

**Board of the Centre**

81st Session, Turin, 25-26 October 2018

**CC 81/7/b**

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**FOR INFORMATION**

SEVENTH ITEM ON THE AGENDA

**Report of the Employers' Training Committee**

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## **36<sup>th</sup> Meeting of the Employers' Training Committee – Turin, 24 October 2018**

### **Members present:**

Harry Kyriazis (Chairperson of the Employers Group for ITC Board)

Farooq Ahmed (Member of the Employers' Group)

Adnan Abu Al Ragheb (Member of the Employers' Group)

Hamidou Diop (Member of the Employers' Group)

El-Mafhoud Megateli (Member of the Employers' Group)

Guido Ricci (Member of the Employers' Group)

Akustina Morni (Secretary of the Employers' Group)

Rafael Gijón von Kleist (Deputy Director ACT/EMP – ILO)

Luis González Gómez de Aranda (Senior Adviser ACT/EMP – ILO)

Yanguo Liu (Director ITCILO)

Andreas Klemmer (Director, Training Department ITCILO)

Jorge Illingworth (Secretary of the Employers' Training Committee)

### **Observers:**

Cecilia Fabbro, ACT/EMP Turin

Alexandra Giordano, ACT/EMP Turin

Barbara Maino, ACT/EMP Turin

Anders Meyer, ACT/EMP Turin

Sandro Pettineo, ACT/EMP Turin

Jeanne Schmitt, ACT/EMP Turin

Rachida Zingara, ACT/EMP Turin

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## **Report on the discussions and Conclusions of the Employers' Group with the Centre's Senior Management within the Employers' Training Committee Meeting.**

1. The Employers' Group welcomed the new Chairperson, Mr. Harry Kyriazis and Ms. Akustina Morni as the new Group's Secretary.
2. The Group and the Turin Centre Senior Management congratulated the Employers' Activities Programme (here after ACT/EMP TRN) for the performance outlined in the 2017 Activities Report and the advanced indicators for 2018.
3. The Chairperson acknowledges the Centre's Director commitment and support for making possible the addition of a much-needed fourth Technical Professional to the ACT/EMP TRN Team.
4. In addition the Chairperson also highlighted the open and recurrent communication and engagement that he has had with ITC' Senior Management since his appointment by the Employers' Group.
5. The Chairperson stated the main issues and challenges facing ACT/EMP TRN, as well as following up on pending matters on last year's ETC Conclusions: a) on the limited involvement of ACT/EMP and ACTRAV TRN in the Curricula design and delivery of other ITCILO courses and academies, as well the Master in Industrial and Employment Relations as recommended by the Board last year; the Group recognizes and acknowledges that some very recent actions have been taken by the Training Department and the Turin School of Development. Nevertheless, the timing of these actions in practice have yielded no change in the situation in the past year and this is a cause of great concern for the Employers'. The Group requests that Management starts testing these actions (i.e. the Quality Assurance Group-QAG) and monitors their progress and results and to remain open for suggestions and changes in the implementation should the results are not as expected.
6. b) The Group points out to Management that more efforts are needed by ITC Management and the Training Department towards achieving an equal participation of employers and worker's representatives in trainings and Academies offered by other Programme's by way of fellowships. In addition, the Group requests Management that some guidance is issued by the Training Department to facilitators and trainers with the intention of fostering a productive and respectful environment during trainings.
7. c) The Group wishes to alert Management that Employer Organizations are demanding more "in-the-field" presence and distance learning training, instead of "in-Turin" activities. ACT/EMP TRN will gradually move towards satisfying this request, which will entail more support and technical resources from the Training Department. These "aggressively" shifting to the field, may have an impact in the CFC contribution of the Employers' Programme.
8. d) The Chairperson points out that, in the Report to the Committee a decreasing trend in Captive and non-Captive funds is evident, posing a great threat for the future and growth of the ACT/EMP TRN Programme. In this regard, the Group requests Management to start engaging with the Employers Programme to consider, evaluate and implement an array of possible new direct income generating strategies proposed by ACT/EMP TRN. This with the aim of achieving the financial sustainability of the Programme and consequently its technical sustainability.

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9. e) In line with all of the abovementioned requests, the Employers' Group strongly believes and requests ITC Management to follow the lead of the ILO Director General of September 24, 2018 issuing IGDS 536, clearly outlining the Terms of Reference for the Bureau of Employers' Activities (ACT/EMP) and the Bureau of Workers Activities (ACTRAV) and Guidelines for consultations with both Bureaux. The Chairperson adds that a similar Guidance Note should be issued by the Centre's Director in consultation with the Employers and Workers Activities Programmes.
10. ITC Senior Management responses are detailed as follows:
11. On items a) and b) Management acknowledges the untimely response to the issue and takes note and agrees with the request to remain open to changes and improvement on the actions to be taken so that the ACT/EMP and ACTRAV involvement is achieved. In addition, management will increase efforts to find resources to allocate for fellowships to achieve a balanced participation for workers and employers.
12. On item c) Management recognizes the need Business Organizations have to demand more in-the-field presence of ACT/EMP TRN and will fully support this. Nevertheless wishes the Group to take note that the ITC could be considered as an Interregional "meeting/gathering" point for Employers' Organizations on relevant issues and for testing new training products.
13. On item d) ITC Management welcomes the Group and ACT/EMP TRN initiatives to explore new direct income generating strategies and is much willing to work alongside the Group to review and facilitate the implementation the proposed alternatives.
14. On item e) ITC Management reacted positively to this request and will follow accordingly
15. The Chairperson thanked Management for their general positive reaction to the Group's requests and looks forward to follow up periodically on all of them.
16. The Group agrees that the next meeting of the Employers' Training Committee will be held in concurrence with the ITC Board of 2019.