

Board of the Centre

74th Session, Turin, 1-2 November 2012

CC 74/7

FOR INFORMATION

SEVENTH ITEM ON THE AGENDA

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

Board of the Centre

74th Session, Turin, 1-2 November 2012

CC 74/7/a

FOR INFORMATION

SEVENTH ITEM ON THE AGENDA

Report of the Trade Union Training Committee

Summary Report on the 31th Meeting of the Trade Union Training Committee

26 and 27 April 2012

International Training Centre of the ILO, Turin

Members present:

Bheki Ntshalintshali (Chairperson of the Workers' Group)

Nitte M. Adyanthaya (Member of the Workers' Group)

Cinzia Del Rio (Member of the Workers' Group)

Ms Hadja Kaddous (Member of the Workers' Group)

Raquel González (Secretary of the Workers' Group)

Esther Busser (Assistant Secretary of the Workers' Group)

Patricia O'Donovan (Director – ILO Turin Centre)

Antonio Graziosi (Director of Training Programmes – ILO Turin Centre)

Giacomo Barbieri (Secretary of the Trade Union Training Committee)

Observers:

Jesus Garcia Jimenez

Mban Kabu

Arun Kumar

Evelyn Toth-Muciacciaro

Conclusions and recommendations

The Committee reached consensus on the following points:

1. Confirming its concern for the structural imbalance in the resources available for the Turin Centre and asking its Director to prioritize in the implementation of the Strategy Plan the integration of the Centre into the ILO as its training arm in support of the realization of the Decent Work Agenda and the development of capacity of ILO constituents as recognized in the 2008 Social Justice Declaration.
2. Reasserting the strategic crosscutting role of International Labour Standards, freedom of association and collective bargaining, tripartism, gender equality and improved learning methodologies as essential prerequisites and means of action for all activities of the Centre.
3. Demanding that, through stronger integration between the Centre and the ILO, including regular discussions in the ILO Governing Body about the perspectives of the Centre, the resource allocation for the Centre becomes an integral part of the ILO resource mobilization, not a separate or additional last-minute component, especially when it comes to technical cooperation, negotiations with donors, the use of RBSA etc.
4. Asking the Director – in consultation with the Officers of the Turin Board - to promote the involvement of the new Director-General after the election in the process of decisions with a view to reach these objectives and consolidate the role and the mandate of the Centre, its integration with the ILO and the mobilization of predictable and adequate resources.
5. Confirming its concern for a two-tier Centre that could progressively dilute the core mandate of the Centre and weaken workers' participation in training activities and calling upon the Centre to manage the tension between diversification of outreach and resources and the ability to improve the delivery of the core Turin mandate of providing capacity building to constituents on the Decent Work Agenda, including the standards dimension, also in its broader UN outreach action.
6. Asking for the implementation of an effective funding strategy for the Workers' Programme which was more damaged by the reduction of the traditional funding sources of the Centre.
7. Enhancing the development of the Centre's policy on bi-tripartite courses with increased representation of social partners and mutually agreed curricula through stronger cooperation of the Programme for Workers' Activities with other Technical Programmes and a greater focus on the quality and the added value of a tripartite contribution.
8. Urging the Centre to take steps to ensure that workers are better represented through the consultation and approval of the Secretary of the Workers' Group of the nomination of workers to all Centre activities other than the ones organized by the Workers' Programme.
9. Acknowledging the dedication and professional skills of the staff of the Centre and asking for a permanent improvement of regular negotiations and discussions with the Staff Union Committee in particular on points and targets of the Strategic Plan related to staff and working conditions.
10. While appreciating the efforts of Actrav-Turin for capacity building of trade unions and coherent resource mobilization, the Committee recommends to the Programme to strive for

better balance among regions, with improved interregional training initiatives and balanced access for participants speaking languages other than English and Spanish, and between emerging issues and fundamental topics such as international labour standards, freedom of association, collective bargaining, including wages, and social security.

11. Asking the Programme for Workers' Activities in Turin, jointly with ACTRAV and the Secretary of the Workers' Group, to elaborate a strategy paper on planning and delivery of high quality training aimed at enhancing the relevance of training for the trade union organizations involved and coordination with ACTRAV, the Workers' Group and the international trade union movement.
12. Improving the capacity of identifying and addressing training needs and mobilizing resources through stronger cooperation with ACTRAV, regional education specialists and the Secretary of the Workers' Group. Promoting on a rotation basis specific regional workshops to contribute to the planning of the training programmes of ACTRAV Turin, as suggested as a follow up to the ACTRAV 2007 Symposium on Workers' education.
13. Continuing to improve and stabilize gender balance and gender mainstreaming in course design, delivery and evaluation.
14. Further developing and expanding the Programme in the Arab Region and in French-speaking Africa and asking the Direction of the Centre to contribute to these objectives.
15. Continuing the development of a high-quality training programme based on updated and new curricula more focussed on the specific content of the courses and with the aim of implementing consolidated training processes with modules addressing diversified training needs in each area of our programme and building on the priorities of the ILO Workers' Group.
16. Exposing as much as possible all regions to core topics, such as the employment relationship, wage policies, organizing and collective bargaining, social security, sustainable development, MNEs and continuing to work on the priorities of the ILO Workers' Group in order to increase the relevance of the training activities to trade union organizations and contribute to dissemination of knowledge and information.
17. Supporting, through coordinated efforts for its implementation, the new Decent Work training programme developed by ACTRAV Turin to assist trade unions to integrate workers' priorities in DWCPs as well as in UNDAFs and based on the Social Justice Declaration and the four pillars of the Decent Work Agenda.
18. Striving for donors' support for new projects of the Workers' Programme, building on the positive experiences in Europe and Latin America, with the support of the Directorate of ACTRAV and through a constant participation of the Turin Programme in resource mobilisation.
19. Implementing a permanent assessment of the impact of training activities for trade union organizations in different regions with a view to improving the quality of training and increasing follow-up activities and strengthening the process of establishment of networks of focal points on the issues addressed by our training activities to ensure the highest benefit at regional and national level.
20. Keeping up-to-date a database of existing education structures and institutions run by trade union organizations all over the world and developing new links with labour colleges for the delivery of joint-training activities also supporting South-South trade union cooperation.

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21. Continuing and expanding the development of training materials with a greater focus on regular updating of the contents and addressing new issues of relevance for workers' organizations.
 22. Asking for an enhanced dissemination of information about the Turin training Programme within ACTRAV, the Workers' Group, the trade union movement and among potential donors.
 23. The list of activities proposed for 2013 and 2014 was examined and approved.

Turin, April 2012

Board of the Centre

74th Session, Turin, 1-2 November 2012

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SEVENTH ITEM ON THE AGENDA

Report of the Employers' Training Committee

Summary Report on the 30th Meeting of the Employers' Training Committee

**Held on 25 May 2012
International Labour Organization, Geneva**

Members present:

Mr. K. De Meester
Mr E. Julien
Mr. D. Lima Godoy
Mr K. Mattar
Mr M. Mdwaba
Mr. L. Traoré
Mr B. Wilton
Mr. F. Muia
Ms D. France-Massin
Ms. A-B. Nippierd

Staff members of the Centre:

Ms. P. O'Donovan
Mr. A. Graziosi
Mr. A. De Koster
Ms. J. Schmitt
Ms. B. Maino

Conclusions of the Employers' Group, presented to the Centre's senior management during the Employers' Training Committee meeting (Geneva, 25 May, 2012)

1. The Employers' Training Committee (ETC) has reviewed the 2011 activities of the Employers' Activities Programme. It deems its performance excellent, both in quantity and quality, and appreciates in particular the important projects which the programme has implemented. They are making a notable impact amongst constituents.
2. The ETC approves the work plan for 2012. It has noted with regret that the work plan, due to decreasing resources for the programme, has to provide for a diminution in the volume of activities and it insists on the need not to descend below a certain meaningful threshold of activities. The Committee appreciates the emphasis put in the work plan on quality, on further investment in training material and on innovation. It notes with satisfaction that it was decided to increase the staff of the programme covered by the regular budget with 1 professional post. Although a certain limitation in volume of activities will have to be recognised, it underlines the need for maintaining a meaningful volume.
3. In regard of the previous point, the ETC is strongly concerned about the continuous decline of stable funding of the programme by the Centre's funding sources, and the increasing dependence of the programme upon project-funding for a high proportion of its activities. The ETC wishes to stress the high potential of the programme for employers and the need for the Centre to invest more in the employers' constituency, which provides a direct return to the Centre in many forms. The ETC therefore asks the Centre management to make more resources available to the programme.
4. In the framework of the resource base for the programme, the ETC agreed that the programme would test, via a few experiments, its capacity to organise paying courses for its constituency. The ETC however remarks that such an approach cannot be a substitute to regular, sufficient and stable funding at the Centre and ILO level to provide for the resources for capacity-building for the employers constituents on a non-paying base.
5. The ETC also discussed the issue of tripartism. It is satisfied with the new approach taken in 2011, which gives a more active role to the Employers' and Workers' Programmes in taking the lead to further mainstream tripartism in the Centre's activities. The ETC underlines the importance of achieving a strong input of the employers' perspective in tripartite courses, in order to increase the relevance of training and to ensure that the views of all constituents are fully taken on board. It insists that the necessary resources are put aside for this role of co designing/ elaborating programmes in collaboration with other technical programmes.
6. The ETC also discussed the issue of activities for companies, especially in the field of CSR. It reiterated the viewpoint that the Employers' Programme, as it is also the case in ILO headquarters, should be the main entry point for companies in the ILO, working in that field in close collaboration with national employers organizations. This pivotal role of the programme should be reflected in the organization of training delivery for companies at the Centre level.
7. In view of the importance of the issue of resources, the ETC also discussed the future perspective of the global Centre, to which the sourcing of the Employers' Programme is directly connected. The ETC expressed its deep concern about the financial and resource perspective for the Centre in 2012-13. There is an important concern on implementation of the Strategic Plan which was approved by the Board in November 2011: the ETC requested to be rapidly and fully informed on the precise measures taken and projected in respect of the reduction of the Centre's overhead, and the precise measures to mobilise resources and increase income, including also the detailed strategy and achievements concerning better integration of the Centre in the ILO.