



INTERNATIONAL TRAINING
CENTRE OF THE ILO

CC 68/3/a
CC 68/3/b
68th Session

Board of the Centre

Turin, 2-3 November 2006

THIRD ITEM ON THE AGENDA

REPORTS OF THE TRADE UNION TRAINING COMMITTEE

and of the

EMPLOYERS TRAINING COMMITTEE



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**TRADE UNION TRAINING COMMITTEE OF THE
INTERNATIONAL TRAINING CENTRE OF THE
INTERNATIONAL LABOUR ORGANIZATION**

Report of the twenty-fifth Meeting, held on 11 – 12 May 2006

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SUMMARY REPORT OF THE 25th MEETING OF THE TRADE UNION TRAINING COMMITTEE

HELD ON 11 AND 12 MAY 2006 AT THE
INTERNATIONAL TRAINING CENTRE OF THE ILO, TURIN

Members Present:

Abdelmadjid Sidi Saïd (Chairperson of the Workers' Group)
Nitte M. Adyanthaya (Member of the Workers' Group)
Cecilia Brighi (Member of the Workers' Group)
Nair Goulart (Member of the Workers' Group)
Lyelmoi Otong Ongaba (Member of the Workers' Group)
Noah Chanyisa Chune (Workers' adviser)

Anna Biondi (Secretary of the Workers' Group)

Jim Baker (Director, ACTRAV - ILO Geneva)
Dan Cunniah (Deputy Director ACTRAV - ILO Geneva)

D. Arrigotti (Deputy Director, ILO Turin Centre)
Frans Lenglet (Director, Training Dept., ILO Turin Centre)
Enrico Cairola (Secretary of the Trade Union Training Committee)

Observers:

M. Bélanger	Workers' Activities	G. Jadoun	Management of
C. Benitez,	Workers' Activities	Development	
I. Dia	Workers' Activities	M. Pacheco	Americas
A. Kumar	Workers' Activities	Y. Tzvetkova	Europe
F. Thomasson	Workers' Activities	R. Mossa	Coordination
C. Nathan	SRO Bangkok	R. Poppe	Learning and
I. Mayaki	SRO Addis Ababa	Communication	
D. Bertino	Social Dialogue	J. Shalabi	Arab States
A. Chiarabini	Standards and Fundamental	K. Al-Khaldi	Enterprise Development
Principles and Rights at Work		L. Villacorta	Social Protection
		J. Lortie	Gender Coordination

AGENDA

Wednesday 10 May 2006

20.00 Official dinner

Thursday 11 May 2006: 09.00–13.00 and 14.30–17.30

Morning

- 09.00-09.15 1. Welcome address by the Chairperson of the Workers' Group and the Director of the Centre
- 09.15-10.15 2. Approval of the Agenda
- 09.15-10.15 3. General discussion - adapting the courses' curricula to the trade union training needs of the different regions (preceded by brief introductory remarks from Dan Cunniah and Anna Biondi)
- 10.15-11.30 4. Trade union training activities executed by the Turin Centre in 2005 and programme for 2006
- General presentation (30 minutes)
 - Regional desks (Asia, Europe, Africa, Latin America); presentation 2005-2006 (5 minutes each)
 - Gender 2005-2006 (10 minutes)
 - IT 2005-2006 (10 minutes)
- 11.30–13.00 5. General discussion and deliberations

Afternoon

- 14.30-15.30 6. Proposals for 2007 and outline plans for 2008:
- General presentation (20 minutes)
 - Regional Desks' proposals, 2007-2008 (Asia, Africa, Europe and Latin America – 5 minutes each)
 - Gender, 2007-2008 (10 minutes)
 - IT, 2007-2008 (10 minutes)
- 15.30-17.30 7. General discussion and deliberations

Friday 12 May 2006: 09.00–13.00

Morning - Meetings with the Technical and Regional Programmes:

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| 09.00-09.45 | 1. Management of Development |
| 09.45-10.30 | 2. Social Protection |
| 10.30-11.15 | 3. Regional Programme for Europe |
| 11.15-12.00 | 4. Standards and Fundamental Principles and Rights at Work, with a focus on FoA |
| 12.00-13.00 | 5. Round-up meeting with the Director |

Afternoon

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| 14.00-16.00 | 6. Meeting with the Director on the 4 th Development Plan |
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Introduction

1. *The Chairperson* opened the meeting by welcoming the newly appointed Director and the members of the Committee, as well as the staff of the ILO Turin Centre. The Chairperson invited the Director to speak on behalf of the Centre.
2. *The Director* welcomed the members of the Committee and declared that he was looking forward to the outcome of the meeting in terms of advice on the needs of trade unions and on the future development of the Centre's programmes.
3. He made two basic points. The first was an expression of satisfaction with, and interest in, taking time to listen to the Committee's views and guidance concerning the development of the Programme for Workers' Activities.
4. The second point concerned the type of training programme that it is possible to develop and organise at the Centre. He noted that one of the main issues was integration between Turin and Geneva. This had been under examination for a long time. He would like to see how the different programmes work before taking concrete steps to facilitate the organisation and implementation of projects and activities between Turin and Geneva.
5. He raised the issue of the training of the social partners and noted the importance of strengthening tripartism. The role of training within the ILO is aimed at supporting social dialogue by equipping the social partners with the level of knowledge and technical skills that they require, and thereby allowing more efficient engagement and dialogue between unions and other partners. Social dialogue would facilitate the development of a system of values and patterns of relations at the national level that would help to mediate and find compromises in the conflicts that arise in labour relations. He stressed the importance of having social partners who were equal and therefore equally well equipped with knowledge and capabilities.
6. *The Chairperson* thanked the Director of the Centre for his remarks. He presented the agenda of the meeting and the new members of the Committee.
7. He then invited Mr. Cairola to act as Secretary of the Committee and to report on the trade union training programmes for 2005 and 2006, in accordance with the agenda.
8. *The Secretary* also thanked the Director, the management of the Centre and the regional and technical managers for the support, advice and skills provided to the Programme, and introduced the Report, underlining the following points:
 - (a) The Programme for Workers' Activities of the ILO Turin Centre was part of the ILO's major programme on workers' activities, under which all training activities concerning workers' organizations at Headquarters and in the field were co-ordinated.
 - (b) Labour education was the corner-stone of the operational programme of the Bureau for Workers' Activities; education and training play a positive role in the development of capacity-building for trade unions.

9. The Programme operated with the following long-term objectives:

- a) to strengthen the process of organising and capacity-building of trade unions;
- b) to strengthen staff development policies within trade unions and increase the capacity of trade unions to plan and deliver labour education in line with their educational policies;
- c) to support the development and strengthening of specialized technical departments within trade unions, particularly in the seven strategic areas of the Programme (workers' rights, employment, social protection, social dialogue and organising, gender, training methodology and information technology);
- d) to promote gender mainstreaming in all the activities of trade unions;
- e) to support the development of educational and training capacities of international trade union organisations;
- f) to provide training to trade unions on effective methodologies to increase involvement in the work of ILO standards, the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy; and the OECD Guideline for MNEs.
- g) to provide training to trade unions in the area of freedom of association and collective bargaining;
- h) to promote the development of networks with trade unions and other labour-oriented institutions with the support of information technology for the exchange of trade union policies/practices related to labour education;
- i) to strengthen tripartism and social dialogue with the development of bi-tripartite courses and with an increased number of workers involved in the training activities of the ILO Turin Centre;
- j) to link labour education practices better with labour education studies and research.
- k) to contribute to the integration of the Centre with the ILO.

10. The immediate objectives of the Programme are to:

- a) deliver high-quality training with appropriate methodology, technology and skills, in order to help participants improve their training capacity in specific areas;
- b) improve the quality of learning materials suitable for face-to-face training and distance learning provided by the Programme for Workers' Activities;
- c) improve the quality of the Programme's website by providing access to a specialized library on workers' education;
- d) develop a permanent specialised educational network related to the training activities of the Programme;

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- e) provide the necessary training support to ACTRAV staff both in Turin/Geneva and in the field;
 - f) involve the Workers Education Regional Advisers in the Turin programme for the delivery of labour education activities at national, sub-regional and regional levels;
 - g) assist workers' organizations to develop gender policies for their application within trade unions with a special focus on training;
 - h) assist the Workers' Group on issues related to labour education;
 - i) assist trade unions in the integration of information technologies and in the formulation of policies within and among trade unions, with a special focus on network development (development of SoliComm) and labour education;
 - j) increase the capability of the Programme through the development of distance education programmes;
 - k) deliver bipartite and tripartite training courses together with other Regional and Technical Programmes.

Trade union training activities 2005 (annex A)

- 11. The year 2005 confirmed certain major trends for the Programme. Some trends are listed below:
 - a) consolidation of the programme in line with the strategic objectives indicated by the Committee (eight training areas) and the development of fifteen core curricula, which are continuously revised and adapted to regional and trade union needs;
 - b) introduction of cross-cutting issues into all training courses, such as specific sessions on international labour standards, freedom of association, gender/women workers' rights, information technology, HIV, globalization, the structure of the international labour movement, the informal economy, migration and the Conference agenda;
 - c) further development of the regional dimension of the Programme with the consolidation of the European desk and with the delivery of several training courses and of one large project funded by the EU;
 - d) preparation and delivery of projects;
 - e) further integration of the programme with the regional activities of ACTRAV and with the involvement of the regional specialists in workers' education;
 - f) increased delivery of distance education courses;
 - g) providing degrees to course participants in IT with the European computer driving licence (ECDL);
 - h) development of a new ACTRAV-Turin website (all courses delivered in 2005 have a website that contains the technical documents and information of the course);
 - i) introduction of a preparatory phase, via distance education, before residential training for some training activities;
 - j) creation of a labour education network of former participants on health and safety for Latin America and on workers' rights for Asia/Pacific;
 - k) development of new training packages;

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- l) increased contact with trade union organizations through study visits, observation and participation as resource persons in training activities by people from the labour movement;
 - m) increased exchange of experiences and training activities aimed at the development of a comparative approach/co-operation among trade unionists from industrialized/developing countries (joint programmes with the ETUC);
 - n) increased contact with GUFs to develop curricula of sectoral courses.
12. In 2005, the major strategic developments were that the Programme:
- a) Strengthened and integrated its planning and delivery cycle in accordance with established procedures.
 - b) Supported the development of courses and projects to consolidate the European desk and the Arab region.
 - c) Developed labour education networks on OSH for Latin America and workers' rights in the Asian/Pacific region.
 - d) Developed an on-line library for labour education.
 - e) Prepared new training packages on the following topics *OSH/E* (Spanish), *Information Technology / Open Source Software for Trade Unions* (material for the preparation of the ECDL), *Organisational Management for Trade Unions* (English), *Distance Education on the ILO Declaration on FPRW and its Follow-up* (Spanish), *Trade Unions and Globalisation* (English French/Spanish), *Trade Union Training Manual on Social Security* (Spanish) and "*Fordism and Post-Fordism: Organising Workers in the Workplace*" (English/French/Spanish).
 - f) Increased the number of training activities via the SoliComm computer communication system.
 - g) Utilized the web-based ITCILO participants database and integrated the system into ACTRAV.
 - h) Mainstreamed gender issues in all training programmes by increasing the number of training activities for women workers and the number of women participants in the Programme. The original target of 50% for the 12 core residential courses was partially met at 44%.
 - i) Introduced into ACTRAV training activities issues and items that will be discussed at the ILO Conference/Maritime Conference, such as the promotional framework for OSH (2006).
 - j) Further developed and improved the selection procedures with the introduction of specific criteria such as age and trade union position.
 - k) Researched agreements for the awarding of degrees via a system of credits/on-line education.
 - l) Continued to deliver training programmes for workers' organizations that face major problems concerning freedom of association and the right to collective bargaining, such as the FTUB and unions in Colombia.
 - m) In relation to the website and communication networks, the Programme:
 - i. Redeveloped the ACTRAV Turin website.

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- ii. Continued with the development of SoliComm.
 - iii. Integrated on-line and residential courses.
 - iv. Prepared a database for labour education.
 13. The 51 training activities were attended by **835 participants** from trade union organizations in **133 member countries**. The Programme also managed the development of a communication platform tailored to trade unions (the SoliComm project). All participants were trade union officers and 39% were women. The activities were carried out over 466 training days and 6,973 participant days. For the Turin-based activities, four courses lasted one week, eight courses lasted two weeks, one course lasted three weeks, and ten courses lasted four weeks.
 14. There were four seminars of two days, six seminars of three days and three seminars of four days. Of the 51 training activities, 18 were held in the field and six were online courses.
 15. Particular emphasis was given to publishing material produced by ACTRAV. Additional training material developed during training programmes in 2005 was used as the basis for new Turin Centre Workers' Activities publications. All participants were provided with CD-ROMs and diskettes to enable them further to develop and adapt training materials to their own trade unions/target groups. Additional information on ACTRAV training material can be found in the ACTRAV Web site/library at the following address:

http://www.itcilo.it/actrav/english/library/library_home.html
 16. In 2005, study visits were made to Bonn (FES/DGB), Quebec (FTQ), Paris (CGT-FO, CGT and CFDT), Vienna (ÖGB), Porto Alegre (WSF), Madrid (UGT and CC.OO), Bamio (Instituto Social de la Marina), Tokyo (RENGO/JILAF), Oslo (LO), Oporto (UGTP) and Lisbon (UGT/CGTP). Most were organized thanks to financial contributions from trade unions and to the financial support provided by the Friedrich Ebert Foundation (FES).
 17. As in previous years, all the Programme's courses included round-table discussions with representatives of the Italian trade union confederations: the CGIL, the CISL and the UIL.
 18. Evaluation. As in previous years all training programmes were evaluated. The evaluation process was divided into several steps based on the training objectives, which were identified in each programme description and adjusted via a comparative analysis of country reports at the beginning of the training programme. Programmes were also monitored by means of course meetings, which took place under the guidance of a group leader at the end of each training unit (usually every two or three days). End-of-course evaluation assessed the achievement of course objectives.
 19. The Programme continued to attract financial support from the ILO and other sources, namely the Department of Development Co-operation of the Italian Ministry of Foreign Affairs, the European Union, LO Norway and Germany (FES).
 20. In 2005, the Turin Centre continued to organize bipartite/tripartite training activities which were prepared in consultation with the Programme for Workers' Activities. Those programmes, which required the participation of trade unionists representing workers' organizations indicated by the Secretary of the Workers' Group via ACTRAV/Geneva,
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were designed and delivered in consultation with ACTRAV. The course curricula were discussed and agreed upon by the activity manager and ACTRAV, and at least one resource person from a trade union was invited to the course. The Regional/Technical Programme of the Centre carried out management duties for the delivery of the training activities. In 2005, there were 56 bi-tripartite training activities and 265 union officials were invited among the 1393 who participated in those courses. Overall workers' participation in 2005 was the following: Programme for Workers' Activities: 835 participants; bi-tripartite programmes: 265 participants; general programmes of the Centre: 252 participants. The total of 1,352 union participants in all the Turin Centre's courses was equivalent to 11.46% of the total number of participants (11,799 participants in group training at the ILO Turin plus the field and distance education). In terms of participant days, the overall proportion of workers' participation was around 11.66%.

21. The number of bi/tripartite training activities in 2005 increased from 53 to 56, while the number of participants was substantially the same. This trend underlines the need to introduce strategic planning and budgeting for 2007 with the definition of specific targets by the Board.
22. Finally, he underlined that these results had been achieved thanks to the support of the staff of the Programme and to their commitment and professional skills. The list of programmes delivered in 2005 is in Annex A.

Trade union training activities 2006 (annex B)

23. *The Chairperson* thanked the Secretary and the staff of the Programme for Workers' Activities and asked him to introduce the Programme for 2006
24. *The Secretary* noted that the Programme for Workers' Activities for 2006 included training programmes in the strategic areas previously indicated by the Committee. The list of programmes for 2006 is in Annex B.
25. In 2006 the major strategic development aims were the following:
 - a) Strengthen the delivery of the Programme and its regional balance.
 - b) Consolidate the European desk of the Programme for Workers' Activities and the delivery of activities for Europe.
 - c) Develop a more consistent programme for the Arab region through the development of projects and the reshaping of training activities for the Arab region.
 - d) Further develop the labour education networks on OSH in Latin America and workers' rights in Asia/Pacific. Start a new network on social security in relation to the project on social security for Latin America.
 - e) Increase the number of on-line training activities via the SoliComm computer communication system.
 - f) Prepare new training packages on information technology / open source software for trade unions, labour relations (English), international labour standards (3rd edition), and a trade union training manual on the informal economy (English).
 - g) Prepare topics/fact-sheets on labour issues related to the residential course topics of the Programme.

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- h) Mainstream gender issues in all training programmes and reach the target of 50% of women in the residential activities of the Programme.
 - i) Introduce into ACTRAV training activities issues and items that will be discussed at the ILO Conference such as the promotional framework for OSH (2006).
 - j) Investigate agreements for the delivery of degrees via a system of credits/on-line education and continue to develop IT courses aimed at providing the ECDL.
 - k) Continue to deliver training programmes for workers' organizations that face major problems in the area of freedom of association and the right to collective bargaining.
 - l) Develop a revised on-line edition of labour education and prepare an issue paper in collaboration with ACTRAV Geneva.
26. In relation to the website and communication networks:
- a) Increase the number of on-line training activities via the SoliComm computer communication system.
 - b) Finalise the development of the new Programme for Workers' Activities web site.
 - c) Finalise the development of the labour education data base.
 - d) Launch of version two of SoliComm.
 - e) Further develop the labour education web page integrated with the Bureau for Workers' Activities and the ACTRAV field staff.
27. Finally, *the Secretary* thanked the Secretary of the Workers' Group and the Directorate of ACTRAV for their continuous support and advice.
28. *The Chairperson* thanked the Secretary for his presentation and asked the staff of the Programme for Workers' Activities to present regional reports as well as the reports on gender and information technology.

Regional / topic presentations

29. *The Chairperson* invited Mr. Dia to introduce the activities for Africa.
30. *Mr. Dia* mentioned the strong connection and co-ordination with the regional desk of ACTRAV/Geneva. He then noted the challenges for the African labour movement.
31. In 2005, the Programme conducted six residential training programmes and four field activities in central and east Africa.
32. Five out of the six residential programmes were regular training courses covering technical areas such as trade union training in international economics, regional integration and political economy, (A1-00389/English), trade union training in international economics, regional integration and political economy, (A1-00394/French), trade union training in ILS and the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up (A1-00388/French), trade union training in employment policies and PRSP (A1-00396/Portuguese), and trade union training in information technology with a special emphasis on distance education (A1-00395/English). This last course was the first the Programme for Workers' Activities course for Anglophone Africa to provide an International Computer Drivers' License which is recognized around the world.

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33. An additional activity was held in Turin for the second time, concerning the promotion and follow-up of the report of the World Commission on Globalisation. This activity was conducted thanks to the support of the French government (**A1-00680**).
34. A distance education course on information technologies and website development for Africa was organised for 30 weeks (**A1-51243/English**).
35. A certain number of activities linked to the ILO strategic objectives were undertaken in the field:
- a) Regional follow-up on the Poverty Reduction Strategy Papers (PRSP) and the recommendations of African Head of States with the social partners (**A1-51103**).
 - b) Trade union training in freedom of association and in constitutional dispositions (**A1-50991**) for central African countries (Rwanda, the two Congos and Burundi).
 - c) National follow-up activity in Yaoundé (**A1-50990**) to measure the impact of ACTRAV, the ILO and the Turin Centre's training of former participants, and to examine the action plans worked out in Turin by the participants.
 - d) Follow-up activity on capacity-building for organizing (**A1-50992**). This follow-up session reviewed the first objective of the course that was held the previous year in Turin, which was to identify the training needs of trade union organizations in the field of an essential topic: organising. Questions addressed included: How can African trade union organizations play their role in the context of globalisation? How can organizations prepare themselves to face the negative aspects of globalisation through organising at the local, national, regional and international level?
 - e) Some concrete, successful case studies were discussed during this follow-up and 11 out of 15 participants succeeded in implementing their action plans.
36. *The Chairperson* thanked Mr. Dia and invited Mr. Kumar to introduce the activities for Asia and the Pacific.
37. *Mr. Kumar* thanked the Chairperson for the opportunity to discuss regional activities for Asia and the Pacific. During the year under review, the Programme carried out thirteen training courses for Asia and the Pacific Region - six residential programmes in Turin, four training programmes in the field, and two distance education courses.
38. Among the six residential courses, two courses (**A3-00391** on international labour standards and **A3-00398** on economic and financial analysis of enterprises) were the regular programmes, and four courses (**A3-00546** on youth employment, **A3-00545** for the NWJ, and **A3-00558** and **A3-00559** for the ACFTU) were programmes made available through additional resources.
39. Four training courses were organized in the field, including: **A3-50842** (Protection of Workers' Rights in the Post-MFA Era), **A3-50965** (FOA and Organizing in the Informal Economy and EPZs), **A3-50909** (Workers' Rights and CSR for GUFs) and **A3-50964** (ILS and Forced Labour for the FTUB).
40. The Programme conducted two distance education courses – **A3-50616** on the international trade union movement and **A3-50966** on the Cotonou Agreement for unions in the Pacific Sub-Region.

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41. *The Chairperson* thanked Mr Kumar and invited Ms. Benitez to present the programme for the Americas.
 42. *Ms. Benitez* presented the main challenges facing the labour movement in Latin America. She noted that the total number of activities in 2005 had been 16: 7 activities in Turin, 7 in the field and 2 on distance education, for a total of 285 participants: 181 men and 104 women (36%).
 43. There were two regular courses of four weeks' duration: (1) social security, which is a priority for the region due to the latest reforms in most countries, and (2) new technology and distance learning.
 44. Thanks to the contribution of the Spanish Government, the Programme was able to organize one activity of three weeks' duration for the maritime sector. Additionally, the Programme implemented three other activities of two weeks' duration in Turin and one activity of one week's duration. These activities were organized by the CC.OO of Spain and the UGT of Portugal for Colombian, Brazilian and Mexican unions to support the process of ratification and respect of FOA and collective bargaining.
 45. The study visit organized by the UGT in Portugal for Brazilian organizations was done together with the visits of the Programme participants from Lusophone African Countries. During the week in Portugal, they organized an important conference on the CPLP (Community of Portuguese-speaking Countries) and decent work. This two-day conference saw the participation of governmental authorities such as the Ministry of Labour.
 46. The Programme also organized an activity on child labour together with IPEC. For the first time, the Continental Group of the ORIT against child labour met together. They produced excellent work plans for the region, which are currently being followed by IPEC.
 47. The Programme organized a follow-up and evaluation seminar in the field to assess and improve its strategies on distance learning. At the same time, participants presented their own projects to be implemented at the national level through the Centre's SoliComm platform. The aim was to encourage the independent organization of distance learning activities and networking. The Programme also presented those experiences to CROC and the UNT in Mexico with the aim of starting the same process with the latter.
 48. Continuing its efforts for the Caribbean area, the Programme organized two activities:
 - a) a seminar in Barbados on information technology; and
 - b) distance education for information technology.
 49. The efforts to support distance learning for Brazilian organizations continued in 2005. The Programme extended participation to African (PALOP) unions in addition to Portuguese unions on health and safety. The tutor for this inter-regional activity was one of our former distance learning participants. It was held in Portuguese. It received an excellent evaluation and all participants from the three regions were actively involved.
 50. Finally, the Programme organized a seminar on women domestic migrant workers, with the support of the FES, Migrant and Employment units in Geneva, IPEC in Paraguay and Gender from ILO Santiago, for 20 women participants. The importance of this seminar for the ILO's work on organizing workers in the informal economy was remarkable.
 51. *The Chairperson* thanked Ms. Benitez and invited Mr. Cairola to present the regional programme for Europe.

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52. *Mr. Cairola* noted that the programme for Europe was still under construction, with the development and implementation of projects.
53. 2005 was the third year in which training activities for trade unions in Europe, mainly central and eastern Europe, had been carried out.
54. Training activities included:
- a) A course on international labour standards, freedom of association and framework agreements for officials of ICEM and IUF affiliates in Bulgaria and Romania. The course was developed, implemented and financed in cooperation with the ICEM and the IUF.
 - b) A course for young trade union leaders from Stability Pact countries on wages and collective bargaining; the course was sponsored by LO Denmark.
 - c) An ETUC seminar on devising training activities on Europe and globalisation. Participants in ACTRAV training in employment policies for trade unions from Arab countries joined this seminar.
 - d) An ETUC seminar on project management for trade union officials.
 - e) Two computer conferences:
 - i. One which ran for most of 2004 and was finalised in February 2005 on youth employment; the activity aimed to support unions in their preparation for discussions in the 7th European Meeting on youth employment.
 - ii. One as follow-up to the wages and collective bargaining course for young trade union leaders from Stability Pact countries.
55. A new project on social dialogue was developed in close cooperation with the European Federation of Building and Wood Workers. The project was submitted for funding to the European Commission. A revised version of the proposal was approved for support by the European Commission and in 2006 the Programme started to deliver training activities in Turin and in the region.
56. *The Chairperson* thanked *Mr. Cairola* for his presentation and invited *Ms Benitez* to present the report on gender.
57. *Ms. Benitez* presented quantitative and qualitative data with which to analyse the development and the new challenges to the Programme in the area of gender. The achievements recorded by the Programme in 2005 in gender mainstreaming and women's empowerment are presented below:
- a) The total percentage of women participants in the Programme's regular courses was 44%. The total average percentage of *women's participation* per region is listed below.
 - i. African region: 50%
 - ii. Asian region: 53%
 - iii. European region: 40%
 - iv. Latin America and the Caribbean region: 51%
 - v. Arab region: 18%
 - vi. Sectoral/inter-regional activities: 10%

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- b) In the other activities delivered in Turin, excluding regular training courses, the percentage of women's participation by region was: Africa, 64%; Asia, 30%; Latin America, 21%; Europe, 40%; inter-regional activities, 52%. The total average percentage of women participating in these activities was 35%.
 - c) For activities delivered in the field, the percentage of women participants by region was: Africa, 35%; Asia, 34%; Latin America, 41%; and Arab States, 58%. The total average percentage of women in these activities was 40%.
 - d) In the seven distance education activities, the total participation rate of women was 39%.
 - e) The total average percentage of women participants for all of the Programme's activities, at the Centre, in the regions and in the distance education programme, was 39%.
 - f) The number of female resource persons in the 12 regular courses was 37%. In additional activities in Turin, 34% of resource people were female. In activities organized in the field, the programme did not utilize female resource persons in the activities conducted for Africa. The programme, however, did increase the number for the Arab and Asian regions by 50% and 43%, respectively. In the Latin American activities, women's participation increased to 48% from 32%. In the inter-regional activities, women accounted for 31% of participants.
 - g) The total average rate of female resource persons involved in the Programme's activities for 2005 was 40%.
58. *The Chairperson* thanked Ms. Benitez for her presentation and invited Mr. Bélanger to present the report on information technology for workers' organizations.
59. *Mr. Bélanger* thanked the Chairperson for the opportunity to present the Programme's IT work. He noted that the Programme has been using computer communications to conduct online courses, maintain contact between participants via trade union networks and organize pre- and post-course activities. All Turin residential courses now include a pre-course e-mail list service. This allowed participants to discuss the course's objectives and curriculum before coming to Turin. After the course, the participants can continue using the e-mail list to network or to join in a SoliComm computer conference.
60. Courses conducted completely online (via computer communications) by the Programme in 2005 were:
- a) A350616 – Distance education for trade unions in Asia and the Pacific on the international trade union movement, English, 6 weeks, 11 participants (5 women).
 - b) A350966 - Distance education for trade unions in the Pacific on the Cotonou Agreement, English, 6 weeks, 8 participants (3 women).
 - c) A151017 - Distance education on OSH for the Lusophone CPLP community, Portuguese, 6 weeks, 17 participants (7 women).
 - d) A950993 - Distance education for trade unions on globalization, 11 weeks, 17 participants (9 women).

e) A151243 - Distance education for information technology - Africa, English, 30 weeks, 13 participants (5 women).

f) A251244 – Distance education for information technology - Caribbean Region, English, 30 weeks, 12 participants (5 women).

For further information on the courses delivered in 2005, please see the following Web page:

http://www.itcilo.it/actrav/english/residential/residential_calendars.php?action=calendar&&q=2005

61. *The Chairperson* thanked the staff of the Programme and the Secretary for the presentation of the first part of the Report and opened the discussion with the Committee.
62. *Mr. Cunniah* congratulated the colleagues in the Programme for the work done during the previous year.
63. He suggested standardising and harmonising the format of the information provided to the Committee and he noted that this was not diminishing any appreciation of the work done in Turin. Committee members have practical experience in the field and they need to receive clear information in order to provide advice to the Committee.
64. Secondly, he suggested organising the presentation by focusing on the major problems that the Programme was facing in the planning and delivery phase. He also requested to report back on the feedback of our participants and on the lessons learned from the courses delivered in 2005, including what training packages were developed and what changes were made to the course curricula.
65. He noted the importance of the evaluation programme in the context of the action plans which participants are supposed to implement through their organisations. He asked to focus and better analyse the results of the post-course evaluation questionnaires. These questionnaires monitor how many work plans are implemented and the main reasons why they may have failed to be implemented. He suggested that this evaluation process should be carried out with questionnaires sent through an e-mail network with the aim of gathering information concerning the implementation of work plans.
66. *Ms. Biondi* thanked the colleagues for their presentations. She also asked for additional information in the report, as had Mr. Cunniah, about the lessons learned by the Turin programme. She noted that the work of Turin could also be used in the discussions of the ILO-GB, in particular in the area of technical cooperation.
67. She underlined that the Programme was organising a project to develop a data base for the Secretariat of the Workers' Group. This project would help the Secretariat to re-organise the procedure for the selection and the nominations of the various organisations which take part in the activities organised by the ILO, including Turin. In addition, this project would help target the trade unions that are proactively using the different services of the ILO, including education and training.

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68. She also noted the effort made by the Programme with the development of the film “Manoore”, which could be used as a pedagogical tool by the Programme.
 69. Finally she asked for clarification on the development of networks. She noted that this kind of development should be coordinated in order to avoid a dispersion of resources.
 70. *Ms. Brighi* congratulated the colleagues in the Programme on the work done and on the development of the activities and projects carried out in 2005-2006. She expressed some concern over the selection process and suggested that the Workers’ Group should improve this process together with ACTRAV. She proposed that participants in the courses should be selected with a view to creating regional and sub-regional networks of specialists on selected trade union issues. She noted that evaluation of the Programme could be improved if the delivery of the Programme was reorganised. She proposed selecting participants with responsibility for labour education in order to improve their skills in designing, running and evaluating courses and training programmes. She suggested that a second profile of participants should be decided in Geneva and Brussels in relation to the type of regional/sub-regional networks that should be developed or strengthened. She gave the example of trade union networks on social dialogue or child labour, where participants would act as focal points by providing information as active members of networks. This kind of delivery, focused on the creation and sustainability of networks, would improve evaluation and the effective use of resources devoted to labour education.
 71. The second observation was related to the models used in the Programme’s courses. She gave the example of a course on freedom of association in which the resource people could use different examples and models of FOA. She also gave the example of organising and employment, and she asked which models were presented and discussed in those training courses.
 72. In relation to the work done by the Programme’s European desk, she noted that the work in that region has to be strengthened. The delivery should not target only central and eastern Europe, because training can support and develop an integration of policies and cultures within the overall region. She recommended the participation in the Programme of trade unions within the European Union because they have consolidated experience of freedom of association, social dialogue and industrial relations. In addition, a large integrated educational programme for Europe can help the integration of trade union cultures and the reduction of social dumping.
 73. *Mr. Adyanthaya* thanked the management of the Centre and the colleagues from ACTRAV for the work executed. He pointed out the question of resources persons and he noted that the majority of them were from European countries. He asked for a better balance in order to reflect the labour issues and problems which were arising in different regions. In relation to evaluation and the development of a database, he noted that the Programme should continue to send questionnaires to all the participants in order to offer a global picture of the implementation of work plans. He also agreed with *Ms. Brighi* on the criteria for selection of participants. Finally, he stated that, besides the traditional courses, new subjects such as disaster and crisis management should be developed.
 74. *Mr. Ongaba* noted that he was attending this Committee for the first time and he expressed a wish to know more about the future courses that the Programme will develop. Regarding selection, he asked the Programme to provide better information on who

should be trained by presenting the specific position and tasks required for the selection process.

75. On distance learning, he recommended that the Programme provide certificates to all course participants when they successfully complete on-line courses. In relation to the ECDL course (European computer driving licence), he noted that this high-level course should be followed by an increase in training of trainers at the local level.
76. Lastly, he recommended developing an IT budget for maintenance and he supported the idea of courses to develop trade union networks.
77. *Ms. Goulart* also noted that she was attending this Committee for the first time. In her region, she noted a positive relationship between trade union education and the work of trade unions. She asked the Programme to continue to work in the area of gender and she addressed the issue of women's participation in the courses organised for GUFs. She also referred to the process of economic integration in Latin America, where the labour movement should be able to develop policies to bring a social dimension into the process. She also called for the unity of the labour movement in the Latin American region. In relation to the Programme, she demanded strong integration of action within the ILO and with the regional office of the Americas. She supported the use of the Centre for training the social partners on the subject areas that are discussed at the ILC. In relation to child labour, she emphasized the need to continue to work in this area and on the development of the Decent Work Country Programmes.
78. *Mr. Chune* thanked the staff of the Turin Centre for the excellent work done and asked for more emphasis on the new challenges facing labour education and on the lessons learned by the Programme. He said that the Programme should continue to use trade union training facilities located in the Regions for organising the delivery of courses, as was done in the case of Kenya.
79. *Mr. Lenglet* thanked the staff and noted the support received by the Programme from other colleagues in the Centre, from ACTRAV Geneva and the network of ACTRAV specialists throughout the world. He appreciated the suggestions made so far by Committee members and he felt that the Centre should be involved in the process of providing solutions and suggestions. He also recognised that discussions and coordination take place between the Turin Programme and ACTRAV Geneva.
80. He noted that there are resource constraints and that the Programme cannot cover everything. Within the Centre, a number of elements could be followed up with support by other Programmes and units. He gave as examples regional integration and the social dimension of trade, in which the workers' approach can be integrated with those of the other social partners.
81. In relation to the European dimension of the Programme, he noted that there has been more work done in this region, not only for central and eastern Europe, but also for western Europe. He noted that with the present resource constraints, the Centre should be as creative as possible to ensure continuity.
82. Finally, he commented on evaluation and the reporting to the committee. First, he noted that evaluation was not very well presented in the documents. He suggested making better use of the information available at the Centre. He recommended analysing critical issues and challenges. As far as the evaluation of effects and impact is concerned, he suggested

that simply distributing questionnaires was not the right approach.. What was needed was a systematic approach using the tools that have been developed by the Centre. Follow-up activities in the field could be held as part of such an approach. They could provide useful insights.

83. *The Secretary* took up various observations made during the discussion. He first thanked the Committee members for their support and advice as well as the Directorate of ACTRAV for the support and co-ordination provided. He took note of the request to harmonise the presentations and he reassured the Committee that this would be done next year.
84. On the strategic developments of the Programme, he noted that a great effort has been made for integrating the programme with ACTRAV Geneva and with its regional structure. He underlined that this process is still going on and that the educational work of the Programme should be better recognised within ACTRAV.
85. The second strategic objective is the development of information technologies and their application to labour education via computer training, distance education and network development.
86. Other strategic areas of development were gender mainstreaming and the development of labour education programmes in close collaboration with labour-oriented universities. He also noted that the Programme had launched projects in several regions.
87. In relation to the problems encountered in the delivery of activities, he noted that the process of curriculum development should be more based on team work within ACTRAV, with feedback and advice provided in the initial phase of planning and designing training activities. As regards the financial support of the Programme, he stressed that the Centre has financial constraints which do not allow the Programme to be fully operational and deliver activities with workers' organisations. The "market approach" developed by the Centre is not in line with the way labour organisations perceive the ILO, as a support agency that provides services which are not "on sale" to the constituents. He noted that some on-line courses did not work out due to the lack of skills and expertise. In addition, he underlined the problem of the selection of participants and of the nomination of labour organisations for the Programme.
88. He raised the issue that labour organisations need to develop their own educational policies on which ACTRAV can build an educational programme with focused target groups. Finally, he noted that ACTRAV has a responsibility for developing an evaluation system aimed at assessing the existence of a clear policy on labour education in national centres and the contribution that can be provided by the ILO.
89. In relation to the issue of which models should be developed in the ACTRAV courses, he noted that the role of ACTRAV was to present different models and conduct comparative analysis of the different approaches. In some strategic areas, ACTRAV Geneva should prepare strategic position documents that would provide a guideline for the development of educational activities.
90. He also noted that the Programme developed courses in the strategic areas that were selected by the labour educators from the ICFTU, the WCL and the ETUC who had attended a training event at the Centre at the beginning of the week.

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91. He reassured the Committee that the Programme was aimed at developing subject-oriented and regional-based networks for labour educators linked to the international labour movement. This process would enable the Programme to link up course participants attending different training courses. Former course participants could create interactive regional networks based on the sharing of best practice and strategies through conferences that deal with subjects related to the major functions and responsibilities of the staff of national trade union centres.
 92. *The Chairperson* thanked the Secretary for the clarifications provided to the Committee.
 93. *Ms. Brighi* asked for further clarification on networking, in particular on the links of the existing networks with the WCL and the ICFTU. She also suggested a strategy for their development. The first step in network development should be to decide which issues to develop and that training should be organised with selected and focused target groups.
 94. *Mr. Cunniah* noted that the discussion was also on how to adapt courses to the requirements and the needs of trade unions. He suggested adopting scientific means for the development of a needs analysis for the preparation of a long-term trade union training plan. He noted that ACTRAV was asking trade unions to have an education policy and a strategic plan. He suggested that the Programme should have its own five-year development plan based on scientific analysis and on the needs of the labour movement. He also asked the Programme to plan all the additional activities that it usually developed with additional funding. This planning process would also allow the Committee to express its view and to provide advice on the type and content of activities required. At the next meeting, the Committee should therefore be provided with a list of proposed and confirmed activities in the pipeline, in addition to the regular courses.
 95. He also mentioned the need to link up labour education and research. He explained that ACTRAV had set up a global union research network (GURN). He suggested building collaboration between the Programme and GURN because this research network should be used for educational purposes. Finally, he noted that trade unions need to develop training in how to organise and conduct research.
 96. *Ms Biondi* underlined the positive developments of the Programme and the discussion about the strategic place of the Centre within the ILO and within ACTRAV concerning labour education. The Programme should develop synergy and complement existing networks with education and training in the context of the links with the labour movement and with the existing work on research.
 97. Concerning the selection of participants, she stated that the Programme should work with selected target groups on specific topics, such as the links among trade, labour standards and economic issues. These courses should aim to develop trade union policies in relation to new or existing networks such as the TILS, which deals with workers' rights and trade issues. Turin should support these networks and policy developments in those areas. She also said that the Programme should develop tailor-made activities for exporting processing zones (EPZ).
 98. She noted that the new database would provide the necessary information for monitoring the participation of women, help to select the right profile for training and monitor the quality of the work done by former course participants.

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99. She underlined the importance to the Centre of being involved in the Decent Work Country Programmes (DWCPs). She said that training should contribute to the achievements of specific objectives in those plans.
 100. *The Chairperson* underlined the need for trade unions to use and follow the progress of the participants trained in their organisations better. With regard to the selection process, he noted that labour organisations do not have or use selection criteria for preparing the first list of four pre-selected participants which is sent to ACTRAV. For this reason, he underlined the importance of defining those criteria as well as commitment by trade unions to use the participants trained by ACTRAV fully in their specific field of competence. Finally, he suggested a debate to establish such criteria and commitment by trade unions to follow up the persons that were trained.
 101. *Mr. Adyanthaya* noted that courses in Turin should reflect and be in line with the long-term needs identified by the Workers' Group. Criteria should also be based on the needs of the different regions. Finally, he noted priority subject areas such as employment and ILS.
 102. *Ms. Brighi* supported the proposal of Mr. Cunniah to prepare a development plan which should respond to the changing needs of the international labour movement. She noted that this meeting has to decide on the activities for 2007-2008 and to agree on the target groups to be invited by the Programme. She also raised the issue of deciding on the content and models to present in the future training programmes.
 103. She stressed that the Turin Centre should provide second-level training, and should not be involved in training at the national level. The next step is to decide which countries and organisations should be targeted and in which subject areas. It is about investing in strategic training areas for selected trade unions.
 104. Third-level training should be that of trainers at regional or sub-regional level to support and strengthen the capacities of labour educators with the strategic objective of creating networks of trainers and labour educators. The fourth level is related to the delivery of training in connection with specific events such as the ILC or, as an example, specific trade agreements that affect labour issues. The fifth level of training should be related to the future and considered as "strategic training" on issues on which the labour movement has to be prepared in terms of building new capacities and policies.
 105. The Centre should continue to develop a workers' programme to strengthen the capacities of the labour movement. In addition, bipartite and tripartite activities should complement the work to strengthen the ILO's constituents. Finally, she noted the need to have a discussion on the ILO's technical cooperation and on how much of it could be done in Turin.
 106. *The Chairperson* took note of the different proposals presented and noted that there was a need to use the services and training programmes provided by the ILO better. He also suggested making better use of the Centre and overcoming the lack of integration between the ILO and the Turin Centre.
 107. *Mr. Cunniah* noted that the preparation of a strategic plan should also refer to the number of participants that we need to train in specific subject areas. This kind of planning would improve the delivery of the Programme and its capacity to respond to the needs of labour organisations.

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108. *Mr. Ongaba* noted the different needs in the regions. He stressed that the concerns and problems were quite different. The training required in Africa might not be required in other parts of the world. He suggested the development of a plan based on sub-regional needs within all the regions.
109. *Ms. Brighi* explained the notion of third-level training. National centres train workers with the development of a national training programme. This is the first level, at which workers' representatives and national experts are trained. The ILO needs to train the national officers in charge of specific issues and with a specific function in the national office. She also noted that there is a need to train those who can become focal points for networking at the regional level with a capacity to organise and strategise. She said that this approach would provide a map of regional expertise available in the labour movement. Training for labour educators would complete this strategy aimed at developing networks.
110. *The Secretary* took up various observations made during the discussion. He underlined the importance of calling on resource people from different regions. He also noted the request to develop South-South cooperation within the Programme. He explained the planning procedures of ACTRAV, which involve ACTRAV Geneva and the field structure in the preparation of the Programme. He noted the request to develop educational programmes on research in consultation with GURN. He addressed the issue of selection of participants and of the responsibilities of national centres to develop a coherent training strategy able to take advantage of the training received from the ILO. He noted finally that the Programme should be recognised as the training wing of ACTRAV, and should receive recognition of its function and its role within the Bureau for Workers' Activities.
111. *The Chairperson* thanked the Secretary and the staff of the Programme for the clarifications provided. He suggested that the proposals be presented in the report reflecting what had been achieved in this discussion. He also underlined the necessity of organising the work of the Programme on the basis of the training needs identified in the different regions. Finally, he asked the Secretary to introduce the Programme for 2007 and to present proposals for 2008.

Programme Proposals for 2007 – 2008

112. *The Secretary* reminded the members that the proposals for 2007/2008 had been carefully discussed among the Programme staff at the Centre, with the Directorate of ACTRAV, the respective regional desks and, last but not least, with the Secretary of the Workers' Group. This consultation process had been carried out to make sure that the proposals submitted to the Committee reflected the needs of workers' organizations.
113. The major orientations for future developments during the period 2007-2008 would be:
- a) balancing the Programme with a steady number of residential/online training activities aligned with the ILO's strategic objectives;
 - b) providing labour education to support the development and strengthening of specialized technical departments in labour organizations within the strategic areas of the Programme and developing core curricula which are continuously tailored to regional needs;

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- c) supporting the foundation of a new international trade union organisation with appropriate training programmes and developing specific workers' approaches/visions in terms of methodology and course content;
 - d) developing and supporting regional educational networks as part of a global labour education network;
 - e) further developing SoliComm as a trade union communication platform;
 - f) contributing to the preparation and holding of the ACTRAV symposium on labour education;
 - g) linking ACTRAV training activities to the Conference agenda;
 - h) putting systematic emphasis on gender mainstreaming and achieving a target of 50% of women in the Programme's activities as a whole;
 - i) involving Workers' Education Regional Advisers in the Programme's workers' education activities at national, sub-regional and regional levels;
 - j) further integrating the Programme into global/regional activities of ACTRAV with the support of information technology, including an ACTRAV library/ resource centre/data base on labour education;
 - k) integrating distance education with residential training;
 - l) providing credentials such as the International Computer Driving Licence;
 - m) finalizing joint provision of degrees with labour-oriented universities;
 - n) better linking labour education practices with labour education studies and research;
 - o) increasing contacts with trade union organizations (study visits, resource persons, observers at training activities, etc.) to develop discussion and sharing of different trade union practices;
 - p) including the ACTRAV Programme for Europe in the budget of the Centre;
 - q) further developing the regional programme for the Arab States with the support of a regional training project;
 - r) developing joint activities for trade unions from developing and industrialised countries and within the framework of South-South co-operation (globalisation and migration);
 - s) developing the capacity of trade union organisations to use and participate in the creation of open source (free) technologies;
 - t) producing more relevant multilingual training manuals and materials (on-line library, new packages and fact-sheets on specific subjects) on the main technical areas of the Programme, and on current issues;
 - u) strengthening sector-oriented activities;
 - v) further developing residential and on-line training programmes for the Pacific and Caribbean sub-regions on a regular basis;
 - w) improving follow-up activities in conjunction with the ACTRAV specialists within SROs and ACTRAV/Geneva. In order to strengthen this process, specific follow-up activities at country level should be developed in conjunction with the specialists (assessment of capacity-building);

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- x) playing an important role in ACTRAV staff training with a permanent, well planned programme;
 - y) providing more technical consultation and services to the Bureau for Workers' Activities;
 - z) further developing bi-tripartite courses;
 - aa) contributing to the integration of the Turin Centre into the ILO.
114. In line with the strategic areas already delineated last year by the Committee, a series of proposals for 2007 had been submitted for the consideration of the Committee (Annex C).
115. In 2007, the major strategic developments would be to:
- a) expand and further develop the labour education network with former participants started in 2005;
 - b) further develop the regional programme for Europe;
 - c) contribute to the preparation of the ACTRAV symposium on labour education;
 - d) increase the number of trade unions using the SoliComm computer communication system;
 - e) increase the number of programmes for the Arab region within ACTRAV;
 - f) finalise agreements with labour-oriented universities to award university degrees via a system of credits/on-line education;
 - g) increase the number of training activities for women and increase participation by women in the Programme (a target of 50% for the Turin-based programme) and mainstream gender issues in all training programmes;
 - h) prepare training packages for trade union training on CSR and other selected topics;
 - i) prepare topics/fact-sheets for unions on labour issues related to the residential course topics of the Programme;
 - j) prepare fact-sheets on the Decent Work Country Programmes.
116. Workers' education and training activities in 2008 would continue to address the priorities and training needs of trade union organizations in developing member countries of the ILO. For 2008, a series of proposals had been presented to the Committee. Please see Annex D.
117. *The Chairperson* noted the proposals submitted by the Programme for 2007-2008.
118. *Ms. Biondi* thanked the ACTRAV colleagues for their presentations. She noted that the Programme provided activities and policy discussions on the creation of a new international workers' confederation. She suggested that some issues discussed in this Committee, such as selection procedures and the preparation of a development plan, should be further discussed with ACTRAV Geneva.
119. Finally, she noted that training should be provided to all unions, whether or not they have a training capacity. What matters is their attitude towards capacity-building and the will to take advantage and make full use of the staff trained by ACTRAV. She concluded by asking people to work together as much as possible and with better focused target groups.

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120. *Mr. Cunniah* noted that this Committee has an important role. He wanted it to be more efficient and effective. The comments he made were aimed at improving the Programme and its delivery. Results-based management demands impact and capacity-building.
121. He noted that the additional proposals made by the regional desks would be discussed and agreed upon after consultation with ACTRAV and with the Secretary of the WG. He also asked the Programme to consult with the Secretary of the WG whenever courses were developed with the GUFs and with the ETUC.
122. He also noted that in 2007 trade union training on methodology and labour education would be developed. He said that such programmes were needed to prepare trainers in the field. He underlined the efforts of the Programme to develop a course for next year on organizing, with a special focus on organizing workers in the informal economy.
123. Finally, he noted that ACTRAV Geneva fully supports the need to strengthen and consolidate the Turin programme for Europe. On behalf of the Committee, he thanked Mr Thomasson for the excellent work done with ACTRAV.
124. *The Chairperson* concluded the discussion on the last item on the agenda, thanked the Committee for its work and declared the meeting closed.

Conclusions

125. The Committee reached consensus on the following points:
- a) Supporting the integration of the Centre into the ILO.
 - b) Improving gender balance and the profile of course participants by applying the selection criteria established by the Committee (participants should preferably be members of executive committees of trade unions, or hold specific responsibilities related to the subject of the course, and be less than 45 years of age).
 - c) Engaging the Programme in project development, together with ACTRAV Regional Desk Officers.
 - d) The Programme, as part of ACTRAV, should have clear responsibilities in the area of workers' education and technology. Its work with, and responsibilities towards, ACTRAV (Geneva) should be recognized, while it continues to be subject to the administrative rules of the Centre.
 - e) The Programme could develop new activities in the area of IT and network development, provided they fell within the framework of workers' education, subject to the availability of required resources.
 - f) Supporting the current reshaping of the international trade union movement with appropriate training programmes designed and delivered in consultation with them.
 - g) Monitoring the balance of the Programme in terms of delivery at the Centre, in the field and by distance education. Core activities should continue to take place in Turin. Activities in the field should be regional/sub-regional training activities coordinated with, and executed by, ACTRAV specialists in the field.
 - h) Involving the workers' education specialists in the region in the Programme in workers' education activities at national, sub-regional, and regional levels.

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- i) Revising and producing more, and better, training manuals and materials for labour education.
 - j) Contributing to the development of the symposium on labour education.
 - k) Creating a project-based post to staff the Europe desk of the Programme in Turin.
 - l) Finalising a database of existing education centres run by trade union organizations all over the world and of labour educators employed by national centres, or by regional and international trade union organizations.
 - m) Regularly reviewing and updating the course curricula to make them respond adequately to the needs of workers' organizations.
 - n) Continuing the practice of consulting ACTRAV Desk Officers, and extending the consultations with officials dealing with technical issues, on the design of training activities run by the Programme.
 - o) Following the approval of the Programme by the Committee, curriculum development should be a joint exercise among the Programme, officials dealing with technical issues and the regional desks of ACTRAV Geneva. The Secretary of the Workers' Group, via the Directorate of ACTRAV, should also be consulted. The final outcome of this process would be the publication of course curricula on the ACTRAV Web page before the November Board meeting. This procedure would enhance cooperation and coordination among the Programme, the Bureau for Workers' Activities, the field structure of ACTRAV and the Committee. The Secretary of the Workers' Group would carry out the selection process by taking the following steps: all nominations for the Programme for 2006 would be sent by the end of July; a list of substitutes of at least five organizations would be added for each course; Turin would send invitation letters at least four months prior to the course; selection criteria such as language proficiency and gender balance (a target of 50% women on Turin-based courses) would be applied. The Programme would also try to implement those criteria in joint co-funded training activities. This selection procedure would facilitate the development of a preparatory on-line phase for residential courses, as well as better selection of course participants.
 - p) Consolidating gender mainstreaming, applying gender indicators to the Programme and establishing a pool of resource persons, in consultation with the ACTRAV focal point on gender to support gender mainstreaming in course design and delivery.
 - q) The development of bi-tripartite programmes should be increased. The Committee reaffirmed the need to continue developing a Centre policy on bi-tripartite courses with increased representation of constituents and mutually agreed curricula.
 - r) After discussions with ACTRAV management and desk officers, the Secretary of the Workers' Group would be consulted on the programme proposals to submit to the next Committee meeting.
 - s) The priorities of the Programme were linked to the challenges ahead (e.g. MNEs, migration, EPZs, the informal economy and the impact of globalization), in particular to topics and issues related to the ILC (such as the employment relationship, CSR, occupational safety and health).
 - t) Giving the Programme the financial resources needed to achieve the target set by the Board in the new Development Plan.

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- u) Establishing a joint workers and employers committee to provide guidance and advice to the Board on the general training programmes developed by the Centre, in particular on bi-tripartite activities.
 - v) Further developing and expanding the programme in the Arab Region.
 - w) Developing new links with labour colleges for the delivery of joint training programmes supporting south-to-south trade union cooperation.
 - x) Expanding and further developing the labour education network started in 2005-2006 with former participants.
 - y) Initiating discussions with labour-oriented universities on the awarding of university degrees via a system of credits/on-line education.
 - z) The Committee requested the Head of the ACTRAV Training Programme to provide Committee members, before the next meeting, with a paper indicating confirmed and proposed activities in the pipeline for 2008, in addition to the proposed list of regular courses.
 - aa) The attached list of activities proposed for 2007 was examined and approved with the exception of the two courses for the GUFs.

ANNEX A

PROGRAMME FOR 2005

Programme for Workers' Activities

2005 PROGRAMMES FOR WORKERS' ACTIVITIES

Revised on: 11/03/06

A1	Africa	A5	Arab States
A2	Latin America	A9	Inter-regional
A3	Asia	E	Projects in the field
A4	Europe		

ACTIVITIES IN TURIN

CODE	TITLE	DATES	WEEKS	PART.	LANG.	STUDY VISITS	SPONSOR
A1-00389	Trade union training on international economics, regional integration and political economy	14/03 08/04	4	12 (6)*	En	Germany (Bonn) FES/DGB 6-8/4 ILO Geneva 4-5/4	RBTC/ACTRAV/TC
A1-00394	Trade union training on international economics, regional integration and political economy	04/04 29/04	4	15 (6)*	Fr	Canada (Quebec) 25/04 – 29/05	RBTC/AFRICA/TC ITALY+Others
A1-00388	Trade union training on ILS and the ILO Declaration on fundamental principles and rights at work and its follow-up	16/05 10/06	4	14(8)*	Fr	France (Paris) CGT-FO 8-10/6 ILO Geneva 6-7/6	RBTC/ACTRAV/TC
A1-00396	Trade union training on employment policies and PRSP	29/08 23/09	4	14 (9)*	Por	Portugal (Oporto) UGTP 19- 23/09	RBTC/AFRICA/TC ITALY+Others
A1-00395	Trade union training on information technology	31/10 25/11	4	13 (5)*	En	Austria (Vienna) OGB 23- 25/11	RBTC/AFRICA/TC ITALY+Others

* The number between brackets, in the “participants” column, refers to women participants

CODE	TITLE	DATES	WEEKS	PART.	LANG.	STUDY VISITS	SPONSOR
A2-00390	Trade union training on social security and social protection	24/01 18/02	4	13 (8)*	Sp	Brazil WSF (Porto Alegre)	RBTC/ACTRAV/TC
A2-00397	Trade union training on information technology with a special focus on distance education	13/06 08/07	4	15(6)*	Sp	Spain (Madrid UGT) 6-8/7 ILO Geneva 4-5/7	RBTC/AL/TC ITALY+Others
A2-00393	Sectoral workers' education programme	24/10 28/10	1	10(1)*	-	-	RBTC/ACTRAV/TC
A3-00391	Trade union training on ILS and the ILO Declaration on fundamental principles and rights at work and its follow-up	14/02 11/03	4	15 (9)*	En	Germany (Bonn) FES/DGB 9-11/03 ILO Geneva 7-8/03	RBTC/ACTRAV/TC
A3-00398	Trade union training on economic and financial analysis of enterprises for collective bargaining	08/08 02/09	4	15 (7)*	En	Japan (Tokyo) JILAF/Rengo, 29/8-2/09	RBTC/ASIA/TC ITALY+Others
A5-00399	Trade union training on employment policies	12/09 07/10	4	11 (2)*	Ar	Norway (Oslo) 3-7/10	LO ITALY+Others
A9-00392	Sectoral workers' education programme	24/10 28/10	1	8 (1)*	-	-	RBTC/ACTRAV/TC

* The number between brackets, in the "participants" column, refers to women participants

ADDITIONAL ACTIVITIES IN TURIN

CODE	TITLE	DATES	WEEKS	PART.	LANG.	STUDY VISITS	SPONSOR
A1-00680	Globalisation and follow up to the report	31/10 11/11	2	11(7)*	Fr	Paris 8 - 10 Nov	French cooperation
A2-00567	Trade union training for Colombian organizations on collective bargaining (public sector: C. 152)	16/05 27/05	2	15 (5)*	Sp	Madrid (CC.OO)	Italy MAE / ACTRAV / AMERICAS ILOLYBSIND
A2-00479	Trade union training for the Maritime Sector prior to the ILO Technical Maritime Conference in 2006.	27/06 15/07	3	20(0)*	Sp	Bamio (Spain)	Spain
A2-00571	Trade union training for CUT-FS-CGT on ILS with a focus on FOA	12/09 23/09	2	11(4)*	Por	Portugal (UGT)	Italy MAE
A2-00626	Trade union training for CTM, CROC and UNT on ILS	14/11 25/11	2	15 (4)*	Sp	Madrid (CCOO)	Italy MAE ILO T.F. / Italy FOA
A3-00546	Trade Union Training on Youth Employment for Members of ICFTU-APRO Youth Committee	27/05 06/06	2	8 (4)*	En	Geneva (31/05 04/06)	ICFTU-APRO + RBTC/ASIA/TC
A3-00545	Trade union training for NWJ	29/05 10/06	2	16 (4)*	Eng/ Jap	Geneva (2-4 June)	NWJ-Japan
A3-00558	Trade Union Training for ACFTU on Wage Negotiations in the Era of Globalizing Economy	17/10 28/10	2	20 (9)*	En/ Ch	Rome (26 – 28 October)	ITALY/ASIA + ACFTU + Others

A3-00559	Trade Union Training for ACFTU on Globalization and challenges for trade unions	5/12 16/12	2	19 (2)*	En/ Ch	Vienna (12-16 December)	ITALY/ASIA + ACFTU + Others
A4-00583	Training of trainers for ICEM/IUF affiliates in Bulgaria and Romania	29/08 2/09	1	24 (9)*	En	Turin	Italy MAE RBTC/ACTRAV/TC
A4-00584	Devising training activities on Europe and globalization	15/09 18/09	4d	34 (7)*	En/Fr/S p	Turin	ETUCO
A4-00719	Project Management for trade unions (A. Cochet)	9/11 12/11	1	25 (14)*	En/Fr/S p	Turin	ETUCO
A4-00589	Young Leadership Training on wages and collective bargaining	28/11 2/12	1	12 (8)*	Eng	Turin	LO Denmark
A9-00568	Trade union training on youth employment	25/04 27/04	3days	18 (12)*	En	Turin	ICFTU in kind + Italy MAE
A9-00618	Trade union training on labour education	26/10 28/10	1	5 (0)*	En	Turin	Italy

* The number between brackets, in the “participants” column, refers to women participants

ACTIVITIES IN THE FIELD

CODE	TITLE	DATES	WEEKS	PART.	LANG.	VENUE	SPONSOR
A1-51103	Regional follow up on PRSP and the recommendations of African Head of States with the social partners	08/12 10/12	3 d	18 (5)	E	Kisumu (Kenya)	RBTC/AFRICA/TC+ITA LY/ACTRAV+RBTC/AC TRAV

A1-50991	Trade union training on FoA for Burundi, Rwanda, RDC and Congo (preparation of complaints)	12/12 14/12	3 d	17 (5)	F	Yaounde	RBTC/AFRICA/TC ACTRAV YAOUDE
A1-50990	National follow up activity	15/12 16/12	2 d	20 (5)	F	Yaounde	RBTC/ACTRAV/TC plus ITALY/ACTRAV/TC
A1-50992	Follow up activity on capacity building for organizing	19/12 22/12	4 d	11 (8)	F	Cotonou (Benin)	RBTC/ACTRAV/TC plus ITALY/ACTRAV
A2-50908	Trade union training on child labour	16/04 19/04	4 d	30 (14)*	Sp	Brazil /ORIT Congress	ITALY MAE
A2-50998	Follow up and evaluation seminar on distance learning for CTM-Mexico	22/08 24/08	3 d	16 (8)*	Sp	Guadalajara	ITALY MAE
A2-50999	National seminar for CTM-CROC-UNT on distance education/Solicomm	25/08 26/08	2 d	11(1)*	Sp	Mexico D.F.	ITALY MAE
A2-51000	Follow up and evaluation seminar on distance learning/OSH for CGT Argentina	12/12 14/12	3 d	16 (3)	Sp	Buenos Aires	ITALY MAE
A2-51001	National seminar for CGT-Argentina on distance education/Solicomm	15/12 16/12	2 days	49 (9)	Sp	Buenos Aires	ITALY MAE

A2-50951	Trade union seminar on migrant women domestic workers	5/12 9/12	1	24(24)*	Sp	Montevideo	Migrant US\$ 5000 y EMP/STRAT US\$ 10.000, + Others
A2-50898	Workshop on information technology	05/12 09/12	1	12 (5)*	Eng	Barbados	ILO/RBTC/TC ACTRAV
A3-50842	Trade Union Training on phase out of Multi-Fibre Arrangement (MFA) for Textile and Garment Workers' Unions in Asia/Pacific Region	05/09 09/09	1	22 (7)*	En	Bangkok	RBTC/ASIA/TC + ITGLWF + RBTC/ACTRAV/TC
A3-50964	Trade Union Training for FTUB on Forced Labour (with Thai trade unions)	19/12 23/12	1	22 (4)	En/ Brm.	Bangkok	ILS + RBTC/ACTRAV/TC
A3-50909	Trade union training for GUFs on Workers' Rights and CSR	28/11 2/12	1	17 (5)*	En	Kuala Lumpur	FES + Others
A3-50965	Trade union training on Freedom of Association for Workers in the Informal Economy	21/11 25/11	1	18 (11)*	En	Bangkok	FOA Project (US\$10,000) + Others (US\$20,000)
A5-50927	Follow up activity on OSH/HIV-AIDS	22/8 24/8	3d	11 (7)*	Ar	Beirut	LO Norway
A5-50873	Promoting gender equality for trade unions	12/11 17/11	1	15 (8)*	Ar	Damascus	RBTC Arab States (10,000USD) + Italy Arab States (20,000USD)

A9-50925	Organising workers in the call centres	24/10 25/10	2 d	20(4)*	En	Athens	ACTRAV GENEVA
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DISTANCE EDUCATION

CODE	TITLE	DATES	WEEKS	PART.	LANG.	STUDY VISITS	SPONSOR
A3-50616	Distance education for trade unions in Asia and the Pacific on International Trade Union Movement	01/01 11/02	6	11 (5)*	En		Italy / RBTC/ ACTRAV TC
A3-50966	Distance education for trade unions in the Pacific on the Cotonou Agreement	14/11 19/12	6	8 (3)*	En		Italy MAE ACTRAV V.C.
A9-51017	Distance education on OSH for the Lusophone CPLP community	19/9 28/10	6	17(7)*	Por		Italy MAE
A9-50993	Distance education for trade unions on Globalization	01/08 16/10	11	17(9)*	En		Italy MAE
A1-51243	Distance education for Information Technology-AFRICA	31/01- 25/12	30	13 (5)*	En		
A2-51244	Distance education for Information Technology-Caribbean Region	31/01- 25/12	30	12 (5)*	En		

PROJECTS

CODE	TITLE	DATES	WEEKS	PART.	LANG.	STUDY VISITS	SPONSOR
	Network Development on ILS for Asia / Pacific						
	Network Development on OSH/E for Latin America						
	Development of a new ACTRAV Turin web site						
	Development of SoliComm/portal for labour unions						
	Film on ACTRAV Turin "Manoore"						

PUBLICATIONS

CODE	TITLE	DATES	WEEKS	PART.	LANG.	STUDY VISITS	SPONSOR
	Trade union training manual on Occupational Safety and Health / Environment				Sp/It		
	Trade union training manual on social Protection				Sp		

Training package for distance education on the ILO Declaration on FPRW and its follow up	Sp
Trade union training on globalisation	En/FR/ Sp
Trade union training on fordism and post fordism: organising workers in the workplace	En/FR/ Sp
Organizational management within trade unions	En
Information technology / open source software for trade unions (material for the preparation of the ECDL)	En
Preparation of a labour education library (CD-ROM)	En/FR/ Sp

TRAINING ASSISTANCE

TITLE	DATES	WEEKS	PART.	LANG.	OFFICIAL	VENUE
Study Visit Programme of DENKI-RENGO Japan on the systems and mechanism of the wage negotiation in the Italian metal industry	01/06	1 day	20	En/Jp	Michihiro Ishibashi	Turin Center
La responsabilità sociale di impresa: proposte, percorsi, prospettive, ruoli	31/01	1 day	60	It	Enrico Cairola	Camera di Commercio di Milano
L'impresa multinazionale tra le responsabilità sociale e competizione	23/03	1 day	20	It	Enrico Cairola	Cuneo
Il Bilancio Sociale: idee e percezioni a confronto	21/06	1 day	150	It	Enrico Cairola	Università di Bergamo and BPU Banca
Project "CSR in the European Shoe Sector: Implementing the CEC/ ETUF:TCL Framework Agreement	18/07	1 day	25	Eng/Fr	Enrico Cairola	Milano
Meeting of the metal workers of FIM	22/10	1 day	70	It/Sp	Enrico Cairola	ITCILO
Per un'Europa senza manicomi – Psichiatria Democratica	10-12/11	2,5 days	150	It/Eng	Enrico Cairola	ITCILO
Conference about the impact of globalisation on Workers' of Africa	10-14 October	One week	170	French	Insa Dia	Montreal. Laval, Orford

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ANNEX B

PROGRAMME FOR 2006

Programme for Workers' Activities

2006 PROGRAMMES FOR WORKERS' ACTIVITIES
UPDATED ON 3/04/06

A1	Africa	A5	Arab States
A2	Latin America	A9	Inter-regional
A3	Asia	E	Projects in the field
A4	Europe		

ACTIVITIES IN TURIN

CODE	TITLE	DATES	WEEKS	PART.	LANG.	STUDY VISITS	SPONSOR
A1-00607	Trade union training on employment policies and PRSP	11/09 06/10	4	16	Fr	1-3/10 ILO Geneva 3-6/10 CGT-FO Paris	RBTC/ACTRAV/TC
A1-00609	Trade union training on information technology with a special focus on training methodology and labour education	06/11 07/12	4	16	En	Geneva 30/11 - 02/12 Vienna OGB 3/12 – 7/12	RBTC/ACTRAV/TC
A2-00610	Trade union training on OSH and HIV/AIDS	13/03 7/04	4	16 (10)*	Sp	Geneva 2-4/04 Madrid, CC.OO 5-7/04	RBTC/ACTRAV/TC
A3-00602	Union training on capacity building for organizing	06/03 31/03	4	16 (8)*	En	SNTUC Singapore 25-31/3	RBTC/ACTRAV/TC
A -	Sectoral workers' education programme (GUFs) (labour education focus)		4	16			RBTC/ACTRAV/TC
A -	Sectoral workers' education programme (GUFs) (labour education focus)		4	16			RBTC/ACTRAV/TC

CODE	TITLE	DATES	WEEKS	PART.	LANG.	STUDY VISITS	SPONSOR
A1-00603	Trade union training on social security and social protection	10/4 06/05	4	16	Fr	Canada FTQ 29/4 – 5/5	RBTC/AFRICA/TC ITALY+Others
A1-00601	Union training on capacity building for organizing	06/03 31/03	4	15 (9)*	En	Germany FES 28-31/3 Geneva 26-28/3	RBTC/AFRICA/TC ITALY+Others
A1-00606	Trade union training on OSH and HIV/AIDS	04/09 29/09	4	16	Por	Portugal – UGTP 24-29/9	RBTC/AFRICA/TC ITALY+Others
A2-00608	Trade union training on employment policies including youth employment	23/10 17/11	4	16	Sp	Geneva 12-14/11 Spain 14-17/11-UGT	RBTC/AL/TC ITALY+Others
A3-00605	Trade union training on OSH and HIV/AIDS	03/07 28/07	4	16	En	Japan – JILAF 24 – 28/7	RBTC/ASIA/TC ITALY+Others
A5-00604	Trade union training on ILS and the ILO Declaration on fundamental principles and rights at work and its follow-up (to be checked with ILS-Turin)	15/05 09/06	4	16	Ar	Norway 05 -09/6	ITALY+Others

ADDITIONAL ACTIVITIES IN TURIN

CODE	TITLE	DATES	WEEKS	PART.	LANG.	STUDY VISITS	SPONSOR
A3-00739	Trade union training for NWJ on the globalization and its impact	28/05 08/06	2	15	Eng/ Jap	Geneva (1-3 June)	NWJ-Japan
A4-00724	Devising training activities on Europe and globalization	16/03 19/03	4d	32(12)	En/Fr		ETUI-REHS
A9-00769	Trade Union Training on Labour Education(ICFTU-WCL-ACTRAV)	8/05 12/05	1	30	EN/Fr/ Sp		Italy
A2-00760	Ratification, promotion and control of the Maritime Conventions for their practical implementation	15/05 2/06	3	20	Sp	Bamio	Ministry of Labour and Social Affairs of Spain
A4-00777	TRACE (Trade Union Anticipating Change in Europe) review workshop	15/06- 17/06	3d	30	En/Fr		ETUI-REHS

ACTIVITIES IN THE FIELD

CODE	TITLE	DATES	WEEKS	PART.	LANG.	VENUE	SPONSOR
A4-51118	Training of trainers on social dialogue in the construction industry (Florence)	6/2-10/2	1	13 (4)*	En	Florence	EU project
A9-51173	Joint meeting ICFTU-WCL Women's Committees	20/03 24/03	1	15	EN/Fr/ Sp	Brussels	Italy

A1-51213	Trade Union Training on ILS and the declaration with a special focus on FOA	26/06 30/06	1	30	Fr	Kinshasa or Kigali	Walloon Region
A1	Trade union training activity on OSH in the agriculture sector		1	15	Engl	Nairobi or Pretoria	SocialProtection RBTC TC
A4-51224	Strengthening Social Dialogue in the Construction Industry. Training of trainers seminar.	2/10 6/10	1	20	En	Cyprus	EU project
A4-51219	Strengthening Social Dialogue in the Construction Industry. Training of trainers seminar.	19/06 21/06	1	20	En	Poland	EU project
A4-51221	Strengthening Social Dialogue in the Construction Industry. Training of trainers seminar.	5/07 8/07	1	20	En	Estonia	EU project
A4-51218	Strengthening Social Dialogue in the Construction Industry. Training of trainers seminar.	25/05 28/05	1	20	En	Latvia	EU project
A4-51220	Strengthening Social Dialogue in the Construction Industry. Training of trainers seminar.	26/06 28/06	1	20	En	Malta	EU project
A4-51223	Strengthening Social Dialogue in the Construction Industry. Training of trainers seminar.	31/08 01/09	1	20	En	Hungary	EU project
A4-51222	Strengthening Social Dialogue in the Construction Industry. Training of trainers seminar.	05/09- 08/09	1	20	En	Slovenia	EU project

A4-51217	Strengthening Social Dialogue in the Construction Industry. Training of trainers seminar.	20/05 23/05	1	20	En	Lithuania	EU project
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DISTANCE EDUCATION

CODE	TITLE	DATES	WEEKS	PART.	LANG.	STUDY VISITS	SPONSOR
A1-51251	Education à distance pour les organisation syndicales d'Afrique sur la mondialisation	1/05/06 30/06/06	9	15	Fr		RBTC ACTRAV

PROJECTS

CODE	TITLE	DATES	WEEKS	PART.	LANG.	STUDY VISITS	SPONSOR
A2	Strengthening of trade union action on social security	Start in June 2006	2 years	Sp		Spanish Government	
A4	Building and construction workers EFBWW					EU	
	Strengthening PGFTU communication skills						USS 130.000 (ACTRAV Geneva plus Programme for the A.S. Turin)

P9-50283	Building a global communication network for labour organisations	computer for labour	1/01 31/12			ILO/Italy Geneva/Turin	ACTRAV
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PUBLICATIONS

CODE	TITLE	DATES	WEEKS	PART.	LANG.	STUDY VISITS	SPONSOR
	Labour Education Review – Special issue on trade union training						

ANNEX C

COURSES PROPOSED FOR 2007

Programme for Workers' Activities

2007 PROGRAMMES: OUTLINE PLAN

A1	Africa	A5	Arab States
A2	Latin America	A9	Inter-regional
A3	Asia	E	Projects in the field
A4	Europe		

ACTIVITIES IN TURIN

CODE	TITLE	DATES	WEEK S	PARTICI P.	LANG.	STUDY VISITS	SPONSOR
A1-	Trade union training on capacity building for organizing		4	15	Fr		RBTC/ACTRAV/TC
A1-	Trade union training on ILS and the ILO Declaration on fundamental principles and rights at work and its follow-up		4	15	En		RBTC/ACTRAV/TC
A2-	Trade union training on social security and social protection		4	15	Sp		RBTC/ACTRAV/TC
A3-	Trade union training on ILS and the ILO Declaration on fundamental principles and rights at work and its follow-up		4	15	En		RBTC/ACTRAV/TC
A -	Sectoral workers' education programme (GUFs)		4	15			RBTC/ACTRAV/TC
A -	Sectoral workers' education programme (GUFs)		4	15			RBTC/ACTRAV/TC
A1-	Trade union training on information technology		4	15	Fr		RBTC/AFRICA/TC ITALY+Others

CODE	TITLE	DATES	WEEK S	PARTICI P.	LANG.	STUDY VISITS	SPONSOR
A1-	Trade union training on training methodology		4	15	En		RBTC/AFRICA/TC ITALY+Others
A1-	Trade union training on information technology		4	15	Por		RBTC/AFRICA/TC ITALY+Others
A2-	Trade union training on capacity building for organizing		4	15	Sp		RBTC/AL/TC ITALY+Others
A3-	Trade union training on employment policies with a focus on youth employment		4	15	En		RBTC/ASIA/TC ITALY+Others
A5-	Trade union training on capacity building for organizing		4	15	Ar		ITALY+Others

ANNEX D

OUTLINE PLANS FOR 2008

Programme for Workers' Activities

2008 PROGRAMMES: OUTLINE PLAN

A1	Africa	A5	Arab States
A2	Latin America	A9	Inter-regional
A3	Asia	E	Projects in the field
A4	Europe		

ACTIVITIES IN TURIN

CODE	TITLE	DATES	WEEK S	PARTICI P.	LANG.	STUDY VISITS	SPONSOR
A1-	Trade union training on training methodology with a focus on distance education		4	15	Fr		RBTC/ACTRAV/TC
A1-	Trade union training on social security and social protection		4	15	En		RBTC/ACTRAV/TC
A2-	Trade union training on international economics, political economy and regional integration		4	15	Sp		RBTC/ACTRAV/TC
A3-	Trade union training on information technology		4	15	En		RBTC/ACTRAV/TC
A -	Sectoral workers' education programme (GUFs)		4	15			RBTC/ACTRAV/TC
A -	Sectoral workers' education programme (GUFs)		4	15			RBTC/ACTRAV/TC
A1-	Trade union training on ILS and the ILO Declaration on fundamental principles and rights at work and its follow-up		4	15	Fr		RBTC/AFRICA/TC ITALY+Others

A1-	Trade union training on research and employment policies	4	15	En	RBTC/AFRICA/TC ITALY+Others
A1-	Trade union training on capacity building for organizing	4	15	Por	RBTC/AFRICA/TC ITALY+Others
A2-	Trade union training on ILS and the ILO Declaration on fundamental principles and rights at work and its follow-up	4	15	Sp	RBTC/AL/TC ITALY+Others
A3-	Trade union training on comparative labour relations	4	15	En	RBTC/ASIA/TC ITALY+Others
A5-	Trade union training on OSH and HIV-AIDS	4	15	Ar	ITALY+Others



INTERNATIONAL TRAINING
CENTRE OF THE ILO

CC 68/3/b
68th Session

Board of the Centre

Turin, 2 - 3 November 2006

**EMPLOYERS' TRAINING COMMITTEE OF THE
INTERNATIONAL TRAINING CENTRE OF THE
INTERNATIONAL LABOUR ORGANIZATION**

Report of the Twenty - Fourth Meeting, held on 26 May 2006

SUMMARY REPORT OF THE 24th MEETING OF THE EMPLOYERS' TRAINING COMMITTEE

Held on 26 May 2006 at the International Training Centre of the ILO, Turin

Members present:

Mr C. Renique
Mr I. P. Anand
Mr B. de Arbeloa
Ms D. France
Mr M. Lambert
Mr A. M'Kaissi
Mr F. Muia
Ms D. Rousseau
Mr B. Wilton

Mr F. Eyraud
Mr D. Arrigotti
Mr F. Lenglet
Mr E. Maertens
Mr A. De Koster

Observers:

Ms D. Bertino
Mr E. Cairola
Ms S. Cavazza
Ms B. Maino
Mr T. Marchandise
Ms R. Mossa
Ms N. Mukhi
Mr M. Ngandu
Ms M. Pacheco
Mr R. Poppe
Mr J. Ramírez Machado
Mr P. Tomlinson
Ms Y. Tzvetkova
Mr P. Van Rooij
Ms L. Villacorta
Ms R. Zingara

Welcome

1. *Mr Anand*, on behalf of the other members nominated Mr Renique, from the Netherlands, Chairperson of the Committee.
2. *The newly elected Chairperson*, Mr Renique, thanked the Committee for his election and welcomed the members, in particular those participating for the first time. He recalled the outstanding contribution of his predecessor, Ms Lucia Sasso-Mazzufferi, who served the Committee for more than a decade. He congratulated the new Executive Director of the Centre, Mr Eyraud, and the Manager of the Programme for Employers' Activities, Mr De Koster, for their appointment and conveyed to them the best wishes of success of the Committee.
3. *The Director of the Turin Centre, Mr Eyraud*, warmly welcomed the members of the Committee and stressed the importance of this opportunity to share views on the Programme for Employers' Activities. Recalling the role employers are playing in social and economic development and their contribution to the achievement of the ILO objectives, he ensured the Committee that its recommendations would be given due consideration.

Report on the Employers' Activities Programme for 2005

4. *The Chairperson* gave the floor to Mr De Koster, newly appointed Manager of the Programme for Employers' Activities, to report on the activities conducted in 2005.
5. *Mr De Koster* highlighted the general objectives of the Programme, the strengthening of employers' organisations as the voice of business and as social partners, as well as its achievements. In total 673 employers representatives participated in Turin Centre activities (13 Per Cent of the total number of participants in the Centre's activities), of which 244 in specific employers programmes, in the framework of 16 employers' specific training programmes. In 2005, the Programme for Employers' Activities concentrated on a limited number of priority topics (employers' organisations effective management, reaching out to SMEs, HIV/AIDS). With a view to effectively complementing the ILO activities, the Programme for Employers' Activities strengthened cooperation with ACT/EMP and the IOE, as well as resource mobilisation efforts, in particular with the European Union. The Programme also achieved a better geographical balance and further developed evaluation procedures, conducting impact assessment of important projects.
6. *The Chairperson* expressed the appreciation of the Committee for the work accomplished by the Programme for Employers' Activities the during the transition period. He noted with satisfaction the prioritisation, the increased collaboration with ACT/EMP and the IOE and the successful resource mobilisation. This strategy should be pursued. He raised the issue of a fair geographical balance that should be reflected in the languages used for training. He suggested developing entrepreneurship programme and improving preliminary information to participants as well as impact evaluation (i.e. six months after the end of the workshop).
7. *Mr Anand* wished more attention to be dedicated to the Programme for Employers' Activities. He underlined the role the Centre should have in the development of entrepreneurship and in the DWCP, thus contributing to global instruments for development and poverty reduction like the Millennium Goals.

8. *Mr de Arbeloa* stressed the potential of the Centre to assist Latin America, in particular with strengthening tripartism, promoting freedom of association and social dialogue.
9. *Mr M'Kaissi* congratulated the Director and the Chairperson on their appointments and thanked the team running the Programme for Employers' Activities for its efforts during the interim of Mr Poppe. He supported the prioritisation of core thematic areas that would permit a better use of resources. He noted positive developments in terms of geographical balance, selection of participants, collaboration with other technical programmes of the Centre and resource mobilisation. Concerning the specific priorities of African employers, he stressed the need to organise activities on globalisation and international framework agreements, entrepreneurship promotion, youth employment, social dialogue and OSH. Concluding, he expressed gratitude to the Italian authorities for their constant support.

The Employers' Activities Programme's Planned Activities for 2006 and 2007

10. *Mr De Koster* summarised the development strategy for 2006-2007 of the Programme for Employers' Activities (ACTEMP TURIN). He described the general objectives which are, focusing the Programme on four major areas (capacity building, tailor-made activities, participation of employers in other Turin Centre activities and CSR), the investments to be made for improving quality and developing new training material, the need to increase financial and human resources, the steps to be taken to increase the number of participants and the selection process in order to guarantee effectiveness. The short-term objectives for 2006 were to maintain a reasonable delivery level in priority areas such as reaching out to SMEs, strengthening sectoral dialogue, strategic planning, HIV/AIDS and tailor-made activities on child labour and ILS. He summarised the 2007 focus on capacity building and CRS. He stressed the priority given to the development of training material in these key areas. To conclude, he underlined the prerequisites for achieving the general and short-term objectives for 2006-2007, namely a strengthening of the Programme for Employers' Activities, an increase in financial and human resources, substantial investments in knowledge and products and the development of CRS policy being entrusted to the Programme.
11. *The Chairperson* endorsed the objectives and assured the full support of the Employers' Group with the proposed action plan. He stressed that these objectives could only be reached if appropriate financial and human resources are allocated by the Centre. With a view to contributing better to the ILO objectives, he recommended special attention to be dedicated to the strengthening of the Programme for Employers' Activities to reach a better balance with activities conducted by the Programme for Workers' Activities (ACTRAV Turin). He supported the proposed quality improvement and resource mobilisation strategies. He said it would be useful to receive a costing estimate for the Programme for Employers' Activities. He suggested the Programme for Employers' Activities be given the overall responsibility on CSR, in liaison with the MNE Commission's recommendations.
12. *Mr Lambert* joined the other members of the Committee in requesting adequate and balanced resources for the Programme for Employers' Activities. He highlighted

the benefits of needs-based training and recommended continuing and strengthening that approach.

13. As far as the balance between employers' and workers' activities in Turin is concerned, *Mr Maertens* recalled that the Workers' Programme, in its present structure, began at the start of the 90's with a total number of 149 participants, which, compared to more recent figures (1.467 in 2004) neatly illustrates the progress made. This evolution took place over 15 years and coincides with a gradual increase of income for training activities for this specific programme.
14. *The Director* ensured the Committee that due consideration would be given to the Programme's financing and that their recommendations would be taken into account. The Director reiterated the importance of identifying external sources of funding for specific projects and expressed satisfaction with the forthcoming Dutch-sponsored initiatives channelled through the VNO. He supported the proposed focus on key areas in which the Centre could bring added value to the ILO objectives.

Employers' Views on the 2007-2011 (Draft) Development Plan of the ITC

15. *The Chairperson* expressed the Committee's overall satisfaction with the proposed Development Plan of the ITC for 2007-2011. He stated that the Plan, which was well structured, provides grounds for a better linkage to the ILO mandate. With regard to the content of the activities, the Employers' Group recommended pursuing mirroring the ILO four strategic objectives, increasing linkages with global development aid issues and coherence with other agencies' policies, in particular in the fields of trade and migration. The development of in-country training in support of the DWCP, improved staff flexibility and increased interaction with ACT/EMP and the IOE would contribute to the achievement of the ILO objectives. The Chairperson stressed the importance of a strong Programme for Employers' Activities in order to achieve the goals of the Development Plan and in particular the need for more staff. He noted with satisfaction the interest of new sponsors, like the Dutch employers (VNO), in supporting the Programme for Employers' Activities. He also suggested exploring cost-sharing by beneficiaries. The Chairperson acknowledged the relevance of the Central Fund in boosting employers' participation in the activities of the Centre, but he insisted on the need for a more flexible use of the Central Fund, including for instance the possibility to use part of it to develop training materials. Recalling their key role in development, he strongly recommended further exploring a greater participation by employers in the activities conducted by the Management of Development Programme (MANDEV). Concerning new domains to be covered, he went on to say that, given the nature of CSR, the Programme for Employers' Activities should take the lead on this topic. He also underlined the need to conduct more training for the promotion of entrepreneurship. Finally, the Chairperson informed the Director that written comments on the proposed rephrasing of some paragraphs of the Development Plan of the International Training Centre of the ILO would be forwarded to him by the IOE.
16. *Mr Maertens* informed the Committee that further consultations with the Governments, Employers' and Workers' groups will be held on the draft Development Plan when the Officers of the Board meet.

17. *Mr Anand* underlined the relevance of developing a sectoral approach to training and stressed the importance of programmes aimed at promoting the ratification of ILO Conventions. He noted with interest the activities conducted for judges and lawyers on ILS.
18. *Mr de Arbeloa* expressed satisfaction with the proposed Development Plan and stressed the need to further strengthen cooperation between the Programme for Employers' Activities, ACT/EMP and the IOE and to develop activities for the promotion of entrepreneurship.
19. *The Director* thanked the members of the Committee for their contributions. Concerning CSR, the ongoing debate within the MNE Commission should not prevent the ILO from continuing to explore the issue. He appreciated the strong support of the Committee for greater decentralisation of the activities of the Programme for Employers' Activities which should allow the Centre to serve constituents' priorities better. This would require extended cooperation with ACT/EMP field specialists.
20. *Mr Maertens* made the point that, before the Centre Board, there will be another official tripartite consultation meeting.

Closing remarks

21. Closing the meeting, *the Chairperson* thanked all the members of the Committee for their contributions and endorsed the suggestion by Mr. Anand to convey to the former Director, Mr Trémeaud, a message of gratitude for the outstanding accomplishments during his mandate.
22. *The Chairperson* called the meeting to a close at 13.10 p.m.