

Board of the Centre

79th Session, Turin, 27-28 October 2016

CC 79/6

FOR INFORMATION

SIXTH ITEM ON THE AGENDA

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

35th TUTC Meeting - Turin, 12-13 April 2016

Members present:

Bheki Ntshalintshali (Chairperson of the Workers' Group)

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

Silvana Cappuccio (Member of the Workers' Group)

Eulogia Familia (Member of the Workers' Group)

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

Chandrasekheran R. Pillai (Member of the Workers' Group)

Raquel González (Secretary of the Workers' Group)

Maria Helena André (Director ACTRAV - ILO Geneva)

Enrico Cairola (ACTRAV-Geneva)

Yanguo Liu (Director – ILO Turin Centre)

Andreas Klemmer (Director, Training Dept. - ILO Turin Centre)

Harry Cunningham, Programme Manager, Actrav-Turin (Secretary of the Trade Union Training Committee)

Conclusions and recommendations

Committee consensus was reached on the following points:

a) ACTRAV-Turin; review and implementation of the programme (2015-2016)

- Trade Union Training Committee adopts the Report on trade union training programmes conducted in 2015.
- TUTC acknowledges the efforts of the ACTRAV Turin team in the management transition period in maintaining the quality and quantity of its training activities.
- TUTC supports the ACTRAV Turin Work Plan for 2016 and is looking forward to the delivery of the Programme.
- TUTC recommends to ACTRAV Turin to develop new tools for assessing the impact and follow-up of the training implemented in 2015 and 2016.
- TUTC takes note of the sensitive issues related to the low participation of women and youth in ACTRAV training activities and invites ACTRAV Turin to make recommendations for improving future arrangements.
- TUTC takes note of the successful distance education programmes in Latin America, pilot distance course in Africa and the use of e-campus in the courses for Asia and Pacific and requests of ACTRAV Turin to increase distance learning and its offer in blended courses.

b) ACTRAV-Turin; planning 2017-18

- Further strengthen the institutional capacity of trade unions with the delivery of labour education programmes focused on the ILO's agenda and on workers' rights.
- Regional and global work plans are shared between Turin, Headquarters and the field
- Further explore higher education pathway for workers.
- Continue to improve the use of e-learning tools making it available to appropriate regions.
- Assure that the *Decent Work Schools*¹ package is transferred to the Centre in order to enable its use for distance learning in the different regions, and ensure its sustainability.
- Conduct an assessment of the regional core courses delivered in the regions in terms of content, duration, logistics, participation and partnerships and report to the TUTC.
- Continue to monitor gender and age profile of participants to ensure more inclusive and representative participation.
- Explore more development cooperation possibilities to address regional imbalances in the delivery of the programme.
- Explore tools and methodologies that will enable the assessment of the participants' newly-acquired knowledge and skills as well as follow-up evaluation activities after the course.
- Design and deliver training activities for trade union educators focused on training systems, strategies and active teaching and learning methodology.
- The list of core courses proposed for 2017 and a tentative list for 2018 are approved. It is proposed to include for 2018 an additional activity related to decent work for peace and resilience (transition from war to peace).

¹ It is important to transfer to the Centre due to its conversion to moodle. By doing this, all distance education tools will be in the same environment. This is to say:

- ✓ Availability of Distance education platform
- ✓ Availability on the platform of a structured and holistic training process thanks to the development of **union training tracks**, in order for union organizations to plan training on the 4 strategic objectives of DW, with different deepening levels (from basic to advanced) and highlighting the synergies between the 4 objectives.

c) ACTRAV-Turin within the ITC-ILO:

- The ITC-ILO to follow strictly the ILO Mission as set in its Constitution.
- Preserve the public integrity of the ITC-ILO by ensuring that the activities and the use of the resources of the Centre are in line with the ILO Mandate.
- Reassert the key role of the Centre in constituents' capacity-building based on ILO Decent Work Agenda, tripartism and standards by using ACTRAV-Turin as a key resource.
- All courses developed and delivered by ITC-ILO must include a component on ILS.
- Increase the disappointingly low participation of worker representatives in other ITC-ILO's Academies.
- Increase ACTRAV Turin involvement in the design and development of curricula across the Centre.
- Support the financial sustainability of the ACTRAV Turin programme taking into account the significant investment in capacity development regularly made by ACTRAV Geneva.
- Introduce flexibility in the pricing policy operated by the Centre in order to allow for global workers' participation.

34th Meeting of the Employers' Training Committee – Geneva, 18 March 2016

Members present:

Mthunzi Mdwaba (Chairperson of the Employers' Group)
Marcelo Ceretti (Member of the Employers' Group)
Penny Liu (Member of the Employers' Group)
Khalifa Mattar (Member of the Employers' Group)
El-Mafhoud Megateli (Member of the Employers' Group)
Jacqueline Mugo (Member of the Employers' Group)
Phil O'Reilly (Member of the Employers' Group)

Frederick Muia (Secretary of the Employers' Group)
Linda Kromjong (Secretary General of IOE)

Deborah France (Director ACTEMP – ILO)
Rafael Gijon (Deputy Director ACTEMP – ILO)

Yanguo Liu (Director ITCILO)
Giuseppe Casale (Deputy Director ITCILO)
Andreas Klemmer (Director, Training Department ITCILO)

Arnout De Koster (Secretary of the Employers' Training Committee)

Observers:

Kris de Meester (Employers' Group)
Barbara Maino, ACTEMP Turin
Paolo Salvai, ACTEMP Turin
Jeanne Schmitt, ACTEMP Turin

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

1. The Employers' Group welcomed the new Chairperson, Mr Mthunzi MDWABA as well as the newly appointed Director of the Turin Centre, Mr Yanguo LIU.
2. The group congratulated the Employers' Activities Programme (here after ACTEMP TRN) with the contents, quality, outreach and impact which it had achieved during the year 2015, and expressed its strong satisfaction with the fact that the programme reached the objectives set and obtained a record outcome.
3. The employers' group also was very positive on the further integration of the Employers programme in the global ACTEMP approach within the ILO. It advocated further and closer collaboration, in order to ensure that the global employers' activities approaches are well coordinated to the greatest extent possible, to achieve, under the leadership of ACTEMP HQ, a maximum of reportable outcomes related to ILO outcome 10.

The ITCILO management shared its positive evaluation on the strong integration.

4. The Employers' Group approved the main lines and targets of the training programme 2016, as outlined by the manager of ACTEMP TRN during the preparatory meeting and as highlighted in the report. The 2016 training programme focusses on the outcomes which are essential for employers: more representative employers' organizations; better and improved services delivery by EOs for their company members; more important and evidence based policy influence by EOs in national socio economic debates.

In the ensuing discussion, the management exchanged with the group on possible additional themes for the programme, and mentioned the importance of the issue of informal economy within the ILO and the potential for further trainings on women and business. Also the relevance of sectoral and sub-regional training was mentioned.

New training modalities and in particular distance learning were mentioned and recommended by the Committee. In particular the idea of promoting a Massive Open Online Course (MOOC) for EOs' Board Members was welcomed as a priority

5. The Chairperson highlighted the following points as the most relevant and to be retained as conclusions of the Committee:
 - a) Recall to the joint statement ACTRAV ACTEMP during the 2015 Board.
 - b) Due to the impossibility of doing anymore carry over, possible solutions are:
 - CFC exemption for ACTEMP and ACTRAV;
 - approval for the use of surplus during the summer session of the Board.
 - c) Need for a more active involvement of ACTEMP in the design of tripartite courses in order to have relevance and impact which are crucial for constituents. The ITCILO Senior management agreed on this point.
 - d) As mentioned during the 2015 ETC meeting the Employers' Activities programme should be the entry point for companies at the Centre.

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6. The Centre' Senior Management took due note of the comments and requests of the Committee and underlined that they are aware of the overhead questions and that they are working, under the guidance of the Director, on possible solutions in order to reduce it without impacting on the quality of services.
 7. The Committee wished the best to Mr De Koster for his retirement and welcomed the nomination of Mr Jorge Illingworth as Manager of the ACT/EMP Turin programme.