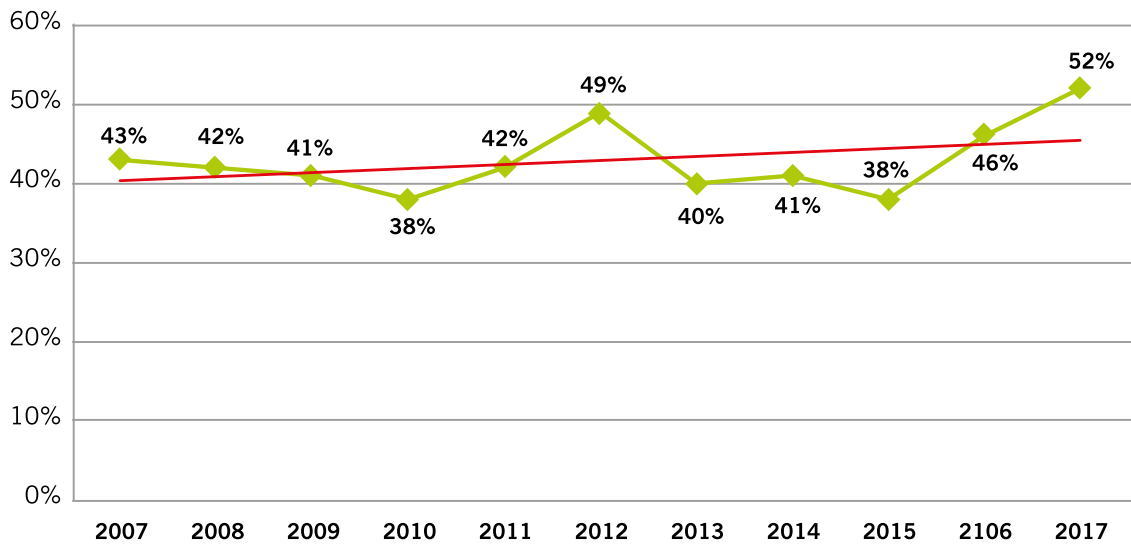




WOMEN PARTICIPATION OVERALL 2017 BY REGION

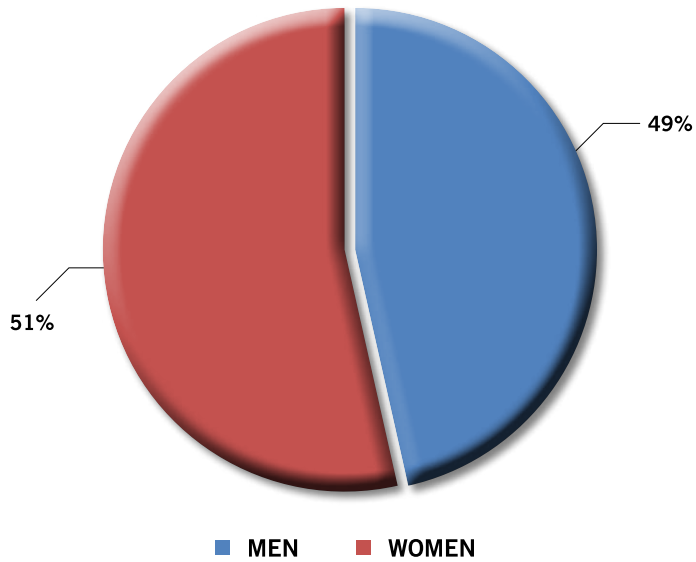


WOMEN PARTICIPATION OVERALL 2007 - 2017

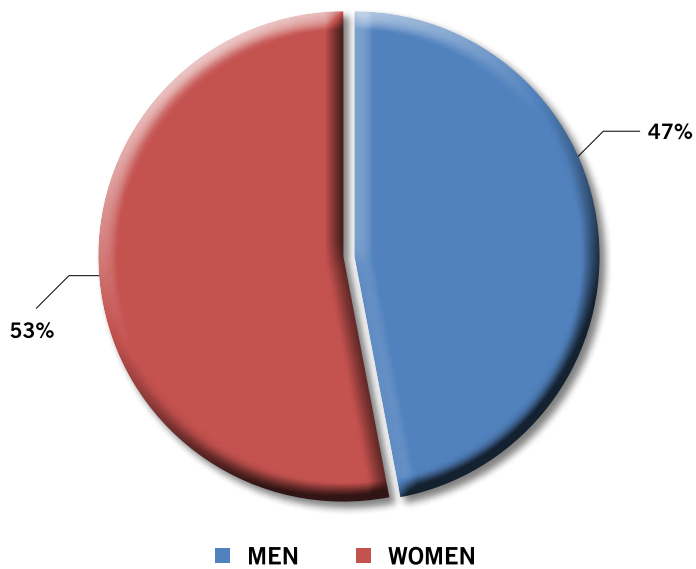


Comparing the participation of women who attend the ITCILO and in the field

WOMEN PARTICIPATION TURIN 2017 (ALL ACTIVITIES)



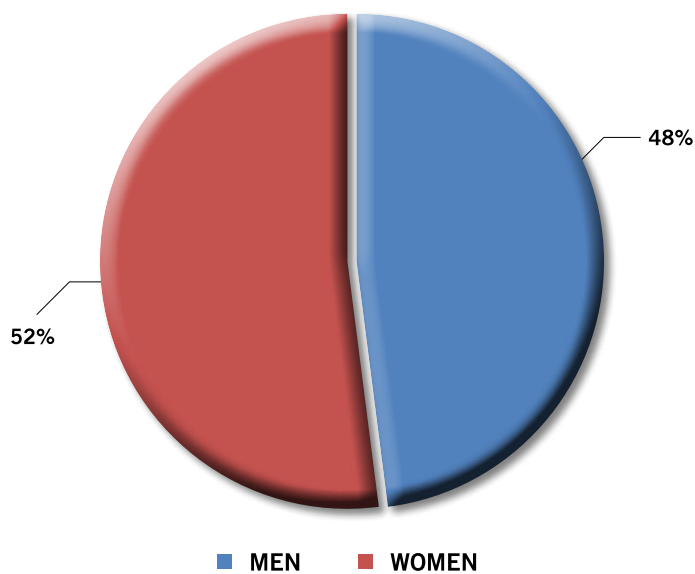
WOMEN IN FIELD ACTIVITIES 2017



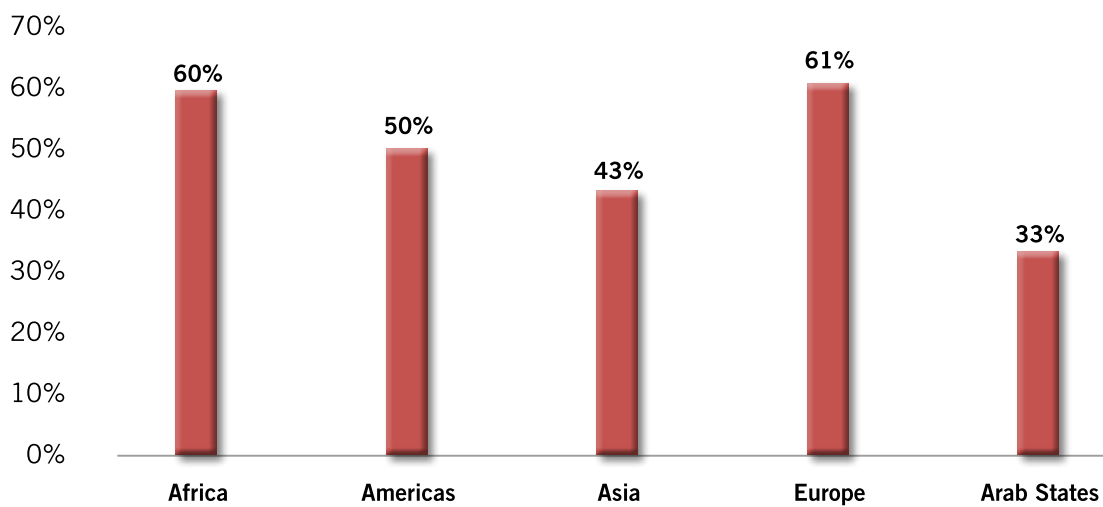
It is important to track the participation of women in the core programme since decisions regarding individual participation in core activities are directly taken by ACTRAV Turin officers.



CORE COURSES 2017



WOMEN IN CORE COURSES BY REGION 2017



Suggested issues for discussion by the TUTC

The TUTC is asked to note the work undertaken in achieving a high number of women attending ACTRAV training activities both in the field and at the ITCILO.

Action

- How can ACTRAV consolidate the percentage of women attending the Programme?
- How can ACTRAV ensure that nominating organisations are even more aware of the need to ensure an equitable gender balance?
- How can ACTRAV increase women in leadership roles?
- Should ACTRAV offer specific training that targets women trade union officers?
- Should the Programme consider other diversity issues, for example disability?



Focus on:

Strengthening Social Dialogue in Finance Sector; a partnership with UNI Global Union and UNI Europa Finance

Every year, ACTRAV ITCILO, in close cooperation with European trade union federations, implements an EU-funded training project in the domain of industrial relations and social dialogue.

In 2017, ACTRAV implemented a project entitled ***Strengthening Social Dialogue in Finance Sector*** in partnership with UNI Europa Finance and with support by UNI Global Union. The project consisted of three thematic workshops and a final conference, with a total participation of 90 representatives of UNI Europa affiliates from the following 18 countries: Austria, Belgium, Bulgaria, Croatia, Czech Republic, Estonia, France, Hungary, Italy, Luxemburg, Malta, Poland, Romania, Serbia, Slovakia, Slovenia, Spain and the UK.

The project achieved an exceptionally good representation of women, namely 57% of trained participants were women and 43% were men.

The project had a two-fold focus: Collective Bargaining and Social Dialogue.

The training sessions on collective bargaining dealt with collective bargaining coordination in the finance sector, digitalisation in collective agreements and empowering women in negotiations.

The sessions on social dialogue dealt with building a stable social dialogue in the operations of multinational banks and insurance companies in Central and Eastern Europe, linking European Social Dialogue to trade union activity at national and company levels and rejuvenating social dialogue by putting young trade unionists at the forefront.

The project addressed some of the key challenges currently facing the finance sector in Europe:

- i. Jobs increasingly moving from Western to Eastern Europe, where wages are lower and unions are less strong;
- ii. Digitalisation increasingly affecting the workplace;
- iii. Drastic staff reductions in larger banks;
- iv. Very strong presence of women and youth in a sector which is often not mirrored by equal participation and representation in trade unions.

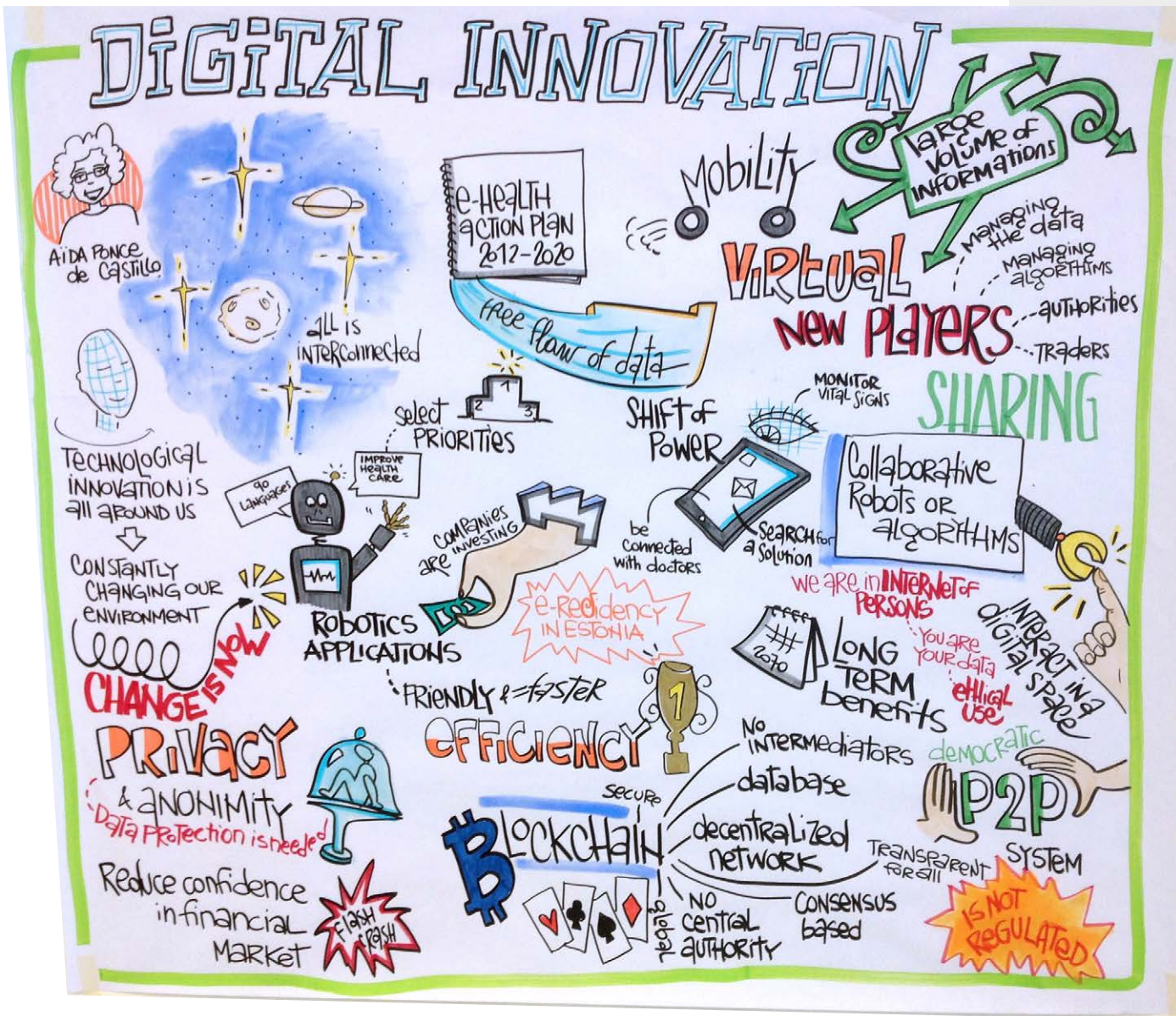
The final event of the project was the Conference entitled '**Growing stronger through dialogue and bargaining power**'. The purpose of the conference was the presentation and dissemination of outcomes and action plans of the three thematic workshops implemented in Bratislava, Zagreb and Tallin. The participants discussed the lessons learned, the implementation of the action plans and the follow-up.

Next Steps

The next step in the collaboration among the UNI Europa Finance, UNI Global Union and ACTRAV Turin is the decision on a new jointly designed training package targeted at young trade union representatives in the sector. It will consist of five complementary training activities that will converge in the European youth network building conference in finance sector in 2018

Action

- ➔ The TUTC is invited to discuss and comment on:
 - The aims, objectives and key outputs of the project;
 - The contribution made by ACTRAV in strengthening the ability of the trade union to deal with sectoral and workplace changes;
 - Identifying opportunities to apply a partnership approach to developing similar work in Europe.



Sketch notes taken at the Final Conference during the session on *Digital innovations transforming finance sector and beyond* on 13th December 2017

Focus on:

ACTRAV Training on Sustainable Development Goals

In 2015, the United Nations adopted the Sustainable Development Goals (SDGs) often referred to as the 2030 Agenda, as the main development framework for the international system. The 2030 Agenda contains a set of 17 goals and 169 targets intended to drive and stimulate action over the next 15 years and ensure the full implementation of the Agenda.

Trade unions are encouraged to participate actively in the national SDGs' processes to promote and defend workers' rights and the interests of the poor and vulnerable groups.

The trade unions' participation includes a focus on a number of SDGs and in particular on Goal 8 which concerns the need to; "Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all."

Union engagement can be delivered through the entire national processes; from planning, to implementation, to monitoring, to review and to reporting on country achievements in implementing the SDGs.

Against this background, ACTRAV Turin designed and delivered a series of interconnected regional and inter regional training activities.

Following on from interregional activity delivered in 2016 (A909001), five training activities were implemented in 2017. These were;

Activity Code	Venue	Number of Participants	Languages
A1510031	Praia, Cabo Verde	16	English/Portuguese
A2710029	São Paulo Brazil	15	Spanish
A3710026	Bangkok, Thailand	16	English
A4010024	Turin	25	English/Russian
A5010023	Turin	11	English/Arabic



Each training activity had specific objectives to meet the needs of participants and the trade union organisations they represent. Broadly, speaking, training objectives focussed on:

- Developing knowledge of the ILO's policies, instruments, tools and programs which are relevant for implementing the 2030 Agenda on sustainable development at regional and national levels;
- Further developing participants understanding of the mutually beneficial relationship with SDG aims and objectives and the priorities of workers and their representative organisations;
- Developing a set of actions that offer support for strengthening the capacity of workers' organizations to enable them to play active and constructive role in the regional and national SDGs' processes;
- Improving the capacity of union representatives and activists mainly from national trade union centres and sectoral trade unions who are in-charge of departments/units dealing with issues concerning the SDGs' processes;
- Analyse SDG Goal 8, which is closely aligned with the Decent Work Agenda, and explore other decent work targets within the SDGs and identify areas for strategic trade union action;
- Develop trade unions capacity in areas where actions are required to include workers' interests in regional and national SDGs' processes: from planning, to implementation, to monitoring, to reviewing and to reporting on country achievements in implementing SDGs;

Evaluation Scores

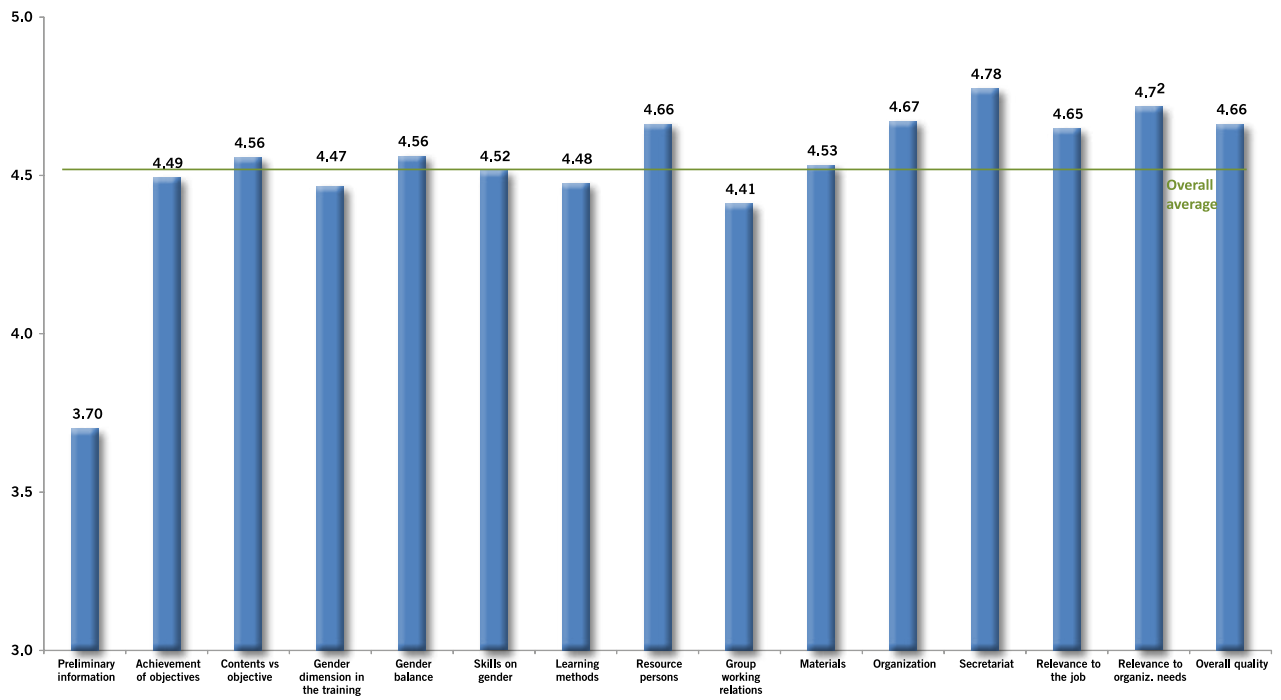
Evaluation scores for the SDG activities reflected the normally high evaluation score for ACTRAV activities when compared to the average ITCILO recorded across the Campus.

Experience shows that participants award a high evaluation score when;

- The curriculum matches the expectation and needs of participants and their trade union organisations;
- The training and learning approach encourages the development of analytical and practical problem solving skills which lead to opportunities to develop trade union action; and
- The action plans developed by participants are realistic and offer practical opportunities to strengthen the role of trade unions.

All of the above features were evident in the SDG activities conducted in 2017.

SDG ACTIVITIES 2017 – EVALUATION SCORES





ACTRAV Activities on SDGs

End-of-activity questionnaire - Results by activity

Averages by activity						
Questions	A1510031	A2710029	A3710026	A4010024	A5010023	A909001
Preliminary information	3.69	4.79	4.07	3.20	3.80	3.37
Achievement of objectives	4.56	4.64	4.33	4.64	4.40	4.37
Contents vs objective	4.50	4.69	4.60	4.56	4.50	4.52
Gender dimension in the training	4.75	n.a	n.a	n.a	n.a	4.30
Gender balance	n.a	4.43	4.60	4.76	4.20	n.a
Skills on gender	n.a	4.79	4.53	4.48	4.20	n.a
Learning methods	4.00	4.85	4.67	4.56	4.70	4.30
Resource persons	4.53	4.93	4.60	4.92	4.56	4.44
Group working relations	4.19	4.79	4.47	4.52	4.10	4.33
Materials	3.94	4.57	4.47	4.76	4.70	4.63
Organization	4.38	4.86	4.67	4.79	4.70	4.63
Secretariat	4.63	5.00	4.60	4.84	4.70	4.81
Relevance to the job	4.53	4.64	4.53	4.76	4.70	4.67
Relevance to organiz. needs	4.63	4.79	4.67	4.76	4.80	4.69
Overall quality	4.50	5.00	4.53	4.76	4.80	4.52
Average	4.37	4.77	4.52	4.59	4.49	4.43
No. of questionnaires received	16	14	15	25	10	27

Activity Code Title

A1510031	Sustainable development goals: trade union policies and national/regional action plans for Africa
A2710029	Objetivos de desarrollo sostenible: Políticas sindicales y planes de acción
A3710026	Sustainable development goals: trade union policies and national/regional action plans for Asia/Pacific
A4010024	Sustainable development goals: trade union policies and national/regional action plans for Europe and Central Asia
A5010023	Sustainable development goals: trade union policies and national/regional action plans for Arab States
A909001	Global workers' academy on sustainable development goals: trade union policies and action plans

Resources

The 2017 training activities on SDGs were further strengthened with the systematic use of the dedicated ACTRAV Manual; ***Sustainable Development Goals, A Trade Union Reference manual on the 2030 Agenda for Sustainable Development***.

http://www.ilo.org/actrav/info/pubs/WCMS_553141/lang--en/index.htm

The manual was heavily used by participants to inform them of SDGs and importantly, to enable them to generate their critical thinking about possible opportunities for trade union action.

The use of the manual was found to be an excellent example of how the effectiveness of training sessions can be improved with the use of dedicated resource materials. The manual enabled the trainers to focus on key issues; it also informed the participants' knowledge regarding a topic that can often be complex whilst at the same time encouraging participants' to apply what they are learning back into their trade union organisation and workplace setting.

South-South Cooperation

During this activity, PARDEV provided seven scholarships dedicated to South South cooperation. Participants covered by those fellowships were encouraged to look at the challenges of South South cooperation and its potential for trade union collaboration.

Participants from India and the Philippines considered SDGs within the context of designing a number of activities based co-operation that would be implemented after the training. The developed action plans were impressive in terms of ambition and in terms of the attention to detail.

The participants involved in this South-South process applied great energy to the task and represented their trade union organisations in an exemplary manner.

Action

- ➔ The TUTC is invited to discuss and comment on:
 - Was there any gaps in the SDG Programme implemented in 2017?
 - What more needs to be done to support trade unions to further contribute to the achieving national targets on SDGs?



Follow up training on Strengthening Joint Union Actions on Decent Work for Migrant Workers in partnership with the All-China Federation of Trade Unions (ACFTU)



TWENTY-FIVE (25) labour leaders and focal points on labour migration, representing 22 national labour centres and two regional trade union councils from 12 countries participated in the ACTRAV five-day follow training workshop.

In partnership with the All-China Federation of Trade Unions, the activity was designed to:

- a. strengthen cooperation in promoting the rights of migrant workers with the implementation of the MOU on labour migration between Arab Trade Unions Confederation (ArabTUC), South Asia Regional Trade Union Council (SARTUC), and the ASEAN Trade Union council (ATUC);
- b. appreciate the different ILO and sub-regional programmes on labour migration and improve coordination with trade unions, the ILO and the sub regional blocks in promoting decent work for migrant workers; and
- c. improve union responses to migrant workers' complaints with the complaints mechanism, referral system, and the Information System for Migrant Workers database.

The programme resulted in the production of a **work plan** that strengthens the interregional cooperation among ArabTUC, SARTUC, and ATUC as laid out by a Memorandum of Understanding (MoU) to protect migrant workers. The three organizations, with support from the International Trade Union Confederation Asia

Pacific (ITUC AP) signed the MoU in August 2015, as a response to the many challenges on labour migration in Arab States, South Asia and Southeast Asia region.

The work plan came with a clear Terms of Reference (ToR) with key responsibilities of the regional organizations involved in the implementation.

National labour centre-designated focal points for migrant labour will serve as the key leaders on country-level labour migration concerns, while the national labour centre or a steering committee will oversee the implementation of the work plan at the national level. ArabTUC, SARTUC, and ATUC will coordinate implementation in their regions. A committee of six, with the engagement of ITUC AP will monitor and evaluate the overall implementation of programs and actions.

The participants developed the work plan in a series of workshops and discussions, including a SWOT analysis of implementing the MoU. They derived inspiration from the resource persons during the training and the key priorities agreed previously in May 2016.

This training activity complemented the ITCILO ACTRAV Turin-sponsored “Training for ATUC Focal Points for Migrant Labour” which focused on the management and operation of the ATUC Information System (ATIS) in December 2016 in Manila. The ATIS --being developed with support from the ILO TRANGLE Project --is an internet-based platform and database of complaints, inquiries, referrals, and status of cases of aggrieved migrant workers.

Overall, the training activity concentrated on the further promotion of a rights based perspective that supports migrant workers and their families. The course was practical in orientation, looking at the everyday reality of migrant workers with a clear focus on overcoming challenges as well as building solidarity between union organisations and between workers.



Recognising Skills and Competencies of Trade Union Participants attending ACTRAV ITCILO Training

ITCILO Innovation Fund 2017

The ITCILO Director of Training issued a call for proposals in 2017 inviting technical programmes to consider accreditation and certification arrangements in relation to technical programmes.

The call encouraged the technical programmes in the Centre to focus on ‘training accreditation and certification’, which would ‘strengthen the capacity of the Centre (ITCILO) to offer training in line with internationally recognised quality standards.

As a response to the call, ACTRAV Turin commissioned an independent and experienced international trade union educator to consider how accreditation could further support the work of the Workers’ Programme.

Followed a period of research including interviews with leading trade union educators and ITCILO staff, the independent assessor submitted a report for consideration by ACTRAV and the ITCILO.

The report:

- considered potential pathways and options that can offer accreditation to participants of the ITCILO;
- proposed an appropriate accreditation framework that is comparable with other recognised accreditation frameworks;
- tested the application of the accreditation framework with selected activities in the Workers’ Activities Programme, including both face to face and distance learning modalities;
- considered suitable instruments of assessment that will ensure compliance with the accreditation framework;
- considered potential modifications to the training methodology that will support the use of the accreditation framework;
- proposed an appropriate quality assurance process that will support the accreditation framework including suggestions regarding assessor training and qualifications; and
- scoped a suggested action plan leading to the implementation an accreditation framework in the short, medium and longer terms.

Why accreditation?

The report focussed on accreditation and more widely, the certification of trade union related training showing that:

- Accreditation allows trade union learners to gain recognition for their training achievements.
- Accreditation helps trade unions develop their ability to foster competent, confident and skilled staff to build capacity within the trade union organisation.
- A relevant accreditation framework allows learners to gain recognition of achievement of learning through a widely used unitised credit accumulation system (such as the EQF).
- Trade union learners learn together exploring topics and developing ideas in a collaborative environment. Accreditation and the assessment of learning, therefore, must be in sympathy with this learning context, complementing not obstructing the learning process.
- Initial testing of the application of educational units of learning to the Workers' Programme has demonstrated several benefits:
 - A stronger emphasis on the visibility of learning outcomes.
 - A stronger emphasis on measuring achievement and competence.
 - A stronger emphasis on informing the participant of what is expected within the learning and training context.
- A stronger emphasis on demonstrating achievement, skills development and newly gained competencies to the learners' sponsoring organisations.
- The initial pilot testing of a unit based methodology leading to accreditation, has shown that participants on the Workers' Programme can produce a diverse, and useful set of responses to generating evidence of achievement.
- Accreditation can be used as a driver for improving the quality of the teaching and learning process.
- As a practical application, units of learning during the initial pilot in 2017 were developed to strengthen the learning objectives of a core activity within the Workers' Programme (Trade Unions and SDGs). The learning units successfully guided both the trainers and learners and supported the learning process.

In relation to the units of learning, learners were asked to produce evidence of their learning. This was received with mixed results, which is to be expected since the evidence-generating task was a new requirement for trade union learners to undertake.



Recommendations

Given the success of the initial pilot in 2017 and the relative ease of fit of developing appropriate units of learning, the ITCILO Workers' Programme should proceed to a greater depth pilot phase leading to the accreditation of learning.

This in-depth phase should further explore and test systems and processes that will ensure that participants receive educational credit and recognition for their skills and competencies developed through successful ITCILO training.

A further phase will:

- Assist activity managers to build a bank of educational units related to all core activities within the Programme;
- Adapt training resources to provide participants with the opportunity to generate and record evidence;
- Select appropriate assessment techniques to enable participants to produce evidence;
- Apply the units of learning and test assessment practices in a real live, dynamic learning environment;
- Design an overarching quality assurance system which will form the essential elements underpinning and supporting an accreditation (and certification) process;
- Design a staff training and development programme that will support staff to implement an accreditation process;
- Evaluate the designed accreditation systems against standards found in similar learning programmes; and
- Develop a design for an integrated, sustainable ITCILO accreditation framework leading to an ITCILO branded award of educational credit to its participants.

In the short term, it is hoped that a focus on learning outcomes with a specific emphasis on the development of participant's knowledge and skills, will support a stronger and more outcome based curricula.

Action

- ➔ The TUTC is invited to discuss and comment on:
 - The importance in recognising the skills and competencies of trade union learners
 - How focussing on skills and competencies can strengthen trade union organisations
 - Opportunities and challenges in assessing participant's performance
 - Developing an internal training strategy for ACTRAV staff

This section presents several six case studies taken from the activities of the 2017 Programme.

The following case studies highlight the learning journey of some ACTRAV participants and show the implementation of specific trade union actions as a result of training activities.

Many case studies could be offered. The case studies presented are drawn from standard activities involving typical participants, the areas and concerns to them and the potential application of the skills and knowledge derived as a result of successfully participating on the ACTRAV programme.

SECTION

C

13. Case Studies

- Transition from the Informal to the Formal Economy: Trade Union Strategies, Lomé Togo
- Conclusions of participants in the Regional Course on Sustainable Development Goals: Trade Union Policies and Action Plans
- More and Better Jobs for Inclusive Growth and Improved Youth Employment Prospects (Arab Region)
- Partnership with JILAF to Strengthen Social Dialogue and Collective Bargaining in Asia Pacific
- ACTRAV Training in Bangladesh



13. Case Studies

Case Study

Transition from the Informal to the Formal Economy: Trade Union Strategies, Lomé Togo

In December 2017, ACTRAV implemented a regional course entitled “Transition from the Informal to the Formal economy” to contribute to the key expected changes to be achieved in the biennium in the field of informal economy in the African region.

Over an intense two-week training and learning programme, eighteen participants coming from twelve African countries had the opportunity to acquire deep knowledge and have safe place to apply and get confidence with the topic of informal economy, its forms and ways for transitioning it toward formality.

Each participant have being required to prepare beforehand and bring to the training a country report providing an overview of the informal economy, poverty and inequality situation in each country involved. Participants analysed the specificities of their own country to be able to compare the similarities and differences in national policy and/or legislation with the other country situations. Moreover, they also provided examples of trade union policies and strategies and key initiatives for empowering workers in informal economy.



The training have being developed by ACTRAV through an interesting timetable, designed by alternating frontal lectures with interactive group exercises in which putting into practice the knowledge and to share national experiences.

Variety of themes were introduced by the valuable and innovative presentations provided by ACTRAV specialists and regional experts on the subject. From an introduction to ILO and its system, focusing on fundamental principles and rights at work, the group was conducted in a step-by-step journey around the concept of informality.

Specific sessions were dedicated to explore gender issues and the inclusion of young workers, as well of more vulnerable categories such as domestic workers. With a full understand of the ILO Integrated Framework for Transition to Formality, participants have acquired knowledge on the right-based approach to the transition: integration of the decent work Agenda and enabling rights of freedom of association and collective bargaining to workers of informal economy. In order to improve the technical competences of trade unionists to identify and address the causes of informality, participants get knowledge and tools on the use of international instruments helping them to reach out their goals, specifically by the Recommendation No.204 Concerning the Transition from the Informal to the Formal Economy. It has being underlined the role of trade unions also in defining National Strategies for the formalization of the Informal Economy by applying principles of the ILO Convention No.122 on Employment Policy and No. 198 on Employment Relationship with Special attention on Global Supply Chains.

Unneglectable was the importance of the sessions dedicated to acquire knowledge on related topics such as the public policies dimension with special attention on Minimum Wages and to the analysis of the Social protection floors Recommendation No. 202.

Participants had the possibility to make reflections on the role of social dialogue in reaching wider and effective results on the goal of transition. The role-play simulation of a social dialogue between trade union representative of informal workers of an urban market and the local authorities, represented an important part of the training, very appreciated by the participants

South-South Cooperation

In the context of ACTRAV Turin Programme commitment to strengthen South South and triangular cooperation as an inclusive form of international knowledge sharing and cooperation, PARDEV provided seven scholarships especially dedicated to South-South cooperation. Participants covered by those fellowships have being encouraged to look at the challenges of South-South cooperation and its potential for trade union collaboration. They have the opportunity to look at the transition from the informal to formal economy in that context and designing together an activity to consider to be implemented after this training. We received three valuable articles from the following couples of countries: Kenya - Ghana / Senegal – Comoros / Uganda - Zambia – Zimbabwe.



Interesting Action plan from Ms Agatha Chabwinja - Zimbabwe Chamber of Informal Economy Associations

1. The basic level	The trade unions will train the leaders and empower the participants with basic skills and knowledge on trade unions and formalizing the informal sector in line with Convention 204. Engage them on new strategies that the trade unions should adopt in order to facilitate the transition to formality.
2. Mid-level	Training on practical leadership, advocacy and organizing skills that will equip them to organize the informal sector.
3. Advance level	Internships/mentorship program-participants spend a week with a mentor in the trade unions
Measuring success	<ol style="list-style-type: none"> 1. Increase in number of women participating in the trade unions 2. Monitoring and evaluation of activities carried out after the mentorship program 3. Research papers carried out in different aspects of the Informal Economy. 4. Assess new strategies developed for organizing the Informal Economy and its impact on the economy.

This activity, carried out in Lomé, Togo at the ITUC Training Centre, involved eighteen participants from twelve countries (Benin, Comoros, Ghana, Kenya, Liberia, Madagascar, Malawi, Senegal, Sierra Leone, Uganda, Zambia and Zimbabwe) representing the region with high-specified profile.

THANK YOU FOR THE KNOWLEDGE YOU GAVE US, MY SECRETARY GENERAL HIS VERY HAPPY ABOUT THE REPORT I MADE AFTER THE TRAINING.

I THANK THE ITCILO AND THE ALL TEAM FOR THAT SPIRIT; PLEASE DON'T GET TIRED OF UNITING US! I LEARNT MORE FROM OTHER COUNTRIES AND I CAME TO UNDERSTAND THAT IT STARTS WITH ME TO CHANGE OTHERS IN MY COMMUNITY AND THE COUNTRY AT LARGE.

I LEARNT THAT FOR BEING A LEADER IN TRADE UNION YOU MUST HAVE A SPIRIT OF GENEROSITY BY EXTENDING KNOWLEDGE AND INFORMATION TO YOUR MEMBERS.

NOW I STAND WITH CONFIDENCE AS INFORMAL WORKER.

I CANNOT STOP THANKING YOU ITC/ILO.

THANKS AGAIN

Anita Sserwagi, NATIONAL ORGANISATION OF TRADE UNIONS [NOTU], UGANDA

ACTRAV Turin would like to thank the following experts and ACTRAV regional specialists who made an outstanding contribution to the success of the training: Herve Sea ILO-Dakar, Inviolata Chinyangarara ILO-Pretoria, Adjele Fafa Mensah ITUC-AFRICA, Joseph Toe ITUC-AFRICA, Ann Dela Apekey, Sani Baba PSI-Lomé.

Case Study

Conclusions of participants in the Regional Course on SUSTAINABLE DEVELOPMENT GOALS: TRADE UNION POLICIES AND ACTION PLANS, including an excerpt from a national report

Twenty representatives of different national trade union organizations from nine countries in the region (Argentina, Brazil, Chile, Costa Rica, Ecuador, Guatemala, Panama, Dominican Republic and Uruguay) met in São Paulo Brazil from 16 to 20 October 2017 to attend a training course on “Sustainable Development Goals: Trade Union Policies and Action Plans”.

The course was organized by ACTRAV, international Training Centre of the ILO in Turin and following the event, the participants came up with the following conclusions:

1. 2030 Agenda proposals must be developed to achieve an inclusive, rights-based, development change focussing on the eradication of extreme poverty and sustainability and extending the transformative change throughout developing and developed countries.
2. Because trade unions are agents of development in their societies and supporters of socio-political trade unionism, they must play an essential role in achieving such development goals through their work in defending freedom of association and the rights of collective bargaining and promoting decent work and workers' rights. The mutually reinforcing relationship between the SDGs and trade unions is vital for improving the lives of workers, the fight against poverty and inclusion and for respecting all human rights.
3. Because decent work is one of the main aspirations of workers, SDG 8 acquires particular importance (Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all). Economic growth centred on decent employment generates a virtuous cycle that is positive for the economy and people while also promoting sustainable development.
4. The ITUC has also been working hard to promote other relevant and interconnected SDGs, namely SDG 1 (No Poverty); SDG 3 (Good Health and Well-being); SDG 5 (Gender Equality); SDG 10 (Reduced Inequalities); and



SDG 13 (combatting Climate Change), which are considered priorities by the international trade union movement with regard to Agenda 2030. However, since SDGs cover a very wide range of topics, we need to consider the strong links between all SDGs and how progress in one can benefit another.

5. The Agenda 2030 follow-up and review framework calls on countries to develop national strategies for sustainable development through participatory processes with civil society, in which trade unions must play an essential role. Agenda 2030 offers trade unions a platform for involvement in the design, implementation, control and evaluation of national sustainable development strategies.
6. Workers must take ownership of development policies that affect them and of Agenda 2030, participating in national coordination arrangements for the implementation and development of this Agenda. Trade union participation experiences observed in past and current development programmes highlight a need to be more proactive and adopt initiatives to bring forward the opening of negotiation on these national plans.
7. Governments and United Nations officials can benefit from the offer of training and guidance regarding the differences between trades unions and NGOs and particularly that trade unions are agents of development as well as democratic, independent and representative organizations. This does not mean giving up working and cooperating with NGOs that pursue interests similar to those of trade union organizations in terms of development.
8. Unequal access to work and job opportunities is an important factor in gender inequality. Addressing this problem requires policies and laws to protect workers in the formal and informal economy in order to ensure compliance with anti-discriminatory policies, minimum wage legislation and fundamental labour standards and to obtain effective and universal access to social protection.
9. Trade unions promote the adoption of fiscal, wage, social protection and care provision policies that must reduce inequalities and promote decent work in the general economy and particularly global supply chains.
10. Experiences gathered by the trade union organizations of the nine countries during the activity revealed the significant changes mentioned in work organization and current economic globalization processes, which have led to a critical situation for the planet and society. This weakens democratic institutions and means that international corporations and other international powers can have a great influence on people's lives and development policies.
11. Social dialogue helps institutional stability by fostering consensus between social partners over social economic policies. Trade unions promote freedom of association and collective bargaining, combatting modern slavery and

contributing to the rule of law and democracy. Only democratic societies and institutions can create an environment conducive to the flourishing of decent work.

12. Cooperation with the International Labour Organization (ILO) and other international bodies present in our countries as well as with the United Nations Development Assistance Frameworks (UNDAF).

Gertrudis Santana, participating on the course on behalf of the **National Confederation of Dominican workers (CTND)** based in the Dominican Republic, submitted a report in the form of an article that included important points and reflections.

Firstly, the National Confederation of Dominican Workers (CNTD) is one of three trade union centres in the country. It encompasses approximately 45 trade union federations and workers' associations covering trade unions from different branches of the Dominican economy such as transport, free zones, telecommunications, nursing, metal-workers, merchant seamen, dockworkers, the informal sector, women's associations and the public sector, among others.

As far as partnerships are concerned, the trade union centre has good relations with the other two Dominican trade union centres, CASC (Autonomous Confederation of Workers' Unions) and CNUS (National Confederation of Trade Union Unity) and has set up a trade union committee to establish joint action policies, follow up existing problems and monitor the policies of regional and international trade union organizations.

A trade union action committee must be implemented in conjunction with other trade union centres, establishing a strategic plan for joint struggle and a commitment to struggle and mutual respect.

- 1 Trade union centre leaders have succeeded in sitting on a committee for implementing and promoting SDGs in the Dominican Republic.
- 2 Our needs and struggles must be aligned for true trade union freedom.
- 3 We must forge partnerships with civil society and NGOs sympathetic to our struggle.



Perspectives and recommendations

- 1 Emphasize that capacity-building on sustainable development goals, trade union policies and action plans is a fundamental tool that will allow synergies between the trade union centre and partner trade unions by promoting a joint struggle by workers, government and employees to influence matters by actively planning to follow up the report recommendations in accordance with SDG indicators.
- 2 Restore South/South and ILO-CSA cooperation in order to resume training and capacity-building actions for trade union leaders on tools that will allow them to achieve sustainable development goal (SDG) challenges.

The recommendations were as follows:

- 1 To ensure that trade union centres and trade unions continued to promote freedom of association, collective bargaining, gender equality, non-discrimination, poverty eradication, decent work and social peace through the SDGs as a human right in the Dominican Republic.
- 2 To continue strengthening the trade union committee on trade union policy coordination and action for workers.

Case Study

More and Better Jobs for Inclusive Growth and Improved Youth Employment Prospects (Arab States)



The ACTRAV training, ***More and better jobs for inclusive growth and improved youth employment prospects*** was aimed to reinforce the capacity of trade unions to tackle the youth employment challenges in the Arab States through a rights-based approach.

14 participants representing trade union organizations from Algeria, Bahrain, Egypt, Jordan, Mauritania, Morocco, Oman, the Occupied Palestinian Territory and Tunisia attended the training in Turin.

Special emphasis was placed on the development of employment and labour market policies with a view to achieving Decent Work for young workers and especially young women workers. The course equally focused on empowering the integration of younger workers in trade unions, increasing their voice and visibility.

The 2030 Agenda for Sustainable Development places full and productive employment and decent work for youth at the centre of the new development vision. It emphasizes the catalytic power of youth employment in poverty alleviation, economic growth, and peace and prosperity for all. Targets under Goal 8 in particular, as well as several other goals, recognize the centrality of youth employment challenges, and open pathways for consistent and focalized action on decent jobs for youth, and youth development overall.



Whilst generally speaking, some young people can be found in education or employed in decent jobs, unfortunately however, too many young workers do not have safe and secure access to decent work.

A significant number of youth are underemployed, unemployed, seeking employment or between jobs. For many young people they are faced with working unacceptably long hours under informal, intermittent and insecure work arrangements, without the possibility of personal and professional development. They are often expected to work below their potential in low-paid, low-skilled jobs without prospects for career advancement finding themselves trapped in involuntary part-time, temporary, casual or seasonal employment; and frequently under poor and precarious conditions in the informal economy, both in rural and urban areas.

Young workers often experience a lack adequate income, access to education, training and lifelong learning, social protection, safe workplaces, security, representation and rights protected under international labour standards, including freedom of association, collective bargaining and protection from harassment and discrimination.

The **Youth Employment Crisis**: A Call for Action recognizes that decent work should be at the heart of strong, sustainable and balanced growth with profound commitment to policies that improve employment creation and the quality of jobs, while strengthening at the same time social protection systems, respect for fundamental principles and rights at work, and promoting greater coherence of economic and social policy. Also, it underscores the essential role of social dialogue to help address these challenges through consultations with social partners.

Against this background, this course aimed to reinforce the capacity of trade union representatives from selected Arab States on the employment challenges facing young people through a rights-based approach.

The course enabled them to better understand the current employment crisis affecting young people in the Arab States, learn about ILO's responses in dealing with this crisis, propose policy building blocks, and develop concrete actions and strategies aimed at overcoming this social menace.

Apart from the focus on the acquisition of technical skills and knowledge, the course streamlined the acquisition of so-called soft skills, such as communication and negotiation skills.

Key objectives

The training activity was designed to strengthen the capacity of trade unions in the Arab States to play an informed and robust role in the formulation and implementation of policies and programs to tackle the employment crisis facing young people.

By increasing the level of expertise and skills of young trade union representatives, the course aimed to contribute to the following long-term objectives:

- increased representativeness and visibility of young workers among trade union membership;
- consolidated youth structures and higher youth participation in decision-making bodies;
- increased knowledge on work-related issues: youth employment, youth rights at work, organizing, social dialogue and collective bargaining and related topics.

At the end of the training course, participants were able to:

- Explain the extent and the impact of the youth employment crisis on development in the Arab States
- Identify major constraints to putting decent work, full and productive employment, sustainable enterprise development and respect for young people's rights at the core of the policy response to the youth employment crisis;
- Promote the utilization of the ILO standards and relevant tools as well as the priorities of the Workers' Group to respond to the youth employment crisis;
- Propose union-led youth employment and labour market policies;
- Develop the capacity of trade unions on the methods and processes to implement their policy proposals informed by strategies of how to exert more influence, through social dialogue, lobbying and advocacy, in the design and planning of employment and labour market policies.





In summary

Taking into consideration that the Arab region is currently facing a great period of uncertainty and insecurity, there's a fear that the direction of change in the world of work will move away from, not towards, the achievement of social justice and Decent Work for all.

These fears are compounded by existing challenges in the region through multifaceted decent work deficits, weak social security and labour protection systems, lack of fundamental rights at work and weak governance of the world of work in general, on top of presence of war and conflicts.

According to the Global Employment Trends for Youth 2017 Paths to a better working future (ILO) the youth unemployment is highest in the Arab States, at 30.0 per cent. The probability of young, economically active, people finding themselves in unemployment remains considerably higher than for the rest of the population. In the Arab States youth comprise more than 40 per cent of the total unemployed population, despite representing only 17 per cent or less of the labour force.

The Arab States are also characterized by considerable gender gaps in employment, as demonstrated by the world's lowest female labour force participation rates, while burgeoning youth unemployment remains one of the greatest economic and social challenges facing the countries in the region. Recognizing the centrality of equality measures for women's access to the labour market without discrimination and for youth in fostering stability is fundamental for the countries in the region as the youth often lack social protection and access to decent work.

Taking into account all of the above aspects, it is necessary to continue investing in capacity building on youth employment in the Arab States in the coming period.

Case Study

Partnership with JILAF to Strengthen Social Dialogue and Collective Bargaining in Asia Pacific



Each year, ACTRAV Turin designs and delivers a regional training activity with The Japan International Labour Foundation (JILAF).

JILAF was established by RENGO (Japanese Trade Union Confederation) in 1989 as an organization to promote international exchange and cooperation in the field of labour.

In 2017, the theme for the collaborative training activity was ***Strengthening Social Dialogue and Collective Bargaining in Asia Pacific***. The activity took place in Bangkok, Thailand and involved 19 participants drawn from 14 countries across the region.

Over five days of face to face training, participants:

- Reviewed key issues facing participants countries and identify main challenges and difficulties confronting trade unions in the field of freedom of association, organizing, collective bargaining and social protection of workers;
- Shared experiences and best practice undertaken by trade unions in the region;
- Developed their understanding of key areas for collective bargaining and formulated effective plans for future action;
- Considered ways to strengthen the capacities of trade union to promote social dialogue and collective bargaining;



- Developed effective negotiation skills for collective bargaining;
- Expanded their knowledge of specific organizing approaches that have succeeded in wage bargaining;
- Considered how bargaining skills could be used in areas such a bargaining for workplace skills;
- Developed their understanding on how collective bargaining can improve conditions relating to non-standard forms of employment and informality;
- Considered how trade and global framework agreements could be further improved through social dialogue and collective bargaining;
- Developed strategies for sustainable development through dialogue; and
- Considered issues of collective bargaining and social dialogue within the current Future of Work ILO centenary initiatives.

Participants were encouraged to specifically:

- review and evaluate trends and recent developments in relation to social dialogue and collective bargaining
- Consider the application of International Labour Standards as well as further developing their understanding the recurrent discussions in the ILC on Social Dialogue and Tripartism
- Consider making Social Dialogue and Collective Bargaining Work
- Develop their practical negotiating skills
- Consider how to build opportunities for collective bargaining and social dialogue
- Discuss the establishment of Constructive Industrial Relations: The Sharing of Perspectives from Japan. This session was presented by Mr. Nagumo, President of JILAF which included a number of case studies illustrating good practice by trade unions in Asia Pacific.

The assistance given by JILAF is very much appreciated and presents a fine example of how trade union organisations can work collaboratively with ACTRAV Turin to provide effective and productive training around the globe.

ACTRAV Turin would like to formally thank JILAF, ACFTU, KLF, SNTUC, for assistance and support given in 2017.

The Programme for Workers' Activities is made stronger by partnership working including the generous support of trade union officers around the globe that effectively extends the available resource base.

ACTRAV Turin enjoys a positive relationship with many trade union organisations and union officers. The support and commitment given is also key to maintaining quality. ACTRAV Turin acknowledges the significant contribution trade union organisations and union officers make to the Workers' Programme.

Case Study

ACTRAV Training in Bangladesh

As part of a wider ITCILO initiative, ACTRAV continues to make an important and significant contribution to trade union organizations in Bangladesh.

In this section of the TUTC Report, we focus on several interventions that continue to strengthen trade union activity that promotes and defends the interests of workers in the region.

Ready-Made Garment Sector (RMG) 2013-17

In response to the Rana Plaza collapse in April 2013 which claimed the lives of 1,136 workers, the ILO launched a programme to support the National Tripartite Plan of Action on Fire Safety and Structural Integrity. The programme created a project “Improving Working Conditions in the Ready-Made Garment Sector (RMG)” which was a key pillar of the strategy of the ILO in Bangladesh.

The ILO project was implemented with support from the governments of Canada, the Netherlands, and the United Kingdom.

The three and a half year programme (October 2013 – June 2017) focused on improving RMG factory building safety, workers’ rights, as well as the overall working conditions in Bangladesh.

Under the project, the ITCILO was tasked to provide three (3) services packages and within it, ACTRAV Turin delivered thirteen (13) training activities which enhanced the capacity of the core group of trade unionists mostly coming from affiliated unions under the National Coordination Committee for Workers’ Education (NCCWE) and the Industrial Bangladesh Council (IBC).

Local trainers were supported in developing the necessary knowledge, skills and tools that enabled them to train and educate union members and workers in the RMG sector in Bangladesh.

The thirteen (13) training activities focused on reinforcing knowledge, attitudes and skills of trainers in the following areas:

- Occupational safety and health
- Women leadership skills
- Freedom of Association and Collective Bargaining
- Workers’ rights.



A series of training material and publications produced under the project included:

- Visual aids material for ILO RMG workers
- Advocacy tool with case studies from unions
- Training of Trainers' Guide on Women Leadership Skills

All materials were translated and validated involving ACTRAV participants.

ACTRAV-Turin also created a virtual space to showcase the implementation of the various activities. The website is meant to serve as a central repository of materials, presentations, and other relevant information which participants can access during and after the trainings.

“We are getting good results in raising awareness on OSH among workers and promote a safety culture, but a lot has to be done. We are ready to work with government and employers to make sure that OSH is respected and safer workplaces are guaranteed to workers”.

Ms. Rahman, a trade union trainer

Focus on Women Workers

A workshop was designed and implemented which:

- Enabled participants discuss and identify challenges and opportunities of women participation and leadership in trade union organizations;
- Identified issues and developed strategies and plans of actions preventing violence at work;
- Incorporated OSH and gender issues in negotiation and collective bargaining improving health and safety through prevention;
- Supported participants to demonstrate skills and competencies in delivering active-learning sessions and make use of effective communication methods and tools both internal and external to the organization.

Lessons learnt - The importance of using a gender-based approach is crucial in the RMG sector

The women participants that took part to the cycle of three workshops on gender, showed an enthusiastic response towards the content and methodology of the courses.

It was possible to observe how the level of knowledge grew dramatically over the months between October 2016 and June 2017 (the entire period of the workshops). The participants were informed about the Bangladesh law, challenges and opportunities for women participation in trade unions and how to link OSH issues and gender in order to improve working conditions in the workplace.

Coordination and team work was key

Since the delivery of activities also depended on resource contribution from the ILO Dhaka Office, the coordination by ACTRAV Turin and ILO Dhaka RMG project helped in the smooth implementation and delivery of the activities. The regular communications through email and meetings through skype were helpful in shaping the appropriate intervention activities

The key task is to consolidate the good work achieved so far and to further build a sustainable regulatory framework for the long term. By doing so, we will create significant and positive OSH changes for the workers employed in the RMG sector in Bangladesh.



Improving Social Dialogue and Industrial Relations in the RMG Sector (SDIR) 2016-21



Beneficiaries and Worker Resource Centre

Following the success found in the previous project, the ILO decided to carry forward a new project that goes further from the previous one. In fact, the new project, called “Improving Social Dialogue and Industrial Relations in the RMG Sector” is aimed to focus on the development of dialogue mechanisms and relations between employers and workers, particularly at the workplace level as a means of preventing and resolving disputes.

The activities undertaken by ACTRAV concentrate on the following areas:

- Collective bargaining and negotiation skills
- Grievance procedures at the workplace level
- Workers’ organizing and administration

As part of this project, sixty (60) master trainers will be trained to support the recently established Workers Resource Centre (WRC).

The master trainers will conduct outreach-training activities targeting workers at 150 unionized factories in the RMG sector.

The ultimate or intended beneficiaries of the assignment are workers and mid-line managers in 500 RMG factories. ITCILO will reach the ultimate beneficiaries via the direct/intermediate beneficiaries.

The WRCs aim to be a joint platform for advocacy and capacity building targeting trade unions. The fundamental purpose of the WRCs would be to address the issue of union segmentation and weak institutional capacity of the RMG sector unions, including the lack of coherence of their actions, specifically through sharing resources and services, and coordinating campaigns.

In addition, the WRCs will serve as a vehicle for unions to establish themselves as free, independent, democratic, effective, competent, accountable and professional organizations and, consequently, to better organize and bargain collectively.

The WRCs will facilitate the direct capacity building activities focused on the NCCWE and the IBC, their affiliates and other trade union federations/confederation.

Supporting the Workers Resource Centre: Paralegals

This blended program will provide relevant coursework for trade unionists considering a paralegal career, expand their knowledge and provide an introduction to the legal profession.

The goals of the Paralegal Advisor Training will be to enable trade unionists:

- to function as ethical, effective, and efficient professional paralegals in the trade union movement;
- to perform a wide variety of legal work under the supervision of attorneys; and
- to adapt easily to the changing role of the paralegal in the Bangladesh context and to the changing needs of the legal community
- To undertake effective collaboration between the paralegal advisors and the workers resources centres.
- To explore opportunities regarding the development of a certificate course for the paralegal advisors involving an appropriate university in Bangladesh. If agreed, this might involve a multi institutional partnership with similar universities who have experience in this field.

It is also expected that once trained, the services that will be provided by the trained union paralegal will be institutionalized at the union/federation level and expands the range of trade union services to workers, especially in the RMG sector.

SECTION

D

14. Programme for Workers' Activities – Planned and implemented Activities for 2018

15. Programme for Workers' Activities – Proposed Core Courses 2019 and Indicative Plans 2020





14. Programme for Workers' Activities

Planned and implemented Activities for 2018

The list of activities agreed by the TUTC meeting in 2018 along with activities suggested and agreed with ACTRAV regional desk officers and cluster focal points.

The shaded activities denote 'core' activities.

COORD CODE	ORACLE CODE	STATUS	TITLE	VENUE	PROB	DATES	DUR	LANG	TOT DOT	TOT PART	TOT DAYS
A3510017	180037	Final	Trade Union Training on Sustainable Development, Green Jobs & Decent Work (Singapore)	F	100%	05-FEB-18 09-FEB-18	1 w	EN	5	17	85
A2711147	180059	NOAA	Transición de la economía informal a la formal: estrategias sindicales y seguimiento de la Recomendación 204 de la OIT(Lima, Peru)	B-F	100%	26-FEB-18 23-MAR-18	4 w	ES	10	16	160
A4011436	180082	Final	Track I - Future of work and quality jobs for young people in finance sector - linked to P4511435	C	100%	27-FEB-18 01-MAR-18	0.5 w	EN	3	24	72
A2711490	180063	NOAA	Economía del cuidado y trabajo decente	D	90%	05-MAR-18 04-MAY-18	9 w	ES	9	60	540
A4511541	180135	NOAA	National workshop on promotion of ratification of ILO convention 144 (Zagreb, Croatia)	F	100%	26-MAR-18 27-MAR-18	0.5 w	EN	2	30	60
C3011024	180250	NOAA	Development of training material, hosting and platform maintenance - linked to P3511025	C	90%	10-APR-18 31-DEC-18	38.5 w	EN	0	0	0
A3511525	180102	NOAA	Key elements of sound industrial relations systems and best HRpractices to promote dialogue at workplace level (Dhaka, Bangladesh)	F	100%	16-APR-18 19-APR-18	1 w	EN	4	20	80
A3711138	180233	NOAA	Trade union policy and organizing on labour migration(Kathmandu, Nepal)	B-F	90%	23-APR-18 18-MAY-18	4 w	EN	10	20	200
A4511437	180083	NOAA	Track II - International and European Labour and Social Rights - linked to P4511435 (Bucharest, Romania)	F	90%	24-APR-18 26-APR-18	0.5 w	EN	3	24	72
A3511524	180101	NOAA	Training of Trainer on Trade Union Administration (Dhaka, Bangladesh)	F	90%	24-APR-18 26-APR-18	0.5 w	EN	3	20	60
A4711139	180213	NOAA	Future of work	B-C	90%	07-MAY-18 25-MAY-18	3 w	EN RU	7	25	175
A2710579	180173	NOAA	Formación de formadores para la promoción del trabajo decente	D	90%	07-MAY-18 27-JUL-18	12w	ES	8	100	800
A5011492	180206	NOAA	International Labour Standards for Trade Unions in the Arab States	C	90%	14-MAY-18 18-MAY-18	1 w	EN AR	5	25	125

COORD CODE	ORACLE CODE	STATUS	TITLE	VENUE	PROB	DATES	DUR	LANG	TOT DOT	TOT PART	TOT DAYS
A9711140	180252	NOAA	ILO's MNE Declaration, and other international tools. Strategic use in the labour movement	B-C	90%	21-MAY-18 15-JUN-18	4 w	EN ES FR	11	30	330
A1711141		Concept	Trade union training on employment and decent work for peace and resilience; Transition from war to peace (Recommendation 205) (Lomé, Togo)	B-F	50%	04-JUN-18 29-JUN-18	4 w	EN FR	10	20	200
A9011411		Concept	Trade union training on Communication	C	50%	18-JUN-18 22-JUN-18	1 w	EN ES FR	5	15	75
A1711146	180228	NOAA	Trade union training on the future of work: The role of social dialogue and collective bargaining(Kisumu, Kenya)	B-F	90%	16-JUL-18 10-AUG-18	4 w	EN FR	8	20	160
A5711142	180227	NOAA	Trade union training on the future of work: The role of social dialogue and collective bargaining	B-C	90%	18-JUN-18 20-JUL-18	5 w	EN AR	10	20	200
A2711148	180174	NOAA	Formación sindical sobre el futuro del trabajo: El rol de la organización y la negociación colectiva(Mexico)	B-F	90%	2-JUL-18 27-JUL-18	4 w	ES	10	20	200
A4511720		Concept	ILO International Seminar on Wage Setting and the Informal Sector in Armenia (Yerevan, Armenia)	F	50%	03-JUL-18 05-JUL-18	0.5 w	EN	3	25	75
A4511438	180084	NOAA	Track III - Social Dialogue and Collective Bargaining in Finance Sector - linked to P4511435 (Cracow, Poland)	F	90%	10-JUL-18 12-JUL-18	0.5 w	EN	3	24	72
A9011390		Concept	IndustriALL Global Union Fiat - Chrysler Union Network meeting	C	50%	10-JUL-18 13-JUL-18	1 w	EN ES FR IT	2	50	100
A2511493		Concept	Promocion de la igualdad salarial a traves del dialogo social y la negociacion colectiva (Lima, Peru)	F	50%	27-AUG-18 31-AUG-18	1 w	ES	5	20	100
A3711144		Concept	Trade union training on the future of work: The role of social dialogue and collective bargaining (Seoul, Korea)	B-F	50%	27-AUG-18 21-SEP-18	4w	EN	8	20	160
A9711145		Concept	Global Workers Academy on Employment and Decent Work for Peace and Resilience; Transition from war to peace (Recommendation 205)	B-C	50%	10-SEP-18 05-OCT-18	4 w	EN ES FR	10	30	300
A2711494		Concept	Formación de formadores para la promoción del trabajo decente II	D	50%	17-SEP-18 09-NOV-18	8 w	ES	8	60	480
A2511495		Concept	Fortalecimiento de capacidades sindicales en el marco de la implementacion de la R204 (Asuncion, Paraguay)	F	50%	24-SEP-18 28-SEP-18	1 w	ES	5	20	100



COORD CODE	ORACLE CODE	STATUS	TITLE	VENUE	PROB	DATES	DUR	LANG	TOT DOT	TOT PART	TOT DAYS
A9711143	180164	NOAA	Trade Union Training on Labour Migration and Decent Work	B-C	90%	24-SEP-18 19-OCT-18	4 w	EN ES FR	8	30	240
A2510578		Concept	Fortalecimiento de las capacidades sindicales para la promoción de la transición justa hacia economías y sociedades ambientalmente sostenibles para todos (Santiago de Chile)	F	25%	08-OCT-18 12-OCT-18	1 w	ES	5	20	100
A4511439	180085	NOAA	Track IV - Promoting and strengthening gender equality in Finance Sector - linked to P4511435 (Vienna, Austria)	F	90%	16-OCT-18 18-OCT-18	0.5 w	EN	3	24	72
A4511685		Concept	Trade union training on labour education (Baku, Azerbaijan)	F	50%	22-OCT-18 24-OCT-18	0.5 w	EN	3	35	105
A1511578		Concept	Regional programme for West Africa on national employment policies and the role of trade unions, Accra, Ghana (Accra, Ghana)	F	50%	22-OCT-18 26-OCT-18	1 w	EN FR	5	15	75
A2510571		Concept	Promoción del diálogo social y el trabajo decente para las personas con discapacidad con enfoque de género (Costa Rica)	F	25%	05-NOV-18 09-NOV-18	1 w	ES	5	20	100
A9710011		Concept	Inter-Regional Activity on the Future of Work: Organising and Collective Bargaining	B-C	50%	05-NOV-18 30-NOV-18	4 w	EN ES FR	10	30	300
A4511686		Concept	Trade union training on SDGs (Moldova)	F	50%	12-NOV-18 14-NOV-18	0.5 w	EN	3	25	75
A3510019		Concept	Trade union training on labour migration in Asia (Beijing,)	F	50%	12-NOV-18 16-NOV-18	1 w	EN CH	5	20	100
A1511579		Concept	Regional programme on formalising the informal economy, Harare, Zimbabwe (Harare, Zimbabwe)	F	50%	19-NOV-18 23-NOV-18	1 w	EN	5	15	75
A4011440	180086	NOAA	Track V - Communication skills and strategies for organizing youth in finance sector - linked to P4511435	C	90%	03-DEC-18 05-DEC-18	0.5 w	EN	3	24	72
A4011441	180087	NOAA	European Youth Network Building Conference in Finance Sector - linked to P4511435	C	90%	06-DEC-18 07-DEC-18	0.5 w	EN	2	35	70
A379360		Concept	Distance learning course on Labour and Social Dimensions of FTAs, IIAs, etc	D	25%	30-DEC-18 31-DEC-18	0.5 w	EN	6	30	180
A379362		Concept	Distance learning course on Educating for Union Strength	D	25%	30-DEC-18 31-DEC-18	0.5 w	EN	8	30	240
A1510012		Concept	Follow up training on trade union policies for decent work generation for young workers (Uganda)	F	50%	30-DEC-18 31-DEC-18	0.5 w	EN	5	20	100

COORD CODE	ORACLE CODE	STATUS	TITLE	VENUE	PROB	DATES	DUR	LANG	TOT DOT	TOT PART	TOT DAYS
A1710564		Concept	Distance learning on OSH and HIV and AIDS	D	25%	30-DEC-18 31-DEC-18	0.5 w	EN	10	40	400
A3511023		Concept	Refresher Training - linked to P3511025 (Dhaka, Bangladesh)	F	25%	30-DEC-18 31-DEC-18	0.5 w	EN	5	25	125

PERCENTAGES:

25%	Activity in pipeline, no funding or dates identified
50%	Activity in pipeline, dates and funding to be defined, pending opening of budget
75%	Activity in pipeline, dates and funding identified, provisional budget open
90%	Activity confirmed, and budget open
100%	Activity on-going/implemented



15. Programme for Workers' Activities

Proposed Core Courses 2019 and Indicative Plans 2020

At the time of compiling this report, the planning and preparations for 2019 core programme is currently ongoing. Therefore, this section contains a number of topics which may form key priority areas.

Further information to inform a full discussion on emerging themes and priorities at the TUTC meeting will be available at the TUTC in May.

Topics that may form the key elements of the 2019 core programme are:

- Just transition guidelines for a just transition towards environmentally sustainable economies and societies for all;
- International Labour Standards (specifically delivering a high level programme targeting existing legal networks);
- Developing Communication Skills for Trade Union Organisations (a follow on from the Turin 2018 pilot activity);
- Tripartism, Social dialogue and Collective Bargaining (including equal pay, wages, skills, cross border social dialogue, workplace compliance/labour inspection/international governance instruments)
- Peace and Resilience with a clear link to Employment, Decent Work and Youth Employment; and
- Labour Migration with a special focus on ILS in relation to migrant workers, UN Global Coalition on Migration including the UN Sustainable Development Goals that are linked to migration, specifically SDG's 5, 8, 10, 16.

The above topics are part of a wider list of activity areas that includes:

- The Future of Work
- Skills Development and Bargaining for Skills
- The Transition from the Informal to the Formal Economy
- Global Supply Chains (including Global Framework Agreements, Export Processing Zones)
- Violence at work (Ending violence and harassment against women and men in the world of work)

Action

- ➔ TUTC members will be asked to discuss and decide on the core programme for 2019 as well as drafting an indicative list for the core programme for 2020.

“ *This experience I will never forget!* **”**
ACTRAV Participant

“ *Each one of the resource persons was just perfect with their work. We cannot thank you enough. Looking forward to more participation and learning.* **”**
ACTRAV Participant

“ *Everything done during the training was really well managed by the ITCILO team.* **”**
ACTRAV Participant

