Trade Union Training Committee

Report on trade union training programmes conducted in 2013 together with the programmes for 2014 – proposals for 2015 and indicative plans for 2016

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ITC ILO
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A. EXECUTIVE SUMMARY AND GENERAL REMARKS

It is more than a formal duty to begin this report expressing once again our deep sorrow for the premature departure of Marc Blondel, who left us last March. Marc was a strong fighter for workers' rights, for freedom and for democracy and a committed trade union leader in his country and worldwide.

He served for a long time as a prominent and active member of the Workers' Group of the ILO Governing Body: for more than 25 years he consecrated his service in the ILO to the promotion of ILO standards and workers' rights for working men and women in any country and in any professional condition.

Moreover he has been a great friend and supporter of the ITC-ILO and the Workers' Programme benefitted always of his permanent support and in the Board of the Centre as well as in the PFA Committee of the ILO Governing Body he always played a decisive role paying special attention to the fundamental importance of training for workers' organizations and to the integration between the Centre and the ILO and the absolute priority of the Centre in contributing to the core mandate of the ILO as a tripartite and standard-setting organization.

Marc Blondel has given to us a memorable example of capacity to play a first rank position in the trade union movement at national level and to be in the same time an active, engaged and highly respected leader in the ILO. He was also a very attractive person and any opportunity to work with him or to exchange views and proposals was always a positive experience marked by his deep humanity.

We will miss him and each of us in of the ACTRAV team in Turin will always remember him with affection, sympathy and gratitude for his invaluable permanent contribution to our work. We reiterate our sympathy to his family and particularly to his granddaughter Gaëlle, who worked with us here in Turin with strong human and professional qualities.

2013: good results but also serious challenges and uncertainties

The Workers' Programme in 2013 implemented its activities within the framework of its mandate, aimed at improving:

- Institution- and capacity-building of trade unions in relation to the Decent work agenda, the 2008 Social Justice Declaration, International labour standards and workers' rights, freedom of association, organizing and collective bargaining;
- Capacity of trade unions to represent and defend the interests of workers in collective bargaining, social and policy-making dialogue, Decent Work Country Programmes and UNDAF;
- Dissemination of training and educational capacities;
- Improvement of tripartism and participation of workers in ITC-ILO activities and stronger centrality of the values and mandate of the ILO in the Centre's activities.

In 2013, the Programme ran 57 educational activities (including 11 core courses in Turin, 31 in the field, four distance education courses and 11 other training activities in Turin, one of them blended). The Programme included 1460 participants from 127 countries, of whom 40 per cent were women.

In 2013 we registered a significant increase in the number of workers participating in our activities and in general in the activities of the Centre (1,999 workers participants). This was possible thanks to unpredictable resources allocated by the ILO to the Centre and largely earmarked to the implementation of the Areas of Critical Importance identified by the Governing Body in the framework of the reform process launched by the Director General.

But the up and downs of available resources, partly linked to the two-years cycle of the P&B of the ILO (2013 was the second year of the last biennium) continued to make difficult to design and implement well planned educational pathways which are the most suitable for maximazing the impact of training on true capacity-building for trade unions worldwide.

Main achievements of the Programme:

- Increased number of activities, participants and participants' days of training

- Enhanced focus on organizing, collective bargaining (including wage policy and working conditions), precarious and most vulnerable employment relations (including domestic workers, migrants and workers in informal economy) and sustainable development
- Strengthened integration between training and trade union action and promptness in addressing emerging priorities in the ILO and trade unions activities
- Successfully consolidated new curricula: workers' rights, organizing and collective bargaining in MNEs, domestic work, sustainable development and green jobs, communication for trade unions, wage policies and collective bargaining
- Strengthened new and old partnerships with trade union educational colleges and institutions and labour-friendly institutions, including first step to establish a Community of Practice on training methodology and technology in collaboration with ETUI and Solidar
- Expanded outreach through tailor-made activities with GUFs (IndustriAll), multinational companies (ENEL) and trade unions from OECD countries
- Confirmed first-rank in end-of-course and in the follow-up evaluation results in respect with other ITC-ILO programmes
- New online products: the Decent Work schools.

We also registered **negative aspects**, linked often with difficulties in providing the Programme with adequate predictable resources to meet our priorities:

- Increased imbalance among regions, which penalizes particularly Arab States and Africa
- Decrease in women participation
- Insufficient participation of workers to activities of the Centre (particularly Academies) outside the Workers' Programme
- No new projects specific to workers approved and insufficient resources from ILO available for educational programmes closely linked with the core priorities and agenda of the workers.

In 2013 **new guidelines for tripartism in the Centre** were approved and we will strive for its implementation in the two remaining years of the ITC-ILO Strategic Plan 2012-2015 in order to achieve better results in this relevant area of interest for workers.

A pilot mechanism for extra contribution to the Programmes for Workers and Employers (linked with the surplus produced by the Centre) and for lower burden of Contribution to fixed cost (CFC) was defined with the management of the Centre during 2013 and will be tested in 2014: we thank for this decision and expect that these measures could become permanent and structural. These positive aspects however are in contradiction with other trends registered in the activity of the Centre; the absolute priority given to the commitment to increase income and CFC allowed to generate surplus but also created excessive pressure on staff and Training Programmes and was favoured a higher level of competition among Programmes. Our concerns about a two-tier Centre are still strong and we expect that the positive trends of the Centre towards a recovery from the critical situation of the recent past could better reconcile the activity of the Centre whit with ILO values and tripartism as the first priority of each Programme, from the Workers' one to the Turin School of Development.

2014–2015: objectives and specific challenges

The Workers' Activities Programme operates in order to maintain and increase the quality and impact of its training offer. The Programme aims to use selectively the available resources for educational programmes rooted in the mainstream of the workers' group priorities and the old and new areas of trade union work in the present situation. The Programme is also working to attract additional resources and to increase the quality and effectiveness of existing cooperation with ACTRAV in Geneva, at regional and country level and with trade union organizations at all levels in order to develop consistent educational pathways and programmes promoting participatory training methodologies, stronger knowledge and experience-sharing in order to contribute to trade union policies and actions.

The whole ACTRAV team in Turin is convinced that this is the right approach, capable of having an impact on institution- and capacity-building in workers' organizations. This engagement is visible in the activities planned for 2014 and 2015.

Our team is **fully involved in the reorganization process of ACTRAV** through thematic groups and shared work plans. We want to play a central role in **enhancing the relevance of the comprehensive ACTRAV educational programmes for the trade union organization**s. The experience of a regional planning meeting of ACTRAV in Africa has showed **the potential of coordinated planning** and we are looking forward **specific seminars for integrated planning of educational activities in every region**. An increased flow of information across ACTRAV, the Workers' Group and the international, regional and national trade union organizations is needed as well a **permanent coordination with trade union educational Centres and schools worldwide**.

To **increase relevance of training to trade union needs** we are reshaping our work through a better integration between regional-based training programmes, thematic approach and stronger investments in interregional activities which are a specific characteristic of the Turin training offer.

To achieve these results in 2014 and 2015 we are working for:

- Stronger integration and two-ways communication with other training activities implemented at different levels by ACTRAV;
- More effective evaluation of the impact of training involving trade union organizations also through more follow-up initiatives;
- A two years planning of activities at least for the first priorities of our Programme and based on the limited predictable resources available;
- Enhanced integration between training, research and trade union actions and campaigns focussing on emerging priorities of the debate inside ILC and in the trade union movement.

Emerging and old challenges:

- Greater and clearer links with the Agenda of the workers Group and ILC;
- Greater and clearer links with ILO Strategic Policy Framework, new ILO instruments approved by the ILC;
- The specific role of education for workers and Trade unions in the new ILO Areas of Critical Importance;
- Converging efforts to develop a new specific ILO product on training and capacity building for ILO constituents, particularly workers, in the ILO technical cooperation;
- Evolution from single activities to education and training pathways;
- Design and achievement of new and interregional projects on MNEs, informal economy and Trade Union skills for Decent Work based on Social Justice Declaration (also through South-South cooperation initiatives);
- Increased cooperation and involvement of trade unions from the OECD countries within the ACTRAV Turin activities and projects;
- Enhanced use of the Centre's facilities by national and international trade union organizations starting from the Italian confederations.

In terms of resources our objective in 2014 is to mobilize at least the same amount as in 2013, even if we are in the first year of the biennium, to get closer to the targets set by the ITC-ILO Strategic Plan 2012-2015.

Available resources will be used to achieve:

- Better balance between regions
- Research of new partnerships and evolving existing partnerships
- Streamlined procedures
- Building on positive bipartite experiences like ENEL or on activities only for workers including the public sector at European and global level (GUFs)

In order to make these objectives a reality we need the committed support of the Centre's management based on a shared assessment of certain issues:

- The Workers' Programme (as the Employers' Programme, but with the not insignificant difference that ACTRAV has been investing sizeable resources in the Centre since a long time) plays a decisive

role in closely linking the Centre with the ILO mandate and in any case cannot be perceived as a "burden" to the Centre.

- The specific nature of the Workers' Programme serving the workers as a constituency of the ILO requires a clear resource mobilization strategy, consistent with the general strategy of the Centre but also specific. Moreover, the Programme's financial performance should be measured according to its specific nature. The Programme, for instance, offers full fellowships to 99 per cent of participants in its activities and no change to this distinctive feature is intended in coming years.

This evaluation also applies to the tripartite content of the Centre's activities as far as the still unsatisfactory participation of workers as participants and in the design of more full tripartite activities is concerned.

B. REPORT ON 2013 PROGRAMME DELIVERY

B.1 The Programme's educational delivery system

The Programme's educational delivery system is organized into:

- core residential courses in Turin with a duration of two weeks (plus study visits if appropriate and sponsored by partner organizations in Europe or elsewhere);
- courses and workshops in the field and in Turin (usually from two to five days);
- distance education activities;
- blended courses (distance plus face-to-face)
- follow-up activities linked to core courses and projects.

Some activities are framed into projects funded by external partner institutions.

The Programme delivers also advisory services for the organization of courses or workshops for national trade unions and/or European and international organizations (including Global Unions) and contributes to organize staff development and training activities for ACTRAV staff.

The Programme also aims to bring tripartism and participation by workers' representatives into the mainstream of the Centre's training activities.

The Programme's objectives are in line with the ILO Programme and Budget outcomes, in particular with outcome 10, ***"Workers have strong, independent and representative organizations"***, and its indicators:

- Workers' organizations include the Decent Work Agenda in their strategic planning and training programmes;
- Workers' organizations achieve greater respect for fundamental workers' rights and international labour standards through their participation in policy discussions at national, regional and international level.

Special attention is also paid to keeping our courses updated with:

- the Agenda of the ILO International Labour Conference;
- the priorities of the International Trade Union organizations;
- the effective extension of workers' rights to the most vulnerable sectors of the world of work, such as precarious and contract workers, workers in the informal economy, women, migrants, domestic workers, workers in EPZs.

The Programme is guided by a **focus on strategic areas** with the general objective of producing an improved institutional capacity building for workers' organizations at national, regional and global level within a rights-based approach anchored to the priorities set by the Workers' Group and by ACTRAV:

- International Labour Standards and the Declaration on Fundamental Principles and Rights at Work, with a priority given to freedom of association, right to collective bargaining and use of the supervisory system of the ILO;
- The Declaration on Social Justice for a Fair Globalization and the Decent Work Agenda and its four pillars;
- The impact of globalization on workers and trade unions and macroeconomic policies for sustainable development and full stable employment;
- The fight against discrimination and inequality, including wage and income policies;
- Organizing, collective bargaining and working conditions with a special focus on the Tripartite declaration of principles concerning multinational enterprises;

- Social policies and social security; OHS (special focus on HIV and AIDS at the workplace);
- Effective trade union management, information technology and communication for unions;
- Training of trainers and management of training systems;
- Gender and the rights of women workers.

Through a process of consultation with ACTRAV (Geneva and field) and the Secretary of the Workers' Group and seeking the highest possible level of cooperation with international, regional and national trade union organizations, including Global Union Federations, the Programme develops new curricula and continuously updates its core curricula.

Relevant curricula include the following:

- *International labour standards and the Declaration on Fundamental Principles and Rights at Work;*
- *Trade union capacity building for Decent Work and for promoting the workers' agenda in DWCPs and UNDAF (the "Cubed" Programme);*
- *Social security and social protection;*
- *Occupational health and safety (OSH) and HIV and AIDS;*
- *Economic and financial analysis of enterprises for collective bargaining;*
- *Collective bargaining skills and working condition;*
- *Employment relations and precarious workers;*
- *Workers in the informal economy;*
- *Social dialogue (also at sectoral level);*
- *International economics and political economy;*
- *Organizing and trade union management;*
- *Communication for trade unions;*
- *Rights of women workers and gender mainstreaming practices;*
- *Information technology and online distance education for trade unions;*
- *Training methodology and trade union training systems;*
- *Decent work, sustainable development and green jobs;*
- *Employment policies with special attention to youth and women (new);*
- *Organizing and collective bargaining for workers' rights in MNEs (new);*
- *Decent work for domestic workers (new).*

The Programme is committed to implement its activities as part of broader training programmes, aimed to increase their relevance for the involved trade union organizations: this goal is pursued through diversified means, such as production of training packages including online support tools, promotion and support to the establishment of network of specialists at regional, national and subregional level on specific topics and the full opening to synergies and coordinated planning with field specialists.

B.2 Actions taken in relation with the conclusions of the 2013 Trade Union Training Committee meeting

At its 32nd meeting in Turin on 9-10 May 2013, the Trade Union Training Committee (TUTC) reached a consensus on a series of major points (the conclusions of the 32nd meeting of the TUTC can be found in Annex 1).

Following these recommendations and monitoring the use of resources carefully, the Programme has taken a number of actions aimed at:

a) **Strengthening resource mobilization for the Workers' Programme;**

b) **Supporting the integration of the Centre with the ILO**;

c) **Improving the integration of the Turin Programme for Workers' Activities** with the overall educational activities conducted by ACTRAV specialists in the field;

d) **Delivering the training programmes approved by the Committee**;

e) **Keeping updated core course curricula with new curricula on multinationals enterprises and on domestic workers;**

f) **Engaging the Programme in the design and delivery of activities addressing cross-cutting issues linked to DWCPs;**

g) **Revising and producing training manuals and materials for labour education**;

h) **Expanding and further developing cooperation with regional labour education and research networks and institutions**;

i) **Seeking closer interaction with the ITUC and its regional structures and with the GUFs**;

j) **Supporting the participation of workers in general training courses** conducted by the Turin Centre.

As far as the perspectives of the Centre and of the Workers' Programme are concerned, on a pilot basis in 2014, an extra allocation of resources from the Centre surplus has been established for our Programme (as well as for the Employers' Programme). This new allocation goes in the right direction but more efforts should be made to mobilize more structural and predictable resources for fulfilling the core educational needs of the ILO constituents, particularly the workers.

In 2013 the Programme continued **expanding its cooperation with labour-friendly institutions and national trade union centres or Global Union federations** for co-funding activities or implementing tailor-made activities. **Cooperation with trade union training institutes and colleges was also expanded,** to the satisfaction of all parties.

But the **limited resources available for activities in the field** and the decreasing resources made available by projects were **obstacles to the design and implementation of comprehensive training programmes in each region linked with shared capacity-building strategies.** Difficulties in implementing the required coordination at regional level, beyond the capabilities of our team and our regional partner organizations, are still relevant and should be addressed in the framework of the reorganization of the functioning of ACTRAV.

In particular, despite the subjective limitations of the Programme's capacity to conduct activities in French and Arabic, we were able to produce activities for French-speaking Africa and the Arab States thanks to the collaboration of ACTRAV specialists and regional desks and to the contributions of external collaborators. But we should look for a more structural solution to this deficit of capacity also with the cooperation of the management of the Centre. Starting from 2015 Portuguese speaking countries will be also involved in African core courses, whilst confirming the experience of interregional courses only in Portuguese (Brazil plus Africa), perhaps involving also Timor Este.

A revision of the Programme website as well as of the invitation letter and course description circulated to invited organizations is also planned in 2014 with the aim of distributing more information on its activities and programmes as well as a more clear and comprehensive information about each activity when we are asking trade unions to submit candidatures more consistent with the contents of courses.

Looking to **the target for workers' participation in Centre activities set by the ITC-ILO Strategic Plan, the figures about participation of trade union representatives in general is still unsatisfactory** and in particular tripartite activities and academies are receiving very poor numbers of workers, with frequent problems also with regard to the process of nominating participants through the Secretariat of the Workers' Group.

B.3 Overall activity and participants in 2013

In 2013, the Programme ran **57 educational events (4 more than in 2012): 21 activities in Turin, including 11 core courses in Turin and 31 in the field, four distance education courses and one blended course (distance and campus).** A brief description of each activity can be found in Annex 2.

Sixteen activities were fully funded or co-funded by projects (28.1 per cent of the total and 11 less than in 2012) **with 444 participants** (30.4 per cent of the total and 270 less than in 2012): three activities in Turin, 12 in the field and one online.

In 2013, the Programme had **1,460 participants from 127 countries** (10.8 per cent of the total number of participants in ITC-ILO activities) with an increase of 18.4 per cent compared to 2012 (see Table 1). The participants in 2013 were 874 men (59.9 per cent) and 586 women (40.1 per cent), *with a significant decrease in women participants (-9.3 per cent)*.

In 2013 the Programme implemented **three bipartite activities** (two on social dialogue in the commercial sector in Europe and one for trade union representatives and managers of the Italian company ENEL) with 44 employers involved and 33 workers participated in two bipartite activities conducted by the Employers' Programme. Three international civil servants attended the activities of the Programme as participants in 2013.

The workers attending our courses were therefore 1,404 (plus **33** in bipartite activities managed by the Employers' Programme).

Within this framework, **careful resource management was applied in order to make it possible to implement the highest possible number of activities and to maintain the level of training quality offered.** The contribution of all staff to these results was invaluable and very effective.

The topics of the activities in 2013 were as follows (certain activities covered more than one topic):

- Decent Work Agenda, integrated approach (13)
- Social dialogue, including sectoral dimension (11)
- International labour standards, freedom of association (9)
- Wages and collective bargaining (9)
- Union organizing and trade union management (7)
- Globalization, employment policies, Global Jobs Pact (6)
- OHS/E and HIV & AIDS (6)
- MNEs, ILO MNEs Declaration (5)
- Young leadership training (3)
- Social protection and social security (3)
- Training of Trainers and training technologies and methodology (3)
- Follow up seminars (3)
- Precarious workers and employment relations (3)
- Informal economy workers (3)

- Migration (3)
- Sustainable development and green jobs (2)
- Domestic workers (2)
- Gender mainstreaming (2)
- Rural workers (1)
- Communication for Trade Unions (1)

All the courses were managed and taught by Programme staff. External resource persons were used to teach specific parts of the syllabus.

Nominations for organizations invited to participate in all the activities were approved by the Secretary of the Workers' Group.

Table 1 - Workers' Programme: Annual Participation (1996 to 2013)

Year	Participants
1996	274
1997	253
1998	293
1999	442
2000	433
2001	739
2002	865
2003	688
2004	962
2005	835
2006	1,065
2007	1,565
2008	1,833
2009	1,268
2010	1,218
2011	1,982
2012	1,233
2013	**1,460**

Table 2 - Workers' Programme: Participants by Region* (2013)

Region	Total	Difference	Men	Women	*Women in 2012*
Africa	176	- 63	59.1%	40.8%	*54.4%*
Latin America	339	+ 67	52.8%	47.2%	*51.9%*
Asia–Pacific	326	+ 113	55.2%	44.8%	*45.5%*
Europe	611	+ 116	66.4%	33.6%	*46.8%*
Arab States	5	- 8	33.3%	66.7%	*23.1%*
ICS	3	+ 2			
TOTAL	**1,460**	**+ 227**	**874**	**586** (40.1%)	*49.4%*

*Interregional activities were attended by 24 participants from Africa, 21 from Latin America, 9 from Asia-Pacific, 181 from Europe and 5 from Arab States.

Table 3 - Workers' Programme: participants by type of activity (2013)

	Participants		
Type of activity	No.	%	Diff. 2012
Core courses (Turin)	166	11.4	- 18
Other activities (Turin and blended distance/Turin)	396	27.1	+ 122
Activities in the field	706	48.3	- 4
Total face-to-face	**1,268**	**86.8**	**+ 100**
Distance education	192	13.2	+ 127
TOTAL	**1,460**	**100.0**	**+ 227**
Project-based	*444*	*30.4*	*- 270*

These results are positive but confirm a structural weakness in terms of the ITC-ILO resource mobilization strategy for the Workers' Activities Programme, repeatedly highlighted at previous TUTC meetings.

The number of participants and activities rises and falls year on year, solely on the basis of the growing or declining resources made available to the Workers' Programme **without any real possibility of planning training programmes based on resources available *upfront*** *(beyond the core courses approved by the TUTC every year).* This also has repercussions on the very limited resources available for follow-up activities.

A better balance between different regions in the delivery of courses is also linked to unpredictability of available resources, penalizing particularly Africa and Arab States. Positive trends were registered in Asia-Pacific (with effective results in co-sharing of many activities with local TU partners) and in Latin America (where great efforts were deployed for compensating the discontinued project with Spain). About Europe the Programme based its activities almost only on EU funded projects whit very limited activities linked with our own resources. Nevertheless Europe is perhaps too bigger than other regions not accessing funds from projects.

A positive development in 2013 has been the expanded number of interregional activities delivered in partnership with GUFs and trade unions from OECD countries, confirming a potential new area for the Workers' Programme in Turin we would like to consolidate seeking an agreement of collaboration with GUFs and the FES.

Cooperation at regional level was also very positive: in Africa nearly all the field activities continued to be held at training facilities owned by trade unions, namely ITUC-Africa's Training Centre in Lome, OATUU's Kwame Nkrumah Labour College in Accra and COTU-Kenya's Tom Mboya Labour College in Kisumu; in Asia we developed consolidated collaboration with institutions such as Jilaf in Japan and Koilaf in Korea, as well as strong partnerships with ACFTU in the People's Republic of China and FTUM in Myanmar; in the Americas and Europe our Programme cooperated intensively with CSA/TUCA and ETUC, ETUI and European Sectoral Federations.

Particularly positive achievements in 2013 were:

- The first bipartite activity on international industrial relations at company level with ENEL company engaged in implementing a recently signed Global Framework Agreement;
- The first regional workshop co-financed with ACFTU in the Asia Pacific region and held in Beijing;
- A joint seminar ACTRAV Turin/ETUI/Solidar to open the process for implementing an online Community of Practice on training methodologies and technologies;
- The implementation and testing of a new product, "the Decent Work Schools" in the Americas.

B.4 Core courses

The Programme organized eleven core courses in 2013, because one course for the Arab Region was postponed to March 2014 and replaced by another activity requested by the Region. Details on core courses can be found in Annex 3.

All core courses were conducted in the Turin campus with 166 participants, corresponding to 11.4 per cent of all participants and with duration of two weeks. Three core courses in 2013 included a study visit to a labour organization which had expertise in the course subject area (2 in Spain and 1 in Portugal).

The Programme's delivery of core courses in 2013 was designed particularly **to support the objective of strengthening trade unions' capacity in organizing and collective bargaining, with special attention to multinational companies and their supply chain and in addressing emerging issues like domestic workers**. Consequently, five of the eleven core courses were dedicated to these subjects. Furthermore, **two new curricula** have been tested for an interregional audience on:

- capacity building for trade union rights and decent work for domestic workers;
- organizing and collective bargaining in MNEs for workers' rights.

The new curriculum on "Decent Work, sustainable development and green jobs" was implemented in the African region, while the curriculum on communication skills for trade unions was tested in Asia-Pacific.

Three courses were conducted in English, two in Spanish, one in Portuguese, one in French, one in Russian & English, two in English & Spanish and one course for Africa was held with interpretation in English and French in order to encourage integration and exchange of experiences between the continent's two main linguistic groups.

Three were conducted for Africa, two for the Americas, two for Asia and the Pacific, one for Europe and three for an interregional audience (one of them for Portuguese-speaking Africa and Brazil).

The core courses were as follows:

AFRICA

- **A1-06021 - Trade union training on Sustainable development and Decent Work for all** (in French and English)
- **A1-06025 - Trade union training on Capacity building for organizing and managing trade unions** (in English)
- **A1-06030 - Trade union training on Collective Bargaining** (in French)

AMERICAS

- **A2-06022 - Trade union training on Employment policies and informal economy** (in Spanish)

Study tour: Spain (CC.OO.)

- **A2-06026 - Trade union training on Occupational safety and health and HIV/AIDS** (in Spanish)

Study tour: Spain (UGT)

ASIA–PACIFIC

- **A3-006024 - Trade union training on Capacity building for promoting Decent Work**
- **A3-060028 - Trade union training on Communication for trade unions** (in English)

EUROPE

- **A4-06032 - Trade union training on Capacity building for collective bargaining** (in Russian and English)

INTERREGIONAL

- **A9-06031 - Trade union training on Social protection and social security** (in Portuguese for Africa and Brazil)
- **A9-06029 - Trade union training on Trade union rights and International Labour Standards for domestic workers** (in English and Spanish)
- **A9-06027 - Trade union training on Organizing and collective bargaining in MNEs for respect of workers' rights** (in English and Spanish).

B.5 Courses and activities in Turin and in the field

In addition to the core courses, the Programme conducted other face-to-face activities in Turin and in the regions. In 2013, the Programme conducted **42 training activities: 11 in Turin** (two more than

in 2012) **and 31 in the field** (2 more than in 2012). One of the activities conducted in Turin was a blended course distance/campus. Of these activities, 16 were organized as part of projects funded by external bodies.

These activities were attended by **1,102 participants**: 706 participants in activities in the field and 396 in activities in Turin.

The full list of activities in Turin, activities in the field and project-based activities can be found in Annexes 5, 6 and 8, respectively.

The numbers of activities conducted in Turin were:

- Asia–Pacific 2
- Europe 5
- Arab States 1
- Interregional 3

The numbers of activities in the field were:

- Africa 5
- Latin America 7
- Asia–Pacific 11
- Europe 8

B.6 Distance education

In 2013, the Turin Programme for Workers' Activities ran **four distance education courses** for the Americas (one within the framework of a project) and one blended course for Europe (distance plus campus) with **32** participants (17 of them women) and 256 days of training/participants. The list of distance education courses can be found in Annex 8.

Participants in these courses numbered 192, of whom 115 were women (59.9%), for a total of 1,380 days of training/participants.

Table 4 - Workers' Programme: Distance education (2006–2013)

	2006	2007	2008	2009	2010	2011	2012	2013
Total courses	7	10	13	17	5	3	3	4
Total participants (final)	167	190	327	245	155	93	65	192
Average participants (per course)	**24**	**19**	**25**	**15**	**31**	**31**	**22**	**48**

B.7 Projects

In 2013 the Programme conducted **16 activities within the following five projects**, directly managed by the Programme (for more information, please consult Annex 7):

- **Sectoral social dialogue in new member states and candidate countries (in partnership with IndustriALL Europe)**

  Sponsor: European Commission (in the framework of a joint EC/ILO management agreement)

  Activities: **6** activities conducted in Croatia, Hungary, Lithuania, Czech Republic, Turkey and Turin.

- **Social dialogue in the commerce sector (in partnership with UNI Europe and EuroCommerce, bipartite in cooperation with ACT/EMP-Turin)**

  Sponsor: European Commission

  Activities: **2** activities conducted in Brussels and Poland.

- **Building the information and consultation mechanism for the ENEL's EWC members & HR managers within a global (in partnership with PSI and IndustriALL Global & Europe, bipartite in cooperation with ACT/EMP/Turin and ENEL)**

  Sponsor: European Commission

  Activities: **one** activity conducted in Turin.

- **Several Italian-funded projects (MENA, Myanmar)**
  Sponsor: Italian Government
  Activities: **3** activities in Myanmar and **one** course in Turin for North Africa.
- **One distance training** activity on the Decent Work integrated approach was delivered with the support of the Centre's Innovation Fund and co-financed with Spanish partner institutions with the aim of testing new on-line supports for the training.

Furthermore two activities in Africa on HIV and AIDS and labour migration and on OSH and HIV and AIDS (follow-up) were co-financed by the Swedish International Development Agency (SIDA) within the framework of a project managed by ACTRAV-Geneva.

B.8 Gender

The Programme's record for the year 2013 in relation to women's participation in activities is presented in Annex 9.

The total percentage of women participants in all courses of the Programme for Workers' Activities was 40.1 per cent (9.3 per cent less than the previous year). This result represents a serious worsening in respect with the positive trend registered in 2011 and 2012.

An explanation of these results can be partly found in the predominant male participation to the European sectoral social dialogue project that in 2013 was with sectors with large prevalence of male employment: in this project women were 73 about a total of 204 participants (35.8%). Also the activities with trade union representatives of individual multinational companies (ENEL, Fiat-Chrysler and Case-New Holland) registered a very low number of women participants (32 about a total of 162 participants equivalent to 19.8%). But the overall participation of women fall also in all regions with the exception of the Arab States (Asia: -2 per cent, Europe: -13 per cent, Africa: -13 per cent and the Americas: -5per cent). This negative trend is confirmed by the participation of women in the 11 core courses that accounted only for 46 per cent. The same happened in field activities with an overall rate of 39 per cent and for distance education courses with a rate of participation by women of 60 per cent.

These results in terms of women's participation show that we must address with more continuous attention the objective of women attendance to our courses also through closer cooperation with the Centre's Gender Programme, which in any case proved to be positive also in 2013. Further specific analysis of the situation in each region is needed in order to find the most effective ways and means to make high levels of participation of women in our courses a permanent feature of the Programme and to address better gender mainstreaming and gender perspectives in our courses, also including specific activities on gender discrimination and working and living conditions for women.

The Turin Programme for Workers' Activities will continue to encourage trade unions to nominate more women unionists for training activities by confirming the existing nomination criteria and explicit requirements. It should be considered the possibility to find ways to censure and perhaps penalize those organizations who are not respecting these criteria and requirements in the formulation of their candidatures.

B.9 Freedom of association and the right to collective bargaining

Freedom of association and the right to collective bargaining are central topics in the Programme's activities and there is good long-standing cooperation on these issues with the ITC's Technical Programmes on International Labour Standards and Social Dialogue. A session on Freedom of Association, along with International Labour Standards, and their supervisory mechanism is included at least in all core courses.

In the last years these issues progressively gained relevance for the Programme also through specific activities aimed to strengthen the capacities of trade unions to organize workers also in marginalized area of the labour market and, through the strongest possible cooperation with GUFs, on multinational enterprises and their supply chain. Increasing attention was also paid to analysis of economic performance for collective bargaining and on collective bargaining skills.

In 2013, freedom of association and collective bargaining were a major focus in 34 activities, including 11 activities on social dialogue at sectoral level and eight of the 11 core courses.

B.10 Evaluation

The Programme conducts detailed evaluations of its courses. In 2013, participants gave the Programme an overall grade of 4.42 on a scale from 0 to 5. A more detailed account of the evaluations can be found in Annex 10.

The Programme was once again ranked above the Centre average in terms of evaluation results. The overall quality of the activities received an evaluation of 4.60 with 96 per cent of responses rating it between 4 and 5. Particularly positive the score of the Secretariat and activities organization: for this a special thanks must be given to our administrative support team. Less positive results emerged on gender in training with some weakness in learning methods (but positive results on training materials) and relevance to current function of the participants (this highlights the need for better attention to the selection of candidates and to stronger involvement of national organizations).

The follow-up evaluation conducted for 11 activities gave good results on a scale from 0 to 5, always above the Centre average:

- Large or very large improvement in competencies 3.90 (ITC 3.67)
- Large or very large improvement in job performances 3.80 (ITC 3.47)
- Large or very large improvement in organizational performance 3.07 (ITC 2.99)
- Use of established networks 2.89 (ITC 2.89)
- Use of training material 3.32 (ITC 2.43)
- Participation in course as a good investment 4.21 (ITC 3.86)

A more effective evaluation mechanism of the impact and relevance of training for the involved organizations is still an unfulfilled need and should be put in place in the context of an improved coordination with the field structures and the regional desks of ACTRAV and through a permanent analysis of the training needs at national and regional level.

B.11 Training material and information and communication technology (ICT)

During 2013 training materials continued to be revised, updated and developed to be included in the aforementioned global proposal "Decent Work Cubed", including the toolkit containing guides with a special emphasis on the gender focus:

- Social protection gaps
- Social protection floors and gender
- Sustainability of life from the perspective of responsibility for care
- Guide to trade union intervention for equality in social protection

Moreover, during 2013 two basic guides were produced as part of the Regional Project FORLAC with the support of Regional ACTRAV linked to ACI6:

- Guide to gathering information on the social economy
- Guide to the social protection floor for workers in the informal economy.

An important feature of the work done in 2013 is the fact that research or survey component was added to many training activities with the result of better adjustment of the training content to the needs of the participants as well as the production of presentations and papers that can be used in the future training activities. For instance, for the first time an on-line survey on collective bargaining was implemented before the core course on CB in Europe (in English and Russian), on-line survey was implemented prior to five workshops for the commerce sector, on-line conference was implemented for the ETF youth, research was commissioned for the ENEL project, on-line survey on trade union organizing strategies and practices and so on. ACTRAV has always been favouring active training and learning methodology, involving the participants in the pre-course assignments, developing country reports and presentations, actively participating in panels, working groups and drafting action plans.

The resources made available by the ILO and earmarked for ACIs development allowed to invest in the preparation of a new training package on workers in the informal economy trying to build on the existing material and ready to be made consistent with the results of the discussion in the ILC in 2014.

Information and communication technology – the use of computers and computer communications – is an essential tool in the development of union capabilities. Consequently, over the past few years the Programme has accumulated relevant experience in conducting residential courses on ICT, organizing week-long seminars and year-long blended activities on the subject, providing advisory services, writing specific training material and teaching courses completely online. In 2013, the Programme aimed to update and adapt its existing ICT services, focusing on the emerging needs of unions and the Workers' Programme itself and on the most effective use of resources.

The very positive assessment of the experience carried out with the respective teams of both entities and with ACTRAV in Latin America and the ILO Madrid office made it possible to transfer a proposal for activities linked to vocational training incorporating the dimension of Decent Work based on a focus developed as part of the so-called "Decent Work Cubed" training package. The very significant experiences in this area of the General Confederation of Labour Argentina (CGT), the three Brazilian confederations through the trade union institute DIEESE and CINTERFOR were the main contributions of the Region to this area linked to ACI2 in terms of the development of professional competencies among young people.

The development of "Decent Work Academies or Schools" as a space for lifelong learning thanks to the collaboration of Spanish trade unions was fundamental in ensuring the success of this process and the consolidation of the training offered as a whole by ACTRAV once translated in other languages.

Last but not least the project launched with ETUI and Solidar for the creation of a Community of Practice to exchange experiences and practices in trade union training as regards methodologies and education technology, share useful and relevant information by and between all the organisations, promote the creation, experimentation and innovation of shared knowledge, identify and anticipate the common needs of future learners and support the development of and technical and scientific innovation in these subjects.

B.12 Financial report

In 2013, the Programme funded its activities in a variety of ways. ACTRAV provided resources from its RBTC funds and the ITC-ILO provided funds from the Italian voluntary contribution re-established in 2013, from surpluses and from the Regional RBTC. Funds from ILO (new allocation and slippage partly earmarked to ACIs) were also used. A number of national and international trade unions or labour-friendly organizations co-funded our activities. Projects mainly with the European Union contributed to the implementation of a significant number of activities but with a sizeable reduction of their total amount. More detail on the use of contributions in 2013 can be found in Annexes 11 and 11bis.

Captive funds represented more than 65 per cent of the income (against 42.7 per cent in 2012 and 29.6 per cent in 2011) and the contribution from the Regional RBTC registered a small reduction. Other external sources of funding made up 9.1 per cent of the income (9.3 per cent in 2011 and 8.81 per cent in 2010). The figures on resources from projects show how unpredictable they are. In 2013 represented 32.4 per cent of the Programme's total income (against 44.0 per cent in 2012 and 53.3 per cent in 2011).

The CFC amounted to 35.9 per cent of the total income, equal to 97.1 per cent of the expected target (the highest result in the last seven years).

Table 5: Workers' Programme: funding resources (2012-2013)

Funding resources	2012	2013	Diff.	Notes
Italian contribution	€ 511,145	**€ 546,090**	+ € 34,945	Including carry-over from previous year.
ACTRAV contribution	€ 693,318	**€ 535,006**	- € 158,312	The ACTRAV RBTC contribution is 60% in the 1st year and 40% in the 2nd year of the biennium.
RBTC/ILO/TC	US$ 215,000	**US$ 195,454**	- US$ 19,546	The RBTC/ILO/TC contribution is around 60% in the 1st year and 40% in the 2nd year of the biennium.
ILO	= =	**€ 348,338**	+ € 348,338	ILO slippage for activities and ACIs & ILO new allocation.
TOTAL INCOME	€ 2,207,151	**€ 2,196, 886**	+ € 9,485	
Project contribution	€ 971,751	**€ 712,841**	- € 258,910	
Contribution to fixed costs	€ 659,730	**€ 770,733**	+ € 137,784	
% CFC with regard to income	29.9%	**35.9%**	+ 6.0%	

Project contribution in 2013:

European Union:	€ 499,833
(Commerce + Sectoral Social Dialogue + ENEL)	
Italy: (MENA and Myanmar)	€ 99,786
Sweden: (OSH in Africa)	€ 113,222

B.13 Workers' Activities team in Turin

The Programme's staff in 2013 and their main responsibilities were:

Mr Giacomo Barbieri, Programme Manager and Interregional Activities desk; focal point on gender mainstreaming

Mr Jesus García Jimenez, Programme Officer, Regional Desk for Latin America and the Caribbean;

Mr Mban Kabu, Programme Officer, Regional Desk for Africa;

Mr Arun Kumar, Programme Officer, Regional Desk for Asia and the Pacific;

Ms Evelin Toth, Programme Officer, Regional Desk for Europe

Ms Martha Tirelli, Programme Assistant

Ms Daniela Klein, Programme Secretary; focal point on gender mainstreaming

Ms Clelia Pellerino, Programme Secretary

Ms Daniela Ciot, Junior Programme Secretary (project-based)

The staff were severely stretched to meet demands from all course activities and to maintain high standards. They succeeded thanks to their constant commitment.

B.14 ITC-Turin, ACTRAV, ILO and external resource persons

The Programme makes use of external resource persons in its courses and other activities, providing participants with viewpoints and experience from many different regions and labour organizations around the world. Furthermore, the use of resource persons provides us with experts capable of teaching specific topics covered by the Programme.

In 2013 the Programme used 146 external resource persons, 65 of whom were nationals of countries outside Europe and 40.1 per cent were women. They came from 31 countries outside Europe and 16 European countries. Twenty-four ILO officials from Geneva and the Regional Offices taught on the Programme's courses and activities and 17 ACTRAV officials from Geneva and from the field conducted sessions as part of courses and activities. In addition, 12 resource persons from other Technical Programmes at the Centre contributed to the Programme's activities. External resource persons in large majority came directly from national and international trade union organizations or used to be closely involved in trade union activities. All had substantial experience as trade union trainers and were specialists in the specific subject areas of the Programme. Nine representatives of Italian unions conducted sessions on the structure of the labour movement in Italy and Europe and a number of study visits to Italian trade union offices in Turin were included in the courses based in the Centre.

B.15 Workers involved in Centre activities, including bi- and tripartite courses

In 2013 595 workers (of whom only 23.7 per cent were women) attended courses at the Centre that were not organized by the Programme for Workers' Activities, compared with 300 in 2012, 566 in 2011 and 785 in 2010. These numbers represent a growth in absolute values, but still only a poor 4.4 per cent of the total number of participants in ITC-ILO's activities. Workers attending courses organized by ACTRAV Turin are equivalent to 70.2 per cent of the total number of workers taking part in Turin Centre activities. More detailed information is available in Annex 12 and 12bis. Furthermore, in the present situation the vast majority of workers participating in courses not organized by ACTRAV Turin are funded by sponsors (inside the ILO or through projects), **producing serious problems in the process of nomination of candidates through the Secretary of the Workers' Group**, too frequently bypassed by decisions taken elsewhere.

Focusing on the Academies, **ten Academies took place in Turin in 2013 with 972 participants. Only 20 workers** (0.21 per cent) **and 19 employers** (0.20 per cent) participated in these Academies. An academy was organized in the field in 2013 with 54 participants with 5 workers and 11 employers (respectively 9.3 per cent and 20.4 per cent) showing a trend to higher participation in field based activities.

The aggregated figures for participation of workers and employers are equally unsatisfactory: **workers and employers participating in activities not conducted by ACTRAV or ACT/EMP represent only 7.1 per cent of the total number of participants in ITC-ILO activities.** Anyway the very low level in the participation of workers and employers in the activities of the Centre, and particularly Academies, make it clear that there is an unacceptable deficit of tripartite representation and tripartism in general.

Indeed, in 2013 there were only 38 courses that can be considered bi- or tripartite. The number of workers participating was 405, compared to 243 in 2012 and 416 in 2011. It is worth highlighting that out of these activities **six were only for workers** (four conducted by ILS/GEN and one by DELTA and PRODEV respectively) **with 123 workers participating**. We confirm our request that in activities concerning only workers the Programme for Workers' Activities should be involved in their design and implementation. In practice, there were only 29 tripartite activities with 282 participants compared with 13,524 participants (0.2 per cent of the total).

Table 6 - All Centre (except the Workers' Programme): Workers in all Activities (2013)

Programme	AFRICA		AMERICA		ASIA		EUROPE		ARAB STATES		TOTAL
	M	W	M	W	M	W	M	W	M	W	
ILS/FPR	63	12	5	5	65	10	9	2	8	2	181
EPSD	19	8	0	1	3	0	2	1	1	0	35
ERAS	11	2	0	1	1	1	0	0	1	0	17
EMLD	3	0	5	1	1	1	0	0	4	0	15
SOCPRO	24	6	17	8	8	5	0	4	0	0	72
SOCDIA	15	2	41	9	29	7	49	18	0	0	170
ACT/EMP	0	0	0	0	0	0	19	14	0	0	33
SDG	12	1	1	1	1	0	0	1	0	0	17
DELTA	0	0	10	3	3	2	7	6	0	0	31
PRODEV	12	4	0	0	0	0	5	3	0	0	24
TOTAL 2013	**159**	**35**	**79**	**29**	**111**	**26**	**91**	**49**	**14**	**2**	**595**
TOTAL 2012	*84*	*36*	*40*	*18*	*37*	*12*	*62*	*21*	*1*	*0*	*311*

Table 7 - Participation of workers (2013): all Centre and ACTRAV Turin

Distribution of Workers' participants by region									
Region	**Workers (all Centre)**			**Workers (ACTRAV only)**			**Workers in other programmes**		
	M	W	Total	M	W	Total	M	W	Total
Africa	**263**	**107**	**370**	**104**	**72**	**176**	**159**	**35**	**194**
Americas	**258**	**189**	**447**	**179**	**160**	**339**	**79**	**29**	**108**
Asia & Pacific	**291**	**172**	**463**	**180**	**146**	**326**	**111**	**26**	**137**
Europe	**473**	**225**	**698**	**382**	**176**	**558**	**91**	**49**	**140**
Arab States	**17**	**4**	**21**	**3**	**2**	**5**	**14**	**2**	**16**
TOTAL	**1,302**	**697 *(35%)***	**1,999**	**848**	**556 (40%)**	**1,404**	**454**	**141 (23.7%)**	**595**

Table 8 - All Centre (2013): Workers in bi-/tripartite activities* (by Programme)

* Bi- & tripartite activities, or if workers plus employers are more than 40% of participants or workers alone more than 25%

PROGRAMME	**AFRICA**		**AMERICAS**		**ASIA**		**EUROPE**		**ARAB STATES**		**TOTAL**
	M	**W**	**M**	**W**	**M**	**W**	**M**	**W**	**M**	**W**	
ILS/GEN (6 activities)	28	1	2	0	60	8	8	1	8	2	118
EMLD (2 activities)	0	0	4	1	0	0	0	0	4	0	9
SOCPRO (4 activities)	0	0	5	7	2	3	0	4	0	0	21
SOCDIA (12 activities)	9	0	39	9	29	7	46	14	0	0	153
ERAS (2 activities)	8	1	0	0	1	1	0	0	1	0	12
SDG (1 activity)	9	1	0	0	0	0	0	0	0	0	10
EPSD (2 activities)	11	1	0	0	0	0	0	0	0	0	12
PRODEV (1 activity)	12	4	0	0	0	0	0	0	0	0	16
DELTA (3 activities)	0	0	4	1	1	2	7	6	0	0	21
Subtotal Other Programmes (33 activities)	**77**	**8**	**54**	**18**	**93**	**21**	**61**	**25**	**13**	**2**	**372**
ACT/EMP (2 activities)	0	0	0	0	0	0	19	14	0	0	33
ACTRAV (3 activities)	*0*	*0*	*1*	*0*	*0*	*0*	*45*	*19*	*0*	*0*	*65*
Subtotal ACTRAV-ACT/EMP (5 bipartite activities)	**0**	**0**	**1**	**0**	**0**	**0**	**64**	**33**	**0**	**0**	**98**
GRAND TOTAL (without ACTRAV)	**77**	**8**	**54**	**18**	**93**	**21**	**80**	**39**	**13**	**2**	**405**
TOTAL 2012 (21activities)	*59*	*24*	*36*	*13*	*33*	*6*	*54*	*17*	*1*	*0*	*243*

C. PRELIMINARY REPORT 2014

General remarks

The budgetary context in which the Programme is operating in 2014 seems to confirm the positive trend of 2013 and we expect to be in condition to confirm the 2013 results in terms of volume of activities.

Nevertheless the possibility of implementing a programme of activities relevant to the capacity building of ILO constituents depends on finding more predictable upfront resources with timely availability of the resources.

The Management of the Centre established for 2014 a new mechanism, on a pilot basis, to relieve the CFC burden on the Workers' Programme and to allocate extra resources from the surplus. We welcome this decision and look forward to its consolidation, but to maximize its impact, efforts for an increased centrality of the ILO mandate and tripartism in all activities and Programmes of the Centre, including the Turin School of Development, should be deployed avoiding the risk of a two-tier Centre.

This should be done, through the involvement of the ILO, trying to put into practice an adequate strategy linked to the reform process of the ILO itself. The experience started with the implementation of the ACIs modality of work of the ILO is offering good opportunities in this direction.

On the other hand, we face increasing difficulties in the allocation of resources to the Workers' Programme from the Regional RBTC assigned to the Centre, essentially in relation to the conflicting priorities between our Programme and the Regional Offices and growing competition among Technical Programmes within the Centre which increases the possibility of unilateral choices by the Regional Office.

The Workers' Activities Programme, jointly with ACTRAV and the Workers' Group, is striving **for a specific product for the training component of a broader process of institutional capacity building for trade unions and other ILO constituents in the framework of the ILO Technical cooperation.** Some promising first steps in this direction seem to be possible in cooperation with the new structure designed by the reform of the ILO Headquarters and field structures.

The positive financial results of the Centre in 2013 confirm a consolidated trend registered in the last years and offer room for a re-balance in this direction and also to give recognition to the extraordinary contribution given to these achievements with more stressing workload by the staff of the Centre, including long-serving project-based colleagues.

As usual, the Programme count on the highest possible level of cooperation and integration with ACTRAV and the Workers' Group, needed to identify the best balance between different kinds of activities and strengthen the long-term stability and relevance of the Programme and is fully committed to the reorganization process of ACTRAV launched in the recent retreat and based on enhanced team-work, better communication and a clear set of priorities.

Activities planned for 2014

As a contribution to this process the Programme is called on to continue and fine-tune its efforts to consolidate and expand the quality, effectiveness and relevance for trade union organizations of its training activities through a set of actions, including:

design of integrated educational pathways aimed at enhanced capacity building via training of networks of specialists on specific subjects and on promotion of training capacities for further dissemination

- **stronger integration and sharing of information with other training activities** implemented in the field by ACTRAV field specialists and by international, regional and national trade union organizations
- implementation of activities through projects **with a special focus on conducting more interregional activities**
- **better interaction with national organizations and a more effective evaluation of the impact of training**, which could also stimulate more suitable appointments of candidates to our courses

- **greater focus on priorities collectively identified by ACTRAV and the Workers' Group**
- increased cooperation with other Technical Programmes of the Centre to enhance the added value of more inputs in their activities from the Workers' side.

To achieve these ambitious aims, in addition to the need for an appropriate level of predictable funding, we will also test the planning our activities based on a two-year period, starting from the use of the existing predictable resources and trying **to include also a stronger and better planned training component of the TC projects implemented by ACTRAV HQ.**

Looking to the available resources for 2014, **66 activities and projects are included in the Programme's pipeline**: 25 in Turin, 34 in the field and 7 distance learning or blended, with the number of participants expected to be around 1,400. 13 of these activities will be implemented in Africa, 13 in Asia and Pacific, 18 in the Americas, 14 in Europe, 2 in the Arab States and 6 for an interregional participation. But we are confident that more resources could be allocated and that additional activities would be implemented (for instance this will be the case in Bangladesh for the garment sector). For more detail see Annex 14.

From the point of view of the training offered, the Workers' Programme is including in the content of the existing curricula issues linked to the priorities of the Workers' Group, as well as updating old curricula and developing new curricula on Sustainable Development and Decent Work, Organizing and Collective Bargaining in MNEs for Respect of Workers' Rights, and Trade Union Rights and International Labour Standards.

The efforts to link the core issues of Labour Standards, Freedom of Association and Right to Collective Bargaining, Decent Work and Gender Mainstreaming to the most urgent and current topics for workers in the global economy will continue to be a priority for the Workers' Programme with the goal of effectively contributing to the capacity development of trade unions worldwide.

Organizing and collective bargaining, as well as MNEs, working conditions, the struggle against inequality, poverty, youth unemployment and precariousness are among the main areas where the Workers' Programme will be engaged in delivering training aimed at the collective action of trade unions.

Particular efforts will also be made in 2014 to further promote the ***set of training modules to meet the capacity-building needs that trade unions are facing in the design and implementation process of the DWCPs***, through an approach based on the Social Justice Declaration of 2008 and on the interdependent nature of the four pillars of the Decent Work Agenda. This training programme (known as "Decent Work Cubed") is closely linked to the identification of possible ways of receiving new resources earmarked for its implementation. We are also looking forward how better integrate our priorities, indicated by ACTRAV and the Workers' group, with old and new priorities of the ILO, like in the case of the recently identified Areas of Critical importance.

As far as the core courses are concerned, the Workers' Programme planned to conduct up to 13 courses this year, but we need to monitor carefully the available resources in order to maintain a good balance with other activities in the field. Since 2010 we have organized at least one course every year in English and French for the African region.

The core courses already scheduled for 2014 and approved by the TUTC in 2013 are as follows (see also Annex 14):

<u>Africa</u>

- <u>Decent Work and the fight against poverty in the Post-2015 Development Agenda</u> **(new)** *in French and English*
- Trade union training on social protection *in French and English*
- Communication for trade unions *in English*

<u>Latin America</u>

- International Labour Standards and the ILO Declaration on Social Justice for a fair globalization for MNEs *in Spanish*
- Capacity building for trade unions on employment relations and precarious work *in Spanish*

Asia & Pacific

- Promoting rights and International Labour Standards for domestic workers and workers in the informal economy *in English*
- Organizing and collective bargaining for trade unions with a special focus on youth and women *in English*

Europe

- International Labour Standards and the ILO Declaration on Social Justice for a fair globalization for MNEs *in Russian and English*

Arab States

- More and better decent jobs: capacity building for trade unions with a special focus on women and youth **(new)** *in Arabic and English*
- Capacity building for trade unions on mainstreaming gender equality and empowering women workers (postponed from 2013) *in Arabic and English*

Interregional

- Promoting workers' rights and International Labour Standards: training for trade union leaders *in Spanish, French and English*
- Strengthening trade unions through organizing and action *in Portuguese*
- Fighting inequalities: capacity building for trade unions on wage policy **(new)** *in Spanish and English*

Other courses and activities are decided upon during the year in consultation with the ACTRAV Geneva regional desks and for the moment they will be around 50 scheduled in Turin or in the field. Nominations for organizations to participate in the activities are approved by the Secretary of the Workers' Group.

The Programme will implement the following projects in 2014:

- Multi-sectoral project on social dialogue
  Sponsor: European Commission (in the framework of the ILO joint management agreement)
  Partners: European trade federations and ETUC

- Strengthening trade unions in the Great Lakes Region & Africa on social protection
  Sponsor: Walloon Community
  Partners: trade union centres in Belgium and in the Region

- Projects in Myanmar and in the MENA subregion
  Sponsor: Italian Government

- Project in Bangladesh for the garment sector
  Sponsor: ILO Dhaka office

Within this changed framework, new projects are extremely important for the Programme and exploring the possibility of a new partnership with the European Commission in the area of Development Cooperation or elsewhere, as well as with other partners, should be a priority for us in cooperation with ACTRAV, with trade union organizations and with the Centre's Management. Particular attention should be paid to projects with an interregional focus and in the African region and Arab States (in this area a bipartite project jointly with ETUC and BusinessEurope for the Maghreb region is pending since 2013).

The Workers' Programme in 2014 will also seek increased cooperation with GUFs and with unions from the developed world as well as more tailor-made activities for national Centres.

Positive developments in this direction in 2014 are:

- an increased training component introduced in activities with IndustriAll concerning the Trade Union Network of the Fiat–Chrysler group;
- the implementation for the first time of a training workshop for Asia–Pacific sponsored by ACFTU, improving existing cooperation with this organization;
- confirmed and expanded partnership with labour-friendly institutions and educational structures and colleges in Asia–Pacific and Africa;
- memorandum of cooperation signed with the Trade Union School of the Spanish CC.OO. and ISCOD, the development cooperation institute of the UGT in Spain
- implementation of the Community of Practice with ETUI and SOLIDAR on "Promoting methodological and technological cooperation for a better trade union education" and its extension to a global dimension once launched at European level.

Follow-up bipartite initiatives will be implemented in Europe in 2014 and 2015 in cooperation with the Italian company, ENEL and the ENEL European Works Council on the implementation of the recently agreed International Framework Agreement.

New training material and the updating of existing material will continue with a special focus on informal economy and on the new training modules on the Decent Work Agenda, on OSH/E and on sustainable development as well as on the accumulated experience in the area of sectoral social dialogue in Europe.

A new website and new format of course description and invitation letter will be part of a stronger communication of the activities of the Programme towards better integration with ACTRAV activities in general, with the Global Labour University and with the network of trade union educational centres (to be established on the basis of the already existing cooperation links and consolidated). We would also suggest to organize regular information sessions about the Turin Programme for the Workers' Group (once a year during the one of the GB meetings) as well as to organize regional planning seminar (perhaps in coincidence with similar ACTRAV meetings) particularly focussed on coordination of training and educational activities.

Tripartism

The development of the institutional capacity of ILO constituents is an explicit objective of the Centre's Results-Based Strategic Plan for 2012–2015. Enhancement of the tripartite dimension of its programmes is one of the main principles guiding the work of the Centre and is based on two pillars: a) the strengthening of worker- and employer-specific training programmes as well as the labour administration programme; and b) the enhanced relevance of the different activities of the Centre to social partners and their involvement in these activities. To this end, a specific joint ILO and ITC-ILO resource mobilization strategy is needed to guarantee upfront resources for this mandate: in particular the regional RBTC, beyond the limited amount assigned every biennium to the Centre, technical cooperation and RBSA.

On the subject of stronger tripartite input in Turin's activities, new guidelines were set in March 2013 which move in the right direction and also look at reviewing existing curricula with a clearer tripartite content and design. This methodology will also be transferred to an improved tripartite audience in particular in Academies. An updated list of experts on specific subjects to be used as resource persons for workers will also be given to the other Technical Programmes.

In 2014 we are looking forward the possibility to test an innovative way of increasing workers' participation to Academies by conducting specific courses for workers in parallel with an Academy (in this case the Academy on social economy planned in Brazil during Summer 2014) and with partially overlapping timetable.

On the other hand, the growing number of activities promoted by the Centre in partnership with the ILO, which are frequently workshops discussing very relevant and sometimes controversial issues, requires a renewed and timely effort, coordinated between the ILO and ITC, to make sure that workers and employers are informed and involved in these activities from the beginning with full respect for the procedures for the appointment of worker participants by the Secretary of the Workers' Group.

D. PROPOSALS FOR 2015 AND SUGGESTED PLANS FOR 2016

The Programme's core courses are cycled by region and topic (see Annex 4). In view of the courses conducted in past years and with the aim of maximizing the possibility of assisting trade unions to integrate workers' priorities in DWCPs, the following plans for 2015 are presented (see Annex 16).

Suggested plans for 2016 will be distributed and discussed during the TUTC meeting.

Provisional Plan for Core Courses in 2015

Africa

- Capacity building for trade unions on enhancing employment generation for young workers and labour market information system - English and Portuguese link with ACI2
- International labour standards and trade union rights with focus on domestic workers and informal economy - English and French link with ACI6
- Decent work, green jobs and sustainable development - English and French link with ACI1

Latin America

- Trade union training on youth and organizing strategies - Spanish link with ACI2
- Fighting inequalities: capacity building for trade unions on wage policy - Spanish

Asia–Pacific

- Trade union training on sustainable development, green jobs and decent work - English link with ACI1
- Trade union training on wage and social security policies for decent work (focus on income policies, minimum wages, social protection and CB) - English link with ACI3

Europe

- Young leadership training for NIS on organizing strategies and skills - English/Russian

Arab States

- Capacity building on trade union regional networking - Arabic/English

Interregional

- International labour standards and trade union rights for workers in informal economy through organizing and social dialogue - English and Spanish link with ACI6
- Capacity building for trade unions on globalization - Portuguese *(for Portuguese-speaking Africa and Brazil)*
- Capacity building for trade unions on migration *(linked with ITC-ILO Academy on migration*) - English/Spanish/French link with ACI8

APPENDIX 1

REGIONAL REPORTS

A. AFRICA

Background and training strategy

Africa's economic growth remained buoyant in 2013. However, the so-called growth failed to create enough decent jobs to meet the demand of the large army of the unemployed, generate wealth to improve the quality of life of the majority, bridge inequality, and lift millions of African out of vulnerable employment and poverty. On average, sixty per cent of Africa's working population is in the informal economy, which is characterized by precarious working conditions. A key challenge, therefore, is how Africa can pursue more effective policies to accelerate and sustain high growth and make economic growth more inclusive and equitable.

In order to overturn this dismal state of affairs, African countries need to put greater effort in regional integration processes, pursue a right-based approach to macroeconomic policies including their Decent Work Country Programs, and engage in value-addition and commodity-based industrialization. Besides the countries need to invest heavily in research and the development of human resources through conditionality for local content. Moreover, they need to stimulate their economies by spending on labour-intensive infrastructural development, promoting a culture of environmental preservation through a shift to green economy initiatives and ensuring sustained commitment towards a realization of the goals of the Decent Work Agenda. All these actions should be based on the ILO principles and values embedded in its most relevant declarations and policy orientations and the ILO international labour standards.

Against this backdrop, ACTRAV-Turin continued to contribute to the capacity building efforts of trade unions in Africa through its delivery of relevant education and training activities that targeted various cadres. From a long-term perspective, these interventions are intended to promote the development of advanced knowledge and labour education capacity of workers' organizations, with the ultimate goal of strengthening the influence of workers' organizations in decision-making through collective bargaining and social dialogue as well as their effective participation in the Decent Work Country Programs. In specific terms, ACTRAV-Turin implemented a total of eight training activities, including three core courses, which were held at the Turin Centre, and five other activities that were carried out at field level. A total of 140 participants including 59 female (41.24%) trade unionists attended these training courses.

The courses and target groups were identified through a consultative process with ACTRAV-Africa Desk, ACTRAV Field Specialists and also through the use of the Resolutions and Strategic Plans of ITUC-Africa and OATUU, the priorities of the Workers' Group and the decision of the Trade Union Training Committee. The profiles of targeted cadres were used as benchmarks for determining the training scope, curricula and the selection of resource persons for each course. The curricula were organized around problems, rather than mere subjects and these problems reflected the concerns of trade unions on key challenges plaguing the world of work. The training activities were developed in-line with the core Mandate of the ILO as articulated in the four strategic objectives of the Decent Work agenda, and by extension the Areas of Critical Importance (ACIs).

The objectives of each training course informed the creation of learning materials and products that not only covered the technical issues but also addressed deeper concerns of African trade unions in the context of the challenges plaguing the world of work. The suggestions and contributions by the staff of various technical departments of ITC-ILO [ILSGEN and EPSD], ILO [ACTRAV, ILOAIDS, Green Jobs and Wage Policy Department], ITUC, ITUC-Africa, OATUU, ETUC, TUC-Britain, TUC-Ghana, Sustainlabour and Fourah Bay College/University of Sierra Leone who were involved as resource persons and shaped the structures, contents and timetables of the training courses.

The courses were conducted in supportive environments through highly participatory approaches, which assured full involvement of participants through the sharing of experiences. The training methods used included presentations, problem-solving group work and plenary discussions. The group work fostered increased social integration and as a result, participants were able to self-correct, consider multiple

viewpoints, understand the larger context of a problem, relate theory to practice and share the real life experiences of issues that were debated. The diversity of the participants with the varying experience in different areas of expertise enriched the courses and reinforced their robustness, thereby making them more relevant and beneficial. This, in the end enabled the participants to improve their competencies and appreciate the importance of self-directed learning drawing on their own baggage of rich experiences, skills, and the trade union values. Also, they were able to propose policy building blocks, tools and strategies to inform and guide the policy direction and actions of their trade unions around the themes of the various courses that were implemented.

The training strategy used involved the creation and delivery of relevant training packages that contributed to the enhancement of the institutional capacity of trade unions to engage through in more effective social dialogue and public policy debate concerning work-related and socio-economic issues. Besides networking, cooperation and coordination among trade unions in the African continent and between them and their counterparts in Europe, Asia and the Arab States around these issues was strengthened.

Nearly all the field activities were held in training facilities owned by trade union organizations namely, ITUC-Africa's Training Centre in Lome, OATUU's Kwame Nkrumah Africa Labour College (KNALC) in Accra and COTU-Kenya's Tom Mboya Labour College in Kisumu. It is our hope that the training activities being delivered by ACTRAV-Turin will continue to make a positive contribution to ITUC-Africa's effort of establishing a Research Institute and OATUU's aim to provide labour education at the KNALC on a more regular and sustainable basis. The ILO, ACTRAV-Geneva, Walloon Community, Swedish International Development Agency and the Government of Italy were our main Cooperating Partners.

The various training activities that were implemented during the period in review contributed to a realisation of ILO's outcome 10 i.e. workers have strong, independent and representative organizations, outcome 1 i.e. more women and men have access to productive employment, decent work and income opportunities, outcome 7 i.e. more migrant workers have access to productive employment and decent work, outcome 6 i.e. workers and enterprises benefit from improved safety and health conditions, outcome 8 i.e. the world of work responds effectively to the HIV and AIDS epidemic, outcome 12 i.e. tripartism and strengthened labour market governance contribute to effective social dialogue and sound industrial relations, outcome 13 i.e. a sector-specific approach to decent work is applied, outcome 14 i.e. the right to freedom of association and collective bargaining is widely known and exercised, and outcome 18 i.e. international labour standards are ratified and applied.

In specific terms these training activities contributed to the capacity enhancement of trade unions in Africa on issues concerning organizing and managing trade unions, eliminating the spread and mitigating the effects of the HIV and AIDS epidemic, promoting safety and health preventative culture in the world of work, promoting workers' effective participation in social dialogue fora, empowering women and promoting gender equality and equity, promoting decent work in favour of migrant workers, and honing the competencies of union officials, educators and other shop-floor union representatives on labour, strategic planning and socio-economic issues. It is hoped that the enhanced competency will be an added institutional value that will continue to aid trade union leaders to articulate forward looking policies in collective bargaining and at social dialogue fora, not least the on-going the Decent Work Country Programs.

Moreover, our interventions continued to reinforce trade unions' advocacy and campaigns for a paradigm shift towards an alternative growth model that emphasized a balance among economic growth, social progress [decent work] and environmental preservation. The inter-regional and regional training activities were platforms for informed debate around emerging issues and challenges of importance to trade unions. They were also opportunities for strengthening interactions between Anglophone-Francophone African trade unionists especially on the need for union-renewal and unification, reinforcing South-South and North-South cooperation and in developing organized labour's perspectives to respond to the challenges engendered by globalization and regional integration.

The individual action plans developed by participants under each implemented activity were means of transferring knowledge and skills to their respective national trade union centres, sectoral trade union organizations, workplaces and communities. It is hoped that through the implementation of these activities, trade unions will be able to have the upper hand to recruit more members, demand rights for migrant workers and other vulnerable groups of the working population, call for the empowerment of women and youth aimed at narrowing of the inequality gap, expand the scope of union coverage, integrate workers concerns in

collective bargaining agreements, support specific OSH and HIV and AIDS programs with a view to promoting a preventative culture and extending social protection and social security coverage to workers in the informal and rural economies.

The Network of volunteer educators with highly developed communication and facilitation skills, acquired through their participation in our training activities will help trade unions to carry forward the momentum already generated through implementation of the courses. It is hoped that the knowledge and skills gained by those who took part in the activities will certainly be cascaded to different cadres within the trade union movement with a view to achieving multiplier effect and higher impact.

B. THE AMERICAS

Background and training strategy

During 2013 work has continued with the inclusive approach employed in previous years, in the form of various classroom-based and distance activities, both in Turin and on the ground, designed to train trade union organizations on the strategic objectives of Decent Work, in all cases with the cross-cutting focus of gender.

Thus, the theme-based approach to the planning and organization of training programmes has been maintained, supported by specific experiences of the development of trade union technical teams linked to Decent Work, as well as the adaptation and application of the "Decent Work Cubed" training scheme with some country-level trade union confederations. All of this takes place within a framework of coordination and cooperation between national and international trade union organizations in the form of both trade union federations and confederations.

In order to facilitate these processes in the future and provide support for the systematization of the work carried out by trade union organizations, a new training tool has been developed to be used as a lifelong learning environment allowing access to information, training, the exchange of experiences and cooperation and collaboration between trade union organizations and their members in order to build knowledge and trade union strategies for action. We have named this mode of learning "Decent Work Schools", where a range of resources are used to fully develop the capacity for the effective and articulated participation of trade union organizations in decision-making processes in all the aspects of Decent Work.

In relation to the themes dealt with in the activities carried out, we have worked on some of the areas included on the agenda of the International Labour Conference. Similarly, during the second half of 2013 the training plan was modified to include some areas of critical importance, in particular those related to the informal economy, the rural sector and the development of youth competencies.

ACTRAV coordination

As in previous years, all the regular courses held in Turin are previously defined by the Trade Union Training Committee, whose meetings are attended by the directors of the Bureau for Workers' Activities (ACTRAV). The implementation of these courses is necessarily coordinated with ACTRAV's Regional and Geneva offices, whose staff participate in both the design and implementation of the courses.

With regard to activities carried out on the ground, as always the joint definition of ACTRAV's Regional Office with the Turin office has been crucial, representing an undoubted advantage in the form of combined efforts and increased efficiency. This synergy has been focused on four spheres:

- The planning and development of activities on social protection to be held prior to the International Labour Conference, since it is one of the themes included on the agenda;
- Broadening the training available on political economy and Decent Work with trade union organizations and universities in the region;
- The implementation of activities focusing on three areas of critical importance identified by the Governing Body: social economy, the rural sector and the development of youth competencies;

- Training work with Global Union Federations (GUFs) in different fields, and the strengthening of coordination between GUFs and the Trade Union Confederation of the Americas (TUCA).

Similarly, the planning of distance training has been in line with ACTRAV programming, and the convening, implementation and development of training activities have been carried out in conjunction with the Region.

The development and implementation of the "Decent Work Academies" is also being carried out through joint efforts.

The ACTRAV-Geneva/Norway project "Trade unions for social justice" provided particularly valuable support to various training initiatives during the second half of the year.

Coordination with regional trade union organizations.

During the course of 2013, systematic coordination has continued between TUCA-ITUC and the ACTRAV team in the Regional Office and in Turin on the regular courses held in Turin on the themes set out by the Trade Union Training Committee. Moreover, in the case of activities on the ground, work has been carried out with TUCA on the systematization of knowledge and products related to the theme of social protection in coordination with the experiences of both the continental team on social security and the regional network of the informal economy.

The training experience coordinated with TUCA over two consecutive years has been equally important, providing a response to the challenge of analysing the implications of the political economy and Decent Work based on the exchange of experiences and perspectives with the academic community. The fact that the activity was held at the same time as the continental meeting of TUCA on the design of the Labour Development Platform (Plataforma Laboral de Desarrollo, PLADA) made it possible for ACTRAV Turin to cooperate on technical issues with the Regional Office.

It is worth pointing out that in 2013 a set of interrelated activities were also developed in the field of occupational safety and health (OSH) both in Turin and on the ground/in the form of distance courses, serving to support TUCA's working plan in this sphere and linking it to the importance of International Trade Union Federations to the collective bargaining of trade unions.

With respect to Global Union Federations (GUFs), work has been carried out with the majority of GUFs but the collaboration with ICM on matters of OSH and with the UITA as a leading agent in the rural sector, a critically important area, has been particularly significant.

Coordination with national training centres and research institutions

Study visits to Madrid continued to take place during 2013 with participants on the regular courses held in Turin as part of the agreements with the Confederal Trade Union School of the Workers' Commissions (Comisiones Obreras, CC.OO.) and the Trade Union Institute for Development Cooperation (Instituto Sindical de Cooperación al Desarrollo, ISCOD) of the Spanish General Union of Workers (Unión General de Trabajadores de España, UGT). During 2013 there was also a study visit from a delegation of trade unionists from the Republic of China, carried out with the support of the Spanish trade union cooperation.

Also in 2013, the ACTRAV programme of the International Training Centre of the International Labour Organization in Turin together with the Fundación para la Formación y Empleo Miguel Escalera (FOREM) (www.forem.es) and the Training and Social Studies Institute (Instituto de Formación y Estudios Sociales, IFES) (www.ifes.es), decided to carry out a pilot training of trainers programme to incorporate the dimension of Decent Work into vocational training for young people and lifelong learning in order to strengthen capacities and explore new avenues to analyse the advantages offered by adopting an integral Decent Work focus in training and learning for the lives of workers.

The very positive assessment of the experience carried out with the respective teams of both entities and with the ACTRAV Regional Office and the ILO's Madrid office made it possible to transfer a proposal to the Region for activities linked to vocational training incorporating the dimension of Decent Work based on a focus developed as part of the so-called "Decent Work Cubed" training package. The very significant experiences in this area of the General Confederation of Labour Argentina (CGT), the three Brazilian confederations through

the trade union institute DIEESE, and CINTERFOR were the main contributions of the Region to this area linked to ACI2 in terms of the development of professional competencies among young people.

The development of "Decent Work Schools" as a space for lifelong learning thanks to the collaboration of Spanish trade unions was fundamental in ensuring the success of this process and the consolidation of the training offered as a whole by ACTRAV in the Region.

Once again for 2013 work continued with the Argentinian Building Workers' Union-General Confederation of Labour Argentina (UOCRA-CGT) multidisciplinary trade union training and research team and the Banco de Previsión Social (BPS) in Uruguay.

Coordination with other ITC-ILO programmes

The ITC-ILO Social Protection Programme made it possible to hold some joint working seminars on OSH, coinciding with a course held by the centre in April. In the context of that programme technical support was also given on migration as part of the specific interregional training on domestic work.

Moreover, all the activities held in Turin by ACTRAV also had the participation of the centre's expert speakers on standards and gender, a fact that was highly valued by participants.

The Centre's support for the "Decent Work Schools" project by means of its innovation fund was also of great importance.

Coordination with offices on the ground and departments of the Geneva office

All the activities developed on the ground during 2013 had the participation of experts from different offices depending on the theme to be dealt with. Descriptions of the activities and the programme proposal were previously shared through the ACTRAV Regional Office.

A large proportion of this work was incorporated into regional planning as a response to the focus on "Areas of Critical Importance" (ACIs), taking into consideration the conclusions of the different regional multidisciplinary teams constituted by the Regional Office for the purpose.

The collaboration maintained from the Regional Office with the ILO's programme for the formalization of informality (FORLAC) has been crucial to facilitating almost all the activities carried out on the ground, as well as the creation of new training materials and tools by ACTRAV's Regional Office with the technical cooperation of ACTRAV Turin.

We must also mention the support of CINTERFOR for the work carried out with the ACTRAV Regional Office on the development of professional competencies in the framework of Decent Work. Finally, given the special importance of trade union cooperation between Spain and Latin America, the role of the ILO's Madrid office in accompanying and supporting the different collaborative initiatives has been very significant.

Coordination with agents in international cooperation

During 2013, various contacts have taken place with the international cooperation foundations of the Spanish trade union organizations Comisiones Obreras (CCOO) and Unión General de Trabajadores (UGT), both to identify common priority areas and for regular collaborative work. Ongoing contact with these agents of Spanish trade union cooperation also makes it possible to continue to assess the possibility of presenting joint cooperation projects both on a country-wide and European level.

Training materials

During 2013 training materials continued to be revised, updated and developed to be included in the aforementioned global proposal "Decent Work Cubed", including the toolkit containing guides with a special emphasis on the gender focus:

- Social protection gaps
- Social protection floors and gender
- Sustainability of life from the perspective of responsibility for care

- Guide to trade union intervention for equality in social protection

Moreover, during 2013 two basic guides were produced as part of the Regional Project FORLAC with the support of Regional ACTRAV linked to ACI6:

- Guide to gathering information on the social economy
- Guide to the social protection floor for workers in the informal economy.

C) ASIA AND THE PACIFIC

Background and training strategy

Asia has been growing steadily for many years now but this region, with two third of the global workforce, has not been making much progress in regard to promotion of Decent Work. Growth has been accompanied by rise in the share of precarious, low wage work and growing employment in informal economy – which are indicators of the fact that economic growth alone is not creating decent work. If China is excluded, real wages in the rest of Asia are below 2007 level. In 2013 as global unemployment worsened to 202 million, the largest increases came in East Asia and South Asia. On trade union rights front, the mechanisms for social dialogue in most Asian countries are weak and unions face many hurdles in regard to Freedom of association and collective bargaining rights.

Main priorities of trade unions in Asia (as reported by participants in many training courses): promotion of social protection, decent work for workers in precarious employment and respect for Freedom of association, collective bargaining and tripartism. In terms of training needs, the areas of union competencies that need strengthening are: organizing strategies for informal economy, union management, negotiations and collective bargaining skills, (especially dealing with private sector and MNEs), knowledge development on wages and employment policies for sustainable development (including minimum wages and green jobs) and labour law reforms.

Keeping in mind the TUTC recommendations and advice of the ACTRAV colleagues, the training activities for Asia-Pacific seek to address the above needs and contribute towards achievement of ILO Outcome 10 (Workers have strong, independent and representative organizations).

During the year 2013, the Programme carried out 15 training programmes for Asian region - 4 in Turin (including two for All-China Federation of Trade Unions) and 11 training workshops in the field, including three programmes for unions in Myanmar. These were attended by 319 unionists, including 144 women (45%).

Areas of focus in training programmes

ILO Labour Standards and ILO supervisory machinery, organizing, freedom of association and collective bargaining skills and strategies, wages policies, employment relations and labour law reforms, social protection and social security, union communications, sustainable development and green jobs and decent work workers in informal economy (migrants and domestics). In general, the contents of the training programmes focused on union priorities in the context of the four strategic objectives of Decent Work Agenda. Training activities also seek to mainstream gender issues in the courses, supplemented also by specific sessions for integrating gender perspective in trade union work.

While all training activities explicitly contribute to Outcome 10 (Workers have strong, independent and representative organizations), since the main themes of training programmes also focus on specific issues linked to Decent Work Agenda, Actrav training also contributes towards achievement of other ILO Outcomes such as - O/C 1 (DW opportunities), O/C 4 (Social Security), O/C 5 (improved working conditions), O/C 6 (OSH), O/C 7 (Migrants), O/C 12 (Tripartism and social dialogue), O/C 14 (Freedom of Association and Collective bargaining), O/C 17 (Discrimination) and O/C 18 (ILS).

In terms of the newly established ACI initiatives, training activities for Asian unions mostly can be linked to ACI 8 (Protection of workers from unacceptable forms of Work), ACI 1 (Promoting more and better jobs for inclusive growth), ACI 6 (formalising informal economy) and ACI 3 (social protection).

Training process and methods

Training is designed as a process that integrates information, knowledge and experience sharing for policy development and promoting union actions. The training methods acknowledge the participants' practical experience in the field of trade union work and seek to enhance their knowledge base and skills through collaborative learning processes. The process also involves demonstration of training methodologies and training tools through group discussions, group work and presentations – in groups or individually. Training programmes build-in interregional experience and participants have the opportunity to share practices and learn from the union experiences from other regions. The contents of the programmes are often upgraded to reflect emerging issues and training needs of the unions in the region. Every training programme seeks to promote follow up actions by participants aimed at strengthening the work of the unions that nominated them. Full scope is given for participants to discuss and come up with their own solutions and actions to bring about change in the identified problems.

Training for FTUM and other workers organizations in Myanmar: main focus of has been on building organizational and technical capacities of union activists for organizing workers, collective bargaining and social dialogue and on raising awareness and knowledge about ILO standards, policies and supervisory mechanism for defending Freedom of Association rights. In 2013 with the support of the Italian government funded ITC-ILO project, Actrav-Turin conducted 2 training activities for FTUM and other groups plus one bi-partite and tripartite workshop on the theme of 'Promoting freedom of association, right to organize and collective bargaining'. These activities were conducted with the involvement of ITUC and ILO, Yangon Offices. Ideally, Actrav should have a project to follow up for sustained capacity building of workers organizations in Myanmar in the areas of union organizing, management and collective bargaining skills.

Pursuant to the *education cooperation agreement with ACFTU* two tailor-made training activities are being conducted each year – on a co-sharing basis with ACFTU. Study visits for ACFTU are part of this training and are generally hosted by European trade unions. In 2013, UGT, Spain and OGB, Austria supported the study visit.

These training programmes have been positively evaluated by the participants and this cooperation too has been appreciated by ACFTU leadership. This positive experience has led to ACFTU to support in 2013 one Actrav-Turin training activity for Asian region as part of South-South cooperation initiative between Actrav and ACFTU.

Coordination of training activities with others

In general, the training activities are planned in consultations with Actrav colleagues (Desk and the field), keeping in view the overall policy recommendations of TUTC. This coordination also helps in taking on-board the priorities of the region as communicated by the Actrav Field Specialists who are later often involved in the delivery of training activities. Discussions are on-going with Desk Officer as to how this coordination can be improved. Coordination with Actrav-Asia Desk also extends into the area of raising resources and building partnerships for the training activities with other ILO programmes (in Geneva and in field) as well as trade unions in the region for co-sharing resources – both financial and technical (such as with Korea Labour Foundation and ACFTU).

Given that it is not easy to find donors for Turin-based workers education programme for Asia-Pacific, our approach therefore has been to build partnerships with other national unions and labour support organizations in the region for co-sharing and co-organizing training activities. This has led to sponsorships of study visits for A-P training activities by European trade unions and co-funding of field training programs from JILAF/Japan, KLF/Korea, SNTUC/Singapore, ACFTU/China and FES/Global Trade Union Programme. The partnerships with national unions in Asia reflect not only the positive recognition of ACTRAV's work in the area workers education but it also gives opportunity for the programme to contribute towards their workers education activities in terms of contents and methodologies.

On-going challenges

- Funding of trade union education – need to raise additional resources for expanding opportunities for union education in Asia, including through ILO Field Offices, ROAP's RBTC-Asia funds meant for ITC-ILO;
- Need to have at least biennium planning for Turin programs in line with the work plans of Actrav field specialists – so that Turin complements and supports Actrav specialists work in the field – desirability of programming Actrav-Turin training in Actrav TC programming;
- Improve coordination and collaboration with ILO Field Offices where increasingly ILO TC resources are decentralized;
- Improve follow up at national level with trade unions that send participants to Actrav-Turin programs;
- Distance education methodologies in Asia for trade unions (barrier: no common language unlike Latin America; reluctance of union participants for reading and writing, preparation of on-line modules and reliable platforms, internet connectivity and costs for participants in Asia);
- Need to promote greater integration of gender perspective in trade union work in Asia as also promote more opportunities for women union leaders.

D) EUROPE

In 2013, ACTRAV trained 611 participants from the European region, including 205 women (34%). High number of male participants is attributed to the fact that many activities were conducted for trade union organizations representing male-dominated industries. More than 50% of participants were trained in the activities that were designed and delivered within the framework of larger projects. Fourteen training activities were implemented, six in Turin (one blended) and eight in the field, thus achieving a better balance than in the previous periods when the large majority of activities were conducted in the field. Upon request, contributions were made to several activities organized in the field by certain European Trade Union Federations.

In 2013, the ACTRAV training offer in Europe continued to be dominated by the EU-funded capacity building projects implemented through diversified delivery modalities, with different thematic areas, target groups and country groupings as well as different function of the Programme in each specific project. While in some projects ACTRAV ITC-ILO was the project leader, in others it was one of the partners in the consortium or a service provider to another project leader who outsourced the management of the training component of the project to the ITC-ILO. Out of the four projects implemented in 2013, two were bipartite and two were carried out exclusively for trade unions. Three projects were sectoral (commerce, transport, energy) and one multi-sectoral addressed to the affiliates of IndustriAll Europe ranging from textile-leather-clothing to metal industry, chemistry, energy and extractive industry. As far as the geographical coverage is concerned, two projects targeted all the EU countries and two addressed the sub-group of New Member States and Candidate Countries. Out of thirteen project-related activities, three were implemented in Turin and ten in the field (seven directly managed by ACTRAV and three with ACTRAV expertise and participation). Several projects were a follow-up to the positive experiences gathered in recent years, reinforcing the fruitful and successful partnership between ACTRAV and partners at European and global levels.

The year 2013 was the second year of the implementation of the EU-ILO Joint Management Agreement in which ACTRAV-Turin was charged to carry out a project entitled Decent Work for Workers in IndustriAll Sectors aimed at strengthening sectoral social dialogue in New Member States and Candidate Countries of the European Union in the sectors covered by IndustriAll European Trade Union. In cooperation with ACT/EMP, the Workers' Programme implemented a tailor-made bipartite project for the ENEL Group on the subject of Building the information and consultation mechanisms for the ENEL EWC members and company managers within an international dimension. In a third project ACTRAV made a significant contribution to the implementation of the EuroCommerce and UNI Europa Commerce project on Promoting capacity building and improving social dialogue in the commerce sector for the organizations in New Member States and Candidate Countries, both in conducting research and workshops. Furthermore, drawing on its significant experience in young leadership training, it ran one workshop within the framework of the ETF project on Training and empowerment of European young transport trade unionists for addressing youth

employment and social policy challenges in Europe (Transunion youth) and contributed to the realization of the Transunion Youth Conference.

Besides the project-related activities, the core course and tailor made workshops were implemented with the ACTRAV-ILO HQ, DWT/CO Budapest and Moscow, and the partners such as the ETUI and SOLIDAR.

Cooperation and partnerships

According to the TUTC decision, the only core course for Europe was implemented on collective bargaining for the Commonwealth of Independent States in Russian language. To the extent possible the sessions merged with the similar course on collective bargaining for Africa, jointly benefitting from the contributions of the resource persons from ILO HQ. The course was conducted in collaboration with the ILO DWT/CO Budapest and DWT/CO Moscow, ILO (EMPLOYMENT, DIALOGUE), ITC-ILO ILS-FPR and in cooperation with IndustriAll, EPSU and other related institutions and experts.

The activities of the project Decent Work for Workers in IndustriAll Sectors were implemented in partnership with the IndustriAll Europe, with a strong degree of collaboration with the ILO (DIALOGUE, SECTOR, DWT/CO Budapest), different programmes of the ITC-ILO (ILS-FPR, DELTA), IndustriALL Global, ETUC, ETUI as well as national representatives from trade unions, employers' organizations and governments. The interesting coincidence is that the activity in Croatia for South East Region was implemented on 1 and 2 July, coinciding with Croatia's accession to the EU, which added to the visibility of the project, especially with the part of the programme addressing the European integration.

The project for the commerce sector, promoted by the EuroCommerce and UNI Europa, was a follow-up to the similar parallel projects implemented by the programmes for workers' activities and employers' activities of the ITC-ILO in 2011 building upon the partnerships established under the previous project. It was designed and implemented directly by the European social partners in commerce sector who outsourced research and training components of the project to the ITC-ILO via ACTRAV and ACT/EMP.

The ENEL project was the first experience in managing a bipartite transnational project for a multinational company and in direct link to the activity of the European Works' Council and the Global Works' Council. It was conducted in close partnership with the ACT/EMP Programme and with ENEL Group representatives, linking the training package to the thematic priorities agreed in the Global Framework Agreement. Besides the ITC-ILO team and the ENEL Group, the project activities involved a number of organizations and institutions: ILO, IndustriALL Global and Europe, EPSU, IOE, Sindnova, TUAC and a number of multinational companies providing good practices on selected topics either through contribution to the research or in face to face training.

Based on the positive experience gathered during the implementation of the project Decent Work for Transport Workers in 2011, ACTRAV/ITC-ILO was asked to join the consortium of the Transunion Youth project contributing with its long-standing experience in young leadership training for trade unions as well as the expertise on the youth related topics. The project was led by the ETF with the specific role of ACTRAV in the design and delivery of the ETF youth workshop in Turin and input in the management of the training component of the project as well as the ETF Youth Conference.

The tailor-made activities reconfirmed the long-standing partnership with the ILO CO/DWT Budapest, the European Trade Union Confederation and the research and education departments of its institute ETUI and opened new opportunities for collaboration with SOLIDAR in the area of trade union education in Europe. Due to the on-going reorganization process of ACTRAV, it is expected that in 2014 the overall activities in Europe will achieve a higher level of coordination and integration, whether managed by Geneva, Turin or field offices.

As far as topics are concerned, 2013 was marked by the focus on the international labour standards, organizing, building trade union structures, collective bargaining and social dialogue, precarious employment, multinational enterprises and trade union education. In case of social dialogue, there was less emphasis on the mechanism and more on the content negotiated at national and/or European level and its implementation. Existing materials were used and promoted such as the Manual for Trade Union Education on Social Dialogue,

the National Tripartite Social Dialogue: An ILO Guide for improved governance, MNE Declaration: What's in it for the workers? Many other materials were compiled and adapted for each training activity from ACTRAV sources and in close collaboration with selected experts.

An important feature of the work done in 2013 is the fact that research or survey component was added to many training activities with the result of better adjustment of the training content to the needs of the participants as well as the production of presentations and papers that can be used in the future training activities. For instance, for the first time an on-line survey on collective bargaining was implemented before the core course on CB in Europe (in English and Russian), on-line survey was implemented prior to five workshops for the commerce sector, on-line conference was implemented for the ETF youth, research was commissioned for the ENEL project, on-line survey on trade union organizing strategies and practices and so on. ACTRAV has always been favoring active training and learning methodology, involving the participants in the pre-course assignments, developing country reports and presentations, actively participating in panels, working groups and drafting action plans. This is the approach that should be kept and further advanced in 2014, in closer collaboration with DELTA.

Current challenges

There are several challenges for the European programme: i) integration with the national and transnational training activities run by ACTRAV HQ and field offices in Europe; ii) improvement of co-operation with the ITUC-PERC; iii) heavy dependence on projects and uncertainties linked to it; iv) the necessity to conduct training activities in two or more languages (up to seven) and the need to provide the main training materials on regular basis in most of them which is very costly and time-consuming; v) combining Europe-centered approach with the inter-regional approach whenever possible; vi) strengthening training by regularly integrating research component; vii) developing new and innovative training materials (requires time and funds).

E) ARAB STATES

The situation in the Arab region has the potential to usher in a new democratic social order and a development approach that engages citizens in the formulation of inclusive development policies and meets the aspirations for decent work of millions of Arab youth and women. But there is also a serious risk of negative trends developing in the opposite direction and armed conflicts and civil wars are still producing their burden of victims and destructions. Nevertheless it is also an opportunity for the international community to strengthen democratic institutions, civil society organizations and the trade union movement to assist in promoting social justice, good governance and the democratic development process.

The prominent role as a catalyst for the winds of democratic change played in a number of countries by the workers' movement has brought new perspectives and priorities to trade unionism in the region. In some countries new unions are emerging; in others, existing ones have been active promoters of change or are engaged in a process of transformation. In general, freedom of association has gained a new relevance as a means for promoting collective actions and social dialogue between trade unions and employers could also play an important role in this. This situation pushes for extraordinary efforts to make workers' rights a reality in those countries in the region where there are still denied or strongly limited by governments, legislation and employers.

In responding to these emerging realities and given the potential of workers' movements, the Workers' Activities Programme in Turin aims *to strengthen trade unions' institutional and technical capacity to be independent, democratic and representative organizations and develop the capacity of workers' organizations in the North African region to engage effectively in social and policy dialogue and negotiations through the promotion of freedom of association and right to collective bargaining, influence public decisions and defend workers' rights and interests. Trade unions are also called on to contribute to democratic, inclusive and sustainable development with a focus on rights at work, migration, women and youth employment.*

Gender mainstreaming is also important, in order to take into account the needs of women workers in labour relations systems and in trade union leadership, programmes and actions.

Our activities in the Region are also aimed at creating opportunities for trade unions in the Arab countries to exchange experiences and network, looking forward to stronger synergies and cooperation with other projects implemented by ACTRAV, ITUC, ETUC and other partner organizations in the region and to the establishment of a new regional structure of the ITUC.

The challenges faced by trade unions in the Region would require implementation of ***a comprehensive capacity-development programme, including technical support for the trade union leadership, training on organizational, socio-economic and legal issues for organized and non-organized workers,*** and contribution also to the establishment of an ***Education and Research Network*** for the Region in support of more effective regional coordination to be consolidated among trade unions. By doing this we expect also to find a solution to the limitations of our activity in the Region due to the absence in our team of Arab speaking managers. As in the past we count on the collaboration of ACTRAV colleagues and specialists from the trade unions in the region, but we still believe that we must find a way to benefit in our team of a skilled and dedicated resource, at least on a part-time basis,

The priorities for trade union education are: organizing and building democratic, representative and effective trade unions, knowledge of international labour standards, the ILO's freedom of association machinery, collective bargaining skills, social security, youth employment, organizing in special economic zones and migration.

In 2013, the following core course took place at the Turin campus:

"**Towards Democratic Trade Unionism & Decent Work in Arab Countries" -** (15 participants, including four women)

This course, planned in close collaboration with ITUC and ACTRAV colleagues responsible for the Arab region, aims to deepen the understanding of trade union representatives on independent and democratic trade unions and trade union structures, democratic social dialogue institutions and policies for promotion of Decent Work and responsive labour relations systems – and to support the recently established Regional Trade Union Forum.

F) INTERREGIONAL ACTIVITIES

Interregional activities are key for a global educational programme like ACTRAV-Turin and represent a unique feature of our Programme. Even if they are more expensive than others due to the interpretation costs and requires more efforts for participants to learn in a multi-language environment, they constitute a great opportunity for participants and are important pillars in the construction of effective global capacity of trade unions to cooperate, exchange experience and face globalized industrial and financial capital. Cooperation South-South should become an asset for these interregional activities also through the allocation of resources from ACTRAV managed TC projects.

In 2013 we have experienced or consolidated new modalities of interregional activities, mainly linked with multinational companies via a mix of training and trade union coordination for members of Global works councils or through bipartite activities involving trade union representatives and manager of the same global company involved in Global Framework Agreements. Each of these activities offered interesting potential opportunities for future development of our Programme in terms of cooperation with national Centres, sectoral unions and with GUFs and for testing new curricula (as in the case of the courses on sustainable development and green jobs, domestic workers and MNEs), frequently following up several previous activities at regional level.

Below is a brief summary of interregional face-to face training activities that were conducted last year:

- **“Trade Union Rights and Decent Work for Domestic Workers”**
  Core course with 15 participants (12 women) in English, Spanish

- **“Social protection and social security for trade unions”**
  Core course with 12 participants (8 women) in Portuguese for Portuguese speaking African countries and Brazil

- **“Ensure workers’ rights within MNEs through organizing and collective bargaining”**
  Core course with 15 participants (6 women) in English, Spanish, French

- **“Fiat-Chrysler Network Meeting”**
  Activity in Turin in cooperation with IndustriAll with 78 participants (10 women) in English, Spanish, French, Polish, Portuguese, Czech, German, Italian including a training component linked to emerging issues in labour relations with the company, linked to implementation of a new system for work organization and productivity, called World Class Manufacturing (WCM).

- **“Case New Holland (CNH) network meeting”**
  Activity in Turin in cooperation with IndustriAll with 56 participants (8 women) in English, Spanish, French, Polish, Portuguese, Czech, German, Italian including a training component linked to emerging issues in labour relations with the company, linked to implementation of a new system for work organization and productivity, called World Class Manufacturing (WCM).

- **“Trade union action for promoting migrant worker rights in the Mediterranean region”**
  The objective of this activity conducted in Turin with 56 participants (11 women) was to organize a trade union network with focal points in the countries of origin and countries of destination, for promoting assistance and support to migrant workers and protecting their rights in the Mediterranean region.

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Annex 1

Conclusions from the TUTC 2013

32nd TUTC Meeting - Turin 9 /10 May 2013

Conclusions and recommendations

Taking good note of the many contributions that emerged in the debate, Committee consensus was reached on the following points:

1. Confirming its concern for the structural decline in the resources available for the capacity building of ILO constituents in general and of workers in particular, and asking the Centre's Director to prioritize the mobilization of resources for the capacity building of constituents on the Decent Work Agenda so as to realize the Centre's role as the training arm of the ILO, as recognized in the 2008 Social Justice Declaration and to create the conditions for achieving the targets set in Centre's Strategic Plan.
2. Reasserting the strategic crosscutting role of International Labour Standards, particularly freedom of association and collective bargaining, tripartism, gender equality and improved learning methodologies as essential prerequisites and means of action for all the training activities of the Centre.
3. Demanding that, in order to fulfil the strategic role of the Centre as the training arm of the ILO and in coherence with the internal reform ILO strategy, a stronger integration between the Centre and the ILO will be pursued, also through regular discussions in the ILO Governing Body about the perspectives of the Centre, and 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. Demanding that a specific outcome on the training, knowledge sharing and education component of capacity development for ILO constituents is included in the document and discussion of the October Governing Body on the new ILO Strategic Policy Framework, so as to ensure in the future sustainable and predictable resources. In particular this outcome should support training programmes like the package on Decent Work developed by ACTRAV Turin to assist trade unions to integrate workers' priorities in DWCP's as well as in UNDAF's and based on the Social Justice Declaration and the four pillars of the Decent Work Agenda.
5. Reiterating the request to the Centre for the implementation of an effective funding strategy for the Workers' Programme which is particularly damaged by the reduction of the traditional not-earmarked funding sources of the Centre.
6. 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, job stability and working conditions.
7. Further enhancing the development of the Centre's policy on bi- and tripartite courses with increased representation of social partners and mutually agreed curricula through a stronger cooperation of the Programme for Workers' Activities with other Technical Programmes and a greater focus on the quality and the added value of tripartite contribution.

8. Urging the Centre to take steps to ensure that workers are better represented, always through the consultation and approval of the Secretary of the Workers' Group of the nominations of workers to all Centre activities other than the ones organized by the Workers' Programme, particularly in the academies and in tripartite, national and regional training activities.
9. Enhancing cooperation with regional offices for the financing of worker participants in ITC-ILO courses, including through the linking of courses to country programme outcomes (CPO's) and to regional RBTC in order to increase the participation of workers in tripartite courses and Academies and engaging a dialogue with governments, when needed, to ensure the achievement of this objective.
10. While appreciating the efforts of Actrav-Turin for capacity building of trade unions, Committee asks to continue to enhance the capacity of identifying and addressing training needs and mobilizing resources through a stronger cooperation with ACTRAV at all levels and the Secretary of the Workers' Group. In particular to ensure the mutual communication, avoid duplications and enhance cooperation in the implementation of training activities, especially those taking place in the regions, information on training activities (other than the regular courses) in their pipelines should be strengthened between ACTRAV-Turin and ACTRAV headquarters, regional focal points and field specialists and vice versa.
11. Continuing to improve the coordination and interaction with ACTRAV and regional trade union organizations, including through specific regional workshops to contribute to the planning of the training programmes of ACTRAV Turin (follow up to the ACTRAV 2007 Symposium on Workers' education).
12. Enhancing cooperation with Global Union Federations particularly on training activities related to MNEs.
13. Continuing to improve and stabilize gender balance and gender mainstreaming in course design, delivery and evaluation.
14. Continuing the development of a high-quality training programme based on updated and new curricula more focussed on the specific contents 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.
15. Exposing as much as possible all regions to core topics, such as on the employment relationship, wage policies, organizing and collective bargaining, social security, sustainable development, macro-economic policy, 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.
16. Further developing the Programme in the Arab Region and in French-speaking Africa and asking the Direction of the Centre to contribute to these objectives.
17. Integrating Portuguese speaking African participants into African activities
18. Implementing an on-going assessment of the impact of activities for Trade Union Organizations with a view to improve the quality of training and increasing follow-up activities (including through the establishment of networks of focal points on the

issues addressed by our training activities to ensure the highest benefit at regional and national level) and the coordination with ACTRAV activities as a whole.

19. Keeping up-to-date a database of existing trade unions' education structures and institutions worldwide and developing new links with labour colleges for the delivery of joint training activities also supporting South-South trade union cooperation.
20. 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.
21. Moving towards a biennial planning.
22. The attached list of activities proposed for 2014 was examined and approved. The list for 2015 requires further clarification and discussion.

Annex 2

Summary of the Course Descriptions 2013

SUMMARY OF THE COURSE DESCRIPTIONS 2013

Course activity files and training material on the Programme for Workers' Education 2013 are posted in the ACTRAV-Turin web page at the following address: http://actrav.itcilo.org/index_fr.php

AFRICA

Activities in Turin

Title: A1-06021 "Trade union training on sustainable development and decent work"
Place: Turin
Dates: 25 February – 8 March 2013
Participants: 15 (4 women)
Language: English, French

Upon completion of this course, the participants were able to:

- Explain the environmental crisis and the link between a healthy ecosystem and human well-being;
- Analyze the sharing out of the environmental and social costs of the environmental crisis;
- Explain the approach used by the ILO for reacting to the challenges arising from the environmental crisis;
- Describe the main current environmental challenges, and identify the potential for promoting decent work by means of a new model of sustainable production and consumption that respects the environment;
- Explain the priorities for the Workers' Group for achieving decent work and ensuring environmental conservation;
- Share experiences in trade union action and environmental issues at various levels – from the workplace to the regional, national and international territories – including experiences on the difficulties with regard to bipartite and tripartite social dialogue, OSH, social security, gender, green jobs and a fair transition towards decent and sustainable work;
- Prepare an individual action plan and the route to be followed towards the green economy, decent work and sustainable development.

Title: A1-06025 "Capacity building for organizing and managing trade unions"
Venue: Turin
Dates: 13 – 24 May 2013
Participants: 19 (10 women)
Language: English

Upon completion of the course, the participants were able to:

- Explain the impact of globalization on the world of work, with a clear focus on its effect on trade unions.
- Identify the root causes of the decline in trade union membership, trade union fragmentation and proliferation, and the ramifications for workers and society as a whole;
- Share experiences, strategies and tools on organizing and managing trade unions in Africa and Europe;
- Exchange ideas about the application of ILO Conventions on Freedom of Association and the ILO Declaration on Fundamental Principles and Rights at Work in their respective countries;
- Suggest strategies to inform trade unions' efforts to extend legal protection to all categories of workers, including migrant workers, domestic workers and those within the ever-growing informal economy;
- Formulate strategies for mainstreaming gender issues within union policies and proposals, and for actions for achieving greater female membership within the trade union movement;

- Prepare individual follow-up proposals for transferring knowledge and experience gained to their trade union, to enhance their programmes and activities on organizing and shaping the DWCPs in favour of workers.

Title: A1-06030 "Building the capacity of the trade unions on collective bargaining"
Venue: Turin
Dates: 2 – 13 December 2013
Participants: 10 (4 women)
Language: French

Upon completion of this training, the participants were able to:

- Describe the forces at the origin of globalization, and the impact of the global economic and financial crisis on the world of work, as well as the responses provided by the ILO;
- Explain the ILO's standards-setting procedure and the action of the trade unions within the oversight bodies;
- Share their experiences in relation to industrial relations, so as to identify the main challenges posed for the trade unions working for decent work at national level;
- Explain the contents of the ILO standards concerning freedom of association, collective bargaining, labour relations, domestic workers, social security and the social protection floor;
- Analyze the world wage trends and the factors impacting on wages and conditions of employment;
- Explain the world wage trends and the formulas to be used for determining minimum wages;
- Share their experiences on improvements in production, and techniques for analysis of the financial information of enterprises, for the purposes of productivity negotiations;
- Discuss techniques and strategies for effective collective bargaining;
- Propose strategies for integration of the gender perspective within the programmes and activities of the trade unions, including in collective bargaining and in order to improve women's participation in decision-making structures;
- Prepare individual action plans allowing the transfer to their union of the experience and knowledge acquired during the training, so as to improve their programmes and activities for decent work for all.

Activities in the field

Title: A1-56353 "Trade union training on HIV/AIDS and migration of manpower"
Place: Lomé, Togo
Dates: 1 – 5 July 2013
Participants: 19 (12 women)
Language: English, French

Upon completion of this course, the participants were able to:

- Explain the basic concepts in relation to HIV/AIDS, as well as its impact on the world of work;
- Improve their knowledge on the risks linked to HIV, as well as on the vulnerabilities and needs of migrant workers;
- Describe the interdependencies that exist between gender, migration of manpower and HIV/AIDS;
- Explain the ILO standards with regard to HIV/AIDS, and their pertinence to migrant workers;
- Develop the trade unions' capacities to gain in influence, through social dialogue, lobbying and advocacy, in the conception and formulation of policies and programmes linked to HIV/AIDS in the workplace, and that respond to the particular needs of migrant workers;
- Strengthen the capacity of the trade unions to reduce stigmatization and discrimination, by means of provision of health services for migrant workers;

- Draw up action plans to allow the participants to transfer to their unions the knowledge and competences acquired during the training, and to influence public policies.

Title: A1-56354 "Development of the capacities of the members of the Youth committees on the crisis in employment for young people in Africa"
Place: Accra, Ghana
Dates: 26 – 30 August 2013
Participants: 18 (10 women)
Language: English, French

Upon completion of the activity, the participants were able to:

- Identify the main constraints encountered in placement in decent work, in full and productive employment, in the development of sustainable enterprises, and in respect for the rights of young people in the heart of the political response to the crisis in youth employment;
- Include the priorities of the workers within the YEP programmes, the DWCPs, the poverty reduction strategies and implementation of the MDGs;
- Formulate proactive political responses to the crisis in youth employment, taking into account the gender dimension, and sectors of the economy and society that are more vulnerable to the effects of the crisis;
- Develop the capacities of the trade unions on methods and processes to implement their political proposals and exercise greater influence, through social dialogue, lobbying and awareness raising, on the conception and planning of the national YEP programmes.

Title: A1-56356 "Capacity building for promotion of decent work for migrant and atypical workers: Concepts, instruments, actions and strategies"
Place: Accra, Ghana
Dates: 30 September – 4 October 2013
Participants: 14 (9 women)
Language: English, French

Upon completion of the activity, the participants were able to:

- Describe the situation of the international migration of manpower, and the efforts initiated by the ILO to protect migrant workers, through adoption of a rights-based approach;
- Analyze migrant workers and the world economy, while putting the stress very particularly on the repercussions of the world economic crisis on the migration of manpower;
- Analyze the working conditions and life of migrants and other atypical workers;
- Assess the situation of migrant and other atypical workers, and the need for trade union action;
- Explain the contents of the ILO conventions and related instruments, in relation to the rights of migrant workers;
- Describe the key principles of governance, and the role of social dialogue and of the labour inspectorate as regards manpower migration, and suggest routes for strengthening political coherence;
- Examine the link between the priorities with regard to migrant workers and other atypical workers, and the ILO's Decent Work Agenda;
- Suggest trade union actions looking to eliminate the profound causes of migration of manpower and vulnerability on the African labour market, and to achieve decent work for all;
- Prepare individual action plans so as to orient the efforts of the participants as regards defence and promotion of the rights of migrant workers.

Title: A1-56355 “Follow-up capacity building on OSH and HIV/AIDS (Kisumu, Kenya)”
Venue: Kisumu, Kenya
Dates: 18 – 22 November 2013
Participants: 16 (7 women)
Language: English

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

- Review and practice active learning methodology and techniques;
- Analyse the relationship between occupational safety and health and work;
- Describe initiatives aimed at incorporating the ILO Global Strategy and Normative Framework on OSH into national policies and programmes;
- Assess progress towards implementation of the ILO Recommendation No. 200 on HIV and AIDS at national and workplace levels;
- Identify challenges in the area of OSH and the fight against HIV and AIDS, and propose trade union actions and strategies to overcome them;
- Develop strategies aimed at ensuring the role of trade unions in strengthening the level and quality of public labour inspection systems;
- Develop individual action plans to would enable them to transfer to their trade unions the knowledge and skills gained during the training.

Title: A1-56714 “Strategic action plan for the Sierra Leone Labour Congress and its affiliates”
Venue: Freetown, Sierra Leone
Dates: 16 – 18 December 2013
Participants: 29 (3 women)
Language: English

The development objective of the activity was to contribute to strengthening the SLLC’s capacity to develop a strategic plan that could be used to influence economic and social policies, reflective of the concerns of workers and their families.
The training enabled participants to:

- Understand the relevance of the priorities of the Workers’ Group in the ILO;
- Analyse the macro-economic and social context of Sierra Leone;
- Examine the state of the trade union movement of Sierra Leone;
- Describe the concept of strategic planning and follow a systematic process to develop a coherent strategic plan of action for the SLLC.

LATIN AMERICA AND THE CARIBBEAN

Activities in Turin

Title: A2-06022 “Trade union training on employment policies and the informal economy”
Place: Kisumu, Kenya
Dates: 18 February – 8 March 2013
Participants: 14 (5 women)
Language: Spanish
This course had the following objective:

- To support trade union organizations and reinforce their capacities for developing/strengthening and shaping trade union strategies for formalizing of work in the informal economy, as well as for

trade union organizing of the (male and female) workers who undertake their activities within it, so as to defend their trade union and labour rights and move forward in the formalizing of their employment relations.

Title: A2-06026 "Trade union training on safety and health at work"
Place: Turin
Dates: 8 – 26 April 2013
Participants: 20 (6 women)
Language: Spanish

This course had the following objectives:

- Assess the current policies of the trade unions regarding safety and health at work;
- Identify the main topics, examples of best practices and challenges for trade union policy in safety and health at work, and for prevention management within the firm;
- Incorporate the gender perspective within trade union strategies for intervention, and in national policies on safety and health at work;
- Learn about and use the pertinent instruments of the ILO, and develop the potential of the rights-based approach as a tool for trade union action;
- Promote ratification and compliance with Conventions 155 and 187 of the ILO;
- Promote trade union cooperation between participating countries in matters of safety and health at work;
- Strengthen the action of their organizations, promoting the establishment of forums for trade unions for coordination and articulation in matters of workplace health;
- Promote the strengthening of spaces for social dialogue and collective bargaining in matters of workplace health;
- Promote implementation within the regional and national realm, of the Ibero-American Strategy for Safety and Health at Work (EISST);
- Encourage the creation of systems for information, registry and reporting of accidents and diseases, as well as surveys on working conditions, as a basis for designing public policies and orienting priorities with respect to preventive measures, both at overall level as well as in the workplace.

Activities in the field

Title: A2-56375 "Employment and social protection within the new demographic context"
Place: Lima, Peru
Dates: 8 – 10 May 2013
Participants: 20 (5 women)
Language: Spanish

The seminar/workshop sought to develop the technical/trade-union capacities of the union representatives, through trade union training in order to work on policy impacts in the relationship that exists between decent work, the social protection floor, employment and the current demographic context, bearing in mind the various regional realities, facing the scenarios emerging at national and subregional level and at the 102nd Session of the International Labour Conference, both in the Geneva discussion as well as in organizing of structured trade union training to that end.
The objectives pursued with this seminar were as follows:

- Take into account the intervention strategy of the trade union movement of the Americas at the 101st Session of the ILC of the ILO in June 2012, which had resulted in the recommendation on national social protection floors;
- Establish coordination of trade union actions and of participation in the 2013 ILC;

- Identify essential elements of the discussion on the initiative for linkage between contributory social protection, tax reforms, fiscal policies, extension of coverage and sustainability of the systems of social protection, and their relationship with the principles defined in PLACOSS;
- Full force and effect of Convention 102, providing a minimum standard in relation to demography, legal ages of retirement and coverage needs of the elderly.

Title: A2-56372 "Regional workshop on employment and social protection"
Place: Lima, Peru
Dates: 28 – 30 August 2013
Participants: 11 (4 women)
Language: Spanish

This course had the following objectives:

- Consider the intervention strategy of the Latin American trade union movement at the 101st and 102nd Session of the ILC of the ILO;
- Identify essential elements for discussion on the link between contributory social protection, collective bargaining, wages and fiscal policies, extension of coverage and sustainability of the systems of social protection, with particular attention to the interchange of experiences between countries with emerging economies;
- Full force and effect of Convention 102, on the minimum standard in social security in relation to demography, legal ages of retirement and needs for coverage on the part of the elderly, and its relationship with the priority lines of trade union action as defined in the Latin American continental trade union strategy in social security (PLACOSS);
- Harmonization of actions of the CSA (Trade Union Confederation of the Americas) in the areas of social security and the informal economy, looking to coming together in a common agenda to include development of trade union policies that address the particularity of the various manifestations of informality, aimed at achievement of access to social protection benefits on the part of these workers.

Title: A2-56376 "Regional workshop on collective bargaining and OSH"
Place: Caracas, Venezuela
Dates: 23 – 27 September 2013
Participants: 17 (4 women)
Language: Spanish

This course had the following objectives:

- Identify the main advances and challenges, as well as examples of best practices in trade union policy on safety and health at work, and management of prevention in the firm, with a gender perspective;
- Learn about and use the pertinent instruments of the ILO, and develop the potential of the rights-based approach as a tool for trade union action in collective bargaining and social dialogue;
- Promote trade union cooperation between participating countries in matters of safety and health at work;
- Strengthen the action of their organizations, promoting the establishment of forums for the trade unions for coordination and articulation in matters of workplace health;
- Promote the strengthening of forums for social dialogue and collective bargaining regarding workplace health at sectoral level;
- Encourage the creation of systems for information, registry and reporting of accidents and diseases, as well as of surveys on working conditions, as a basis for designing public policies and guiding priorities with respect to preventive measures, both overall as well as in the workplace.

Title: A2-56377 “Regional workshop on economics for decent work - Labour economists network”
Place: Sao Paulo, Brazil
Dates: 4 – 8 November 2013
Participants: 12 (6 women)
Language: Spanish

This course had the following objectives:

- Frame trade union demands in relationship to decent employment, within the potential that the Declaration on Social Justice for a Fair Globalization of 2008 holds in matters of public policies;
- Identify macro-economic policies for promotion of decent work and the formalizing of the economy, with a rights-based approach;
- Learn about the importance of the ILO’s framework of standards, as part of the tools available for definition of a model of sustainable development;
- Contextualize the importance of small-sized enterprises, based on decent work, as a precondition for sustainability;
- Analyze the characteristics of the current economic-financial context, within the framework of the adjustments derived from fiscal policies (spaces), and their repercussions on decent employment and income distribution;
- Strengthen the regional network of labour economists coming from the trade union movement and academic environment, within the framework of the Labour Development Platform.

Title: A2-56585 “Vocational training and decent work”
Place: Lima, Peru
Dates: 18 – 21 November 2013
Participants: 12 (5 women)
Language: Spanish

This course had the following objectives:

- Strengthen the capacities of the trainers for trade union training and vocational training, on the contents linked to the decent work dimension;
- Analyze the advisability – from the perspective of the activities that the vocational training institutions carry out – of integrating their constituent elements into the curricula of their occupational training programs (at different levels, as the case may be), in order to contribute to workers’ awareness as to the importance of decent work for sustainable development, social cohesion, social justice and the reduction of informality;
- Exchange experiences and build a roadmap for developing in-service training strategies that facilitate the incorporation of groups excluded from the system, toward the formalizing of their labour and the valuing of their competencies;
- Present the experiences of the Spanish trade union foundations in development of their occupational training programs, of which decent work is a part;
- Strengthen the training activities that ACTRAV carries out, through the practical experiences that the two institutions can contribute;
- Formulate a consolidated regional proposal based on the proposed roadmaps, particularly for youth and for people working in the informal economy.

Title: A2-56584 “Rural work and decent work”
Place: Montevideo, Uruguay
Dates: 25 – 29 November 2013
Participants: 15 (3 women)
Language: Spanish

This course had the following objective:

- Strengthening of the trade union platforms of the CSA. The regional trade union networks have analyzed the best experiences in organizing male and female workers from the rural sector and the informal economy, taking into account the existing campaigns for the defence of freedom of association and collective bargaining, like that already defined by the CSA.
- Strengthening of the trade union networks at regional level. The CSA’s trade union networks on social protection and the informal economy, charged with implementation of the resolutions arising from its most recent Congress, envisage strengthening its actions in the agricultural sector and in the informal economy, together with the ILO and FAO, coming out of what is seen in the activity.
- Definition of trade union campaigns for ratification and fulfilment of Convention 184 on OSH in the agricultural sector, based on analysis of the best experiences in implementation of fundamental conventions of the ILO, as well as of Convention 184.

Title: A2-56676 “Decent work and vulnerable groups”
Place: Brasilia, Brazil
Dates: 2 – 4 December 2013
Participants: 19 (9 women)
Language: Spanish

The main objective of the activity was adaptation to the specific needs of Brazilian trade unionism of the proposal for training entitled “Decent Work Cubed”, both to absorb the concept of decent work, as well as to generate analytical processes and establish properties and specifically:

- On the need to establish targets that embody the objectives and policies guiding action for the promotion of decent work;
- Analysis of the fundamental rights and of the governance conventions, thus alluding to tripartism in Brazil, which has ratified Convention 144, and accordingly to a certain influence on the part of the trade union organizations in the drawing up of standards flowing from international conventions;
- Starting from that framework one moved down to the process of creation of the DWCP (Decent Work Country Programme) for Brazil, with highlight to the priorities that were established based on the inter-relationship between the strategic pillars of decent work.

Distance training

Title: A2-76370 “Basic course in OSH for trade union representatives”
Place: Distance training
Dates: 24 June – 9 August 2013
Participants: 56 (41 women)
Language: Spanish

This online course had the following objectives:

- to offer practical tools for trade union action in workplace health, as a support to the activity of trade union representatives in the workplaces, thus improving their capacity for organization and defence of the health of the (male and female) workers, through organized trade union action for a real improvement in working conditions.

Title: A2-76369 “Decent work and the informal economy”
Place: Distance training
Dates: 22 August – 4 October 2013
Participants: 62 (25 women)
Language: Spanish

The objective of this course was to support the trade union organizations, and to reinforce their capacities for developing/strengthening and shaping trade union strategies of formalizing of labour in the informal economy, as well as for trade union organizing of the (male and female) workers who undertake their activities in it, in order to defend their trade union and labour rights and move forward in formalizing their employment relationships. Specifically, the objectives of this distance activity were as follows:

- Identify the various aspects of work in the informal economy, in order for the trade union organizations to take them up in a multidimensional way;
- Contrast and systematize information related to the decent work shortfalls that come together in insecure work and in the informal economy, with a gender perspective;
- Describe and use the pertinent ILO instruments, and develop the potential of the rights-based approach as a tool for trade union action;
- Strengthen the capacities of the trade union organizations for expanding unionization of (male and female) workers in the informal economy, and of coverage of their rights.

Title: A2-76368 “Safety and health at work”
Place: Distance training
Dates: 2 October – 8 November 2013
Participants: 60 (40 women)
Language: Spanish

This online course had as its objective to offer practical tools for trade union action in workplace health, as a support to the activity of the trade union representatives in the workplaces, in this way improving their capacity for organizing and defence of the health of the (male and female) workers, through organized trade union action for a real improvement in working conditions.

One mainly sought to contribute to strengthening knowledge, always from the gender perspective, on rights and obligations in matters of safety and health at work, in line with the International Labour Standards, with particular reference to the rights to participation, through trade union intervention strategies.

ASIA AND PACIFIC

Activities in Turin

Title: A3-06024 “Capacity building for trade unions for promotion of decent work”
Venue: Turin
Dates: 18 – 28 March 2013
Participants: 16 (9 women)
Language: English

The course was aimed at:

- Promoting understanding of lessons from the global economic crisis, the relevance of the Decent Work Agenda for addressing the development challenges facing Asian countries, proposals for fair globalization, policies for recovery led by decent work, and the role of trade unions;

- Reviewing the challenges facing trade unions in Asia related to freedom of association, organizing, collective bargaining and social protection, and discuss ways to address these challenges as part of the trade unions' decent work agenda;
- Introducing the ACTRAV training methodology entitled "Decent Work Cubed" for trade union training for promotion of union actions for decent work;
- Developing knowledge on ILO standards on Freedom of Association, Collective Bargaining and Social Security, including ILO supervisory mechanisms to promote implementation at country level;
- Building knowledge on factors affecting wages, productivity and decent work, and strengthen union capacities to take informed actions through social dialogue and negotiations;
- Raising awareness on gender issues and mainstreaming them within union policies, proposals and actions for promotion of decent work for all;
- Supporting follow-up work plans for promoting FoA, organizing and collective bargaining rights in the Asia-Pacific region, as an integral part of the decent work agenda.

Title: A3-06028 "Communications for inclusive and effective trade unionism"
Venue: Turin
Dates: 1 – 12 July 2013
Participants: 14 (6 women)
Language: English

The course was aimed at:

- Reviewing existing communications practices and identifying the main organizational and technical challenges faced by trade unions in their communications with their membership, employers, government and society;
- Promoting knowledge about and sharing experiences of new participatory methods and organizational initiatives for improving communications, and the technical and organizational capacities for communications with the membership, employers, government and society;
- Building understanding of the factors shaping the world of work in the globalized economy, and strengthening the trade unions' capacities for promotion of decent work, through more effective voice, representation, and collective bargaining;
- Understanding the role of information and communications, acquiring knowledge of several innovative communication tools, and recognizing the potential and limits of new technologies and the social media options for trade union communications, organizing and advocacy work;
- Mainstreaming gender issues within union policies and strategies for communications and actions for promotion of decent work.

Additional activities in Turin

Title: A3-06194 "Training of trainers on promotion of decent work and training of trade union officials (China)"
Venue: Turin
Dates: 15 – 24 April 2013
Participants: 21 (11 women)
Language: English, Chinese

The course was aimed at:

- Reviewing and identifying the main organizational and technical challenges being faced by trade unions in labour education, organizing, collective bargaining and promotion of decent work in China;
- Demonstrating understanding of the lessons from the current global economic crisis for employment, development and labour relations policies, including the ILO response and policy recommendations for recovery and sustainable development;

- Deepening knowledge of the ILO's Decent Work Agenda and the ILO's rights-based approach to promoting sustainable development and decent work for all;
- Learning about the ACTRAV methodology for planning and training for promotion of decent work (Decent Work Cubed model);
- Identifying the main issues and difficulties faced by trade unions in the field of labour education, and deepening knowledge of participatory training and learning methods for training union officials;
- Mainstreaming gender issues within union policies and actions for promotion of decent work for all;
- Learning about trade union policies and strategies on organizing, collective bargaining and social protection in other countries, and exploring the feasibility of the applicability of these ideas to their national situation;
- Proposing improved strategies (to their unions) for promoting, organizing and collective bargaining for decent work at enterprise, sectoral and national level.

Title: A3-06193 "Trade union training on collective bargaining (China)"
Venue: Turin
Dates: 4 – 13 November 2013
Participants: 20 (8 women)
Language: English

The course was aimed at:

- Identifying the main organizational challenges being faced by trade unions in protecting workers' rights in China, and explain how trade unions can meet them effectively;
- Reviewing collective bargaining policies and practices in China – their strengths and weaknesses and the changes needed;
- Building an understanding of the challenges posed by the global economic crisis, its impact on employment and industrial relations, and proposals for fair globalization and recovery policies led by decent work;
- Developing an understanding of the role of the ILO standards and policies for promoting conditions enabling effective collective bargaining;
- Understanding various factors that determine wages and conditions of service, and developing abilities to analyse companies' financial information (for example balance sheets), for the purposes of collective bargaining;
- Demonstrating an understanding of management policies, key areas for collective bargaining, and the formulation of an effective charter of demands;
- Developing an understanding of gender concerns in the area of collective bargaining;
- Learning about collective bargaining systems and strategies in other countries for organizing and collective bargaining;
- Proposing improved strategies (to their unions) for promoting collective bargaining at enterprise, industrial and national level.

Activities in the field

Title: A3-55204 "Trade union training on wage-led, job-rich recovery from crisis"
Venue: Beijing
Dates: 13 – 17 May 2013
Participants: 24 (10 women)
Language: English

The training workshop was aimed at:

- Strengthening the trade unions' social dialogue and collective bargaining capacities for promotion of decent work, in particular for promotion of a development process led by employment, wages and labour standards;

- Deepening understanding of the structural causes of the global economic crisis, the ILO's Decent Work response, and development policy alternatives, within the framework of the recommendations in the Global Jobs Pact and the ILO's Social Justice Declaration;
- Learning about relevant ILO standards and key wage policy tools, and the role of minimum wages in labour-surplus economies with vast unorganized sectors;
- Developing an understanding of current wage trends and the role of wages and incomes policies in promoting inclusive and sustainable economic growth;
- Facilitating dialogue and the exchange of experiences on challenges and opportunities for trade unions in defending workers' interests and rights in a globalized world.

Title: A3-56512: Promoting compliance with ILO standards and social dialogue In Myanmar [Project "Support to the government and social partners of Myanmar for the promotion of freedom of association, rights at work and social dialogue"]
Venue: Yangon, Myanmar
Dates: 15 – 19 July 2013
Participants: 14 (5 women)
Language: English, Burmese

The training workshop was aimed at:
- Promoting understanding of the ILO's Decent Work Agenda and approach to sustainable development;
- Building understanding of the principles of freedom of association and collective bargaining, and reviewing national experience in the light of these;
- Explaining the role of the ILO, its standards-setting function and the role of the Constituents in the ILO's supervisory system;
- Reviewing the situation regarding freedom of association and social dialogue in Myanmar, in the light of other countries' experiences;
- Identifying the benefits of social dialogue, and the enabling conditions for effective social dialogue at a national level;
- Formulating recommendations for strengthening social dialogue and the organizations of the social partners.

Title: A3-56349 "Training for young trade union leaders on organizing and collective bargaining for decent work"
Venue: Singapore
Dates: 13 – 16 August 2013
Participants: 24 (10 women)
Language: English

The training workshop was aimed at:
- Reviewing the key issues facing Asian countries, and identifying the main challenges and difficulties being faced by trade unions in the field of freedom of association, organizing, collective bargaining and social protection of workers;
- Reviewing collective bargaining policies and practices – their strengths and weaknesses, and the changes needed;
- Understanding various factors that determine wages and conditions of service, and developing abilities to analyse companies' financial information (for example, balance sheets) – for the purpose of collective bargaining;
- Demonstrating an understanding of management policies, key areas for collective bargaining, and formulation of an effective charter of demands;
- Sharing experiences in organizing and social protection initiatives undertaken by trade unions in different countries;

- Mainstreaming gender issues within unions' programmes and actions, including in collective bargaining activities;
- Preparing follow-up work plans for promoting FoA and organizing and collective bargaining rights in the Asia-Pacific region.

Title: A3-56464 "Promoting decent work for workers in the informal economy: Union strategies and actions"
Venue: Bangkok, Thailand
Dates: 21 – 25 August 2013
Participants: 24 (13 women)

The training workshop was aimed at:

- Strengthening unions' capacities for promoting decent work that helps to reduce poverty and creates conditions for formalizing the informal economy;
- Promoting understanding of different aspects of the informal economy and employment relationships, and identifying the main challenges faced by trade unions in promoting decent work and the way forward for addressing the issues identified;
- Learning about ILO standards and policies that help to promote an enabling environment for decent work for all, including in the informal economy (with focus on the principles of freedom of association and collective bargaining);
- Learning about organizing initiatives, areas for collective bargaining, and the strategies of unions in different countries for promotion of employment security and decent work for informal economy workers;
- Learning about and sharing experiences of the other Asian countries, including Japan, in promoting employment security and decent work for workers;
- Mainstreaming gender issues in all of the programmes and actions of unions, including in organizing activities;
- Making a specific proposal for their unions to enhance their programmes and activities for organizing workers in the informal economy and for promotion of decent work.

Title: A3-56348 "Trade union training course on employment relations, labour law reforms and decent work"
Venue: Manila, Philippines
Dates: 17 – 20 September 2013
Participants: 22 (9 women)

The training workshop was aimed at:

- Promoting understanding by trade unions of the impact of globalization, the "crisis" and economic reforms in Asia, labour laws, workers' rights and labour relations systems;
- Identification of the key shortcomings of national labour laws and labour relations systems regulating employment relationships, and key trade union priorities for labour law reforms;
- Developing an understanding among the trade unions as to how ILO standards can help to promote national policy for protection of workers in diverse employment relationships, and promote decent work for all workers;
- Understanding ILO Recommendation No. 198 on Employment Relationships, and evolving strategies for trade unions to promote reforms in labour laws to ensure the right to organize and bargain collectively, and to social security for workers in informal employment relations;
- Demonstrating an understanding of changing management policies in regard to production, employment and employment relations, and developing key areas for collective bargaining and labour law reforms to protect workers' interests;
- Improving union capacities for taking into account the needs of women workers within labour relations systems and trade union programmes and actions;

- Development by participants of a follow-up work plan aimed at strengthening their trade unions' capacities for advocacy and the taking of informed actions to influence labour law reforms and labour relations, and the promotion of decent work for all workers.

Title: A3-52856 "Trade union training on wage policies for decent work (focus on minimum wages and collective bargaining)"
Venue: Seoul, Korea
Dates: 24 - 27 September 2013
Participants: 20 (8 women)

The training workshop was aimed at:

- Demonstrating an understanding of the main lessons from the ongoing global economic crisis in the areas of employment, labour standards and wages/income distribution, and identifying the main issues for social dialogue and collective bargaining to ensure decent work for all;
- Developing an understanding of wages policies (what, how and why), current wage trends, and the role of law, minimum wages, social protection and collective bargaining in promoting a wage-led development process;
- Learning about relevant ILO standards and key wage policy tools, and the relevance of the ILO's Decent Work approach in shaping wage policies;
- Learning about the role of minimum wages in developing countries with a labour surplus, and developing knowledge of mechanisms for setting and enforcement of minimum wages;
- Reviewing collective bargaining practices in their countries, and acquiring knowledge of key areas and skills for collective bargaining for sharing in growth and productivity;
- Preparing a follow-up proposal for strengthening the work of their trade unions in the area of collective bargaining for the promotion of decent work.

Title: A3-56350 "Trade union training on sustainable development, green jobs and decent work"
Venue: Bangkok, Thailand
Dates: 14 – 18 October 2013
Participants: 25 (12 women)

The training workshop was aimed at:

- Promoting knowledge about key concepts in the environmental debate, including the dimensions of sustainability, relationships between growth and development, and links between the environment, poverty and human well-being;
- Developing an understanding of environmental challenges and their consequences for employment, livelihoods and development, and the role of trade unions;
- Reviewing the key environmental challenges facing their countries, and identifying the main issues being faced by workers and trade unions as a consequence of these climate change and other environmental hazards;
- Understanding the links between environmental protection policies and workplace conditions, the relevance of the ILO's labour standards in a green jobs strategy, and the role of collective bargaining in promoting decent green jobs;
- Acquiring an understanding of the Decent Work approach, DWCPs and their relevance for developing responses to deal with climate change issues, including green jobs strategies;
- Suggesting policies for mainstreaming gender issues in responses to climate change policies and actions;
- Analyzing the challenges and opportunities for the generation of decent work within a new model of sustainable production and consumption;
- Developing a follow-up work plan aimed at contributing to technical and/or institutional development within trade unions in the area of workers' education, policy development, and/or actions for promotion of decent green jobs.

Title: A3-55208 “Promoting Freedom of Association and Union Actions for Decent Work”
Venue: Hanoi, Vietnam
Dates: 25 - 28 November 2013
Participants: 22 (9 women)

The training workshop was aimed at:

- Contributing to the organizational and technical capacities of the unions for promoting, monitoring and reporting on International Labour Standards, particularly on Freedom of Association;
- Identifying the main difficulties being faced by the trade unions in the field of freedom of association and collective bargaining, and gaining knowledge of the principles of FoA, the ILO’s supervisory mechanisms for promoting it, and the role of trade unions;
- Understanding the ILO’s Decent Work approach to promoting sustainable development and decent work for all, and the role of trade unions in the formulation and implementation of Decent Work Country Programmes;
- Reviewing and identifying the key shortcomings of the national labour relations systems (and labour laws) that regulate employment relationships and FoA rights in their countries;
- Learning about management policies in regard to production and labour, and acquiring knowledge of key areas and skills for collective bargaining to ensure decent work for all workers;
- Mainstreaming gender issues within union policies, proposals and actions for promotion of decent work for all;
- Preparing a follow-up proposal for strengthening their unions’ actions for promotion of freedom of association, organizing and collective bargaining.

Title: A3-56465 “Follow-up and evaluation workshop with VGCL (Viet Nam General Confederation of Labour)”
Venue: Hanoi, Vietnam
Dates: 29 November 2013
Participants: 16 (9 women)

This one-day meeting had as a main objective to review and receive feedback on the contributions of ILO-ACTRAV training to development of the participants' knowledge and suggestions for improving future programmes, as well as identifying emerging training/ education needs.

Title: A3-55209 “Trade Union Training on Organizing Strategies and Collective Bargaining”
Venue: Yangon, Myanmar
Dates: 9 - 11 December 2013
Participants: 25 (6 women)

The training workshop for the FTUM (Federation of Trade Unions-Myanmar) was aimed at:

- Understanding and gaining knowledge of changes in the world of work, and the ILO’s Decent Work Agenda and its role in promoting sustainable development in Myanmar;
- Identifying the main challenges being faced by the Burmese trade unions in the field of employment, working conditions and organizing and forming trade unions;
- Reviewing and promoting the sharing of experience on organizing and collective bargaining strategies to promote workers’ rights and for them to share in the gains of growth.
- Demonstrating understanding of management policies and key areas for collective bargaining, and gaining knowledge of negotiating and collective bargaining skills;
- Strengthening the organization and management of trade unions, with a view to promoting independent, democratic and inclusive trade unions.
- Formulating a follow-up action plan (on organizing, collective bargaining and training) for protection of the rights of Burmese workers.

Title: A3-56713 “Trade union training on freedom of association, organizing and collective bargaining”
Venue: Yangon, Myanmar
Dates: 13 – 14 December 2013
Participants: 30 (14 women)

This training workshop for the FTUM and other organizations was aimed at:

- Promoting understanding of the principles of FoA and the ILO’s supervisory mechanism for defence and promotion of Freedom of Association (FOA) rights;
- Promoting understanding of factors affecting the world of work, and discussing the ILO’s Decent Work Agenda and its relevance for trade unions in Myanmar;
- Reviewing and promoting the sharing of experience on organizing and collective bargaining strategies to promote workers’ rights and for them to share in the gains of growth.

EUROPE

Activities in Turin

Title: A4-06032 “Collective bargaining - Capacity building for trade union leaders in the CIS Region”
Venue: Turin
Dates: 9 - 20 December 2013
Participants: 16 (7 women)

The course achieved the following objectives:

- Increasing the level of knowledge about international labour standards on collective bargaining;
- Sharing experiences about industrial relations and social dialogue, with a view to identifying the main challenges facing trade unions in promoting decent work in national economies;
- Analyzing global wage trends and various factors that influence wages and other terms and conditions of employment;
- Explaining global wage trends, and mechanisms for setting minimum wages;
- Mastering collective bargaining skills and techniques;
- Learning strategies for mainstreaming gender issues within the programmes and activities of trade unions, including collective bargaining, and for improving women’s participation in the decision-making structures;
- Learning how to use the ACTRAV Manual for trade union education on Social Dialogue for upgrading the skills and knowledge of trade union staff and officials;
- Preparing individual action plans to serve as a mechanism for transferring to their trade unions the knowledge and experiences gained during the training, to enhance their programs and activities for promoting decent work for all.

Title: A4-06362 “ETUI SOLIDAR meeting”
Venue: Turin
Dates: 25 – 26 March 2013
Participants: 26 (12 women)

The objective of the meeting was to promote methodological and technological cooperation for better trade union education within the EU.

Title: A4-06399 “Capacity building for organizing and managing trade unions”
Venue: Turin
Dates: 14 – 17 May 2013
Participants: 19 (9 women)

The course achieved the following objectives:

- Explaining the impact of globalization on the world of work, with a clear focus on its effect on trade unions;
- Identifying the root causes of the decline in trade union membership, and its ramifications for workers and society as a whole;
- Sharing experiences on organizing and managing trade unions in Europe and Africa;
- Developing capacity building for trade union renewal.

Activities in the field

Title: A4-56681 “The ILO Declaration - What's in it for workers? Flexibility in challenging times”
Venue: Arandjelovac, Serbia
Dates: 16 – 18 October 2013
Participants: 23 (2 women)

The purpose of this activity was to:

- Present the ILO Declaration on MNEs, and guidelines on its use by trade unions on the national and company levels;
- Present and exchange experience on the trade union situation in the MNEs in the automobile industry of six countries;
- Set out the lessons learnt and ideas for promotion and application of the Declaration at subregional and national levels;
- Assess the impact of flexicurity on labour markets and the legal framework, and knowledge sharing on the ILO instruments on the employment relationship.

Projects

P405693: DECENT WORK FOR WORKERS IN INDUSTRIAL SECTORS – Strengthening sectoral social dialogue in new member states and candidate countries of the European Union in the industrial sectors (15 November 2012 to 14 November 2013). 204 participants (72 women).

The project entitled “**Decent Work for Workers in IndustriAll Sectors**”, carried out by the Programme for Workers’ Activities of the International Training Centre of the ILO, in partnership with

the IndustriAll European Trade Union (IndustriAll Europe), aimed at strengthening the capacity of industrial trade unions in new member states and candidate countries, for their more efficient participation in national and European social dialogue. The project Decent Work for Workers in IndustriALL Sectors contributed to the long-standing cooperation between the ILO and the EC in the field of social dialogue and industrial relations. It built upon the complementarity of ILO standards with the social Community *acquis,* and linked the ILO strategic objective of promotion of social dialogue as one of the pillars of the ILO Decent Work Agenda, to the EC's commitment to support European social partner organizations in their efforts to strengthen sectoral social dialogue at the EU level. Under this project the ITC-ILO, in partnership with the industriALL European Trade Union, contributed to promotion of decent work in different sectors covered by IndustriALL: textiles/footwear/leather, steel and basic metals, pharmaceutical, ICT, mechanical engineering, automotive, aerospace, shipbuilding, chemicals and basic materials, and energy.

Industry remains the foundation of the European economy, and the basis of the strength of trade unions. Manufacturing industry is of key importance in creating real wealth in Europe. EU industry employs over 34 million people, accounts for three-quarters of EU exports, and represents over 80% of R&D expenditure. It contributes to a large extent to ensuring the wealth of European workers and their families, and is the "engine" of the European economy. The proposed training project will contribute to creating the fundamentals for strengthening social dialogue in NMSCC (New Member States and Candidate Countries), and making full use of its potential to resolve important economic and social issues in the sectors selected by the project.

Recognizing that one of the conditions for European social dialogue to succeed is its ability to build on good existing national social dialogue structures and practices, the absence of well-functioning, representative social dialogue structures in some of the new EU member states – as well as in the acceding, candidate and potential candidate countries – has been of concern to industriAll and the main rationale for engaging in the capacity-building project. It is worth mentioning that the difficulties facing social partners in NMSCC have been further aggravated by the economic and financial crisis, with severe consequences for industries, this being the reason why it was necessary to invest in a knowledge base that would help develop sound solutions. The project reported on contributed significantly to building key knowledge and skills for achieving a more active participation by trade unions from NMSCC in European sectoral social dialogue committees, and ensuring implementation of the outcomes of the ESD at national level. Geographical coverage: Bulgaria, Croatia, Cyprus, Czech Republic, Estonia, Macedonia, Hungary, Latvia, Lithuania, Malta, Montenegro, Poland, Romania, Serbia, Slovak Republic, Slovenia, Turkey.
The project implemented six training activities: (1) a train-the-trainers workshop; (2) three subregional workshops for three geographical subregions, namely Southeast Europe, the Baltic States and the Eastern Region; (3) a national workshop in Turkey; and (4) a final conference. Over a time span of 12 months, the project reached out to some 80 trade union organizations from 17 countries, and trained 204 participants (38% female participation), with a cumulative average evaluation of 4,32 on a scale from 1 to 5.
The project was implemented in close collaboration with ILO HQ and ILO DWT/CO (Decent Work Team and Country Office) Budapest, linked in particular to the activity in Zagreb coinciding with Croatia's accession to the EU, and the final conference that took place in Budapest.
The Manual for Trade Union Education on Social Dialogue, developed in 2012, was translated into Bulgarian, Czech, Lithuanian, Slovenian and Serbian, and was made available on CD. It was distributed at all the project's training activities.

List of activities:

A406227 - Decent Work for Workers in IndustriAll Sectors: Train-the-trainers workshop, ITC-ILO Turin, 18-22 February 2013, 37 participants (14 women)

A456229 - Decent Work for Workers in IndustriAll Sectors: Subregional seminar for the Southeast Region, Zagreb, Croatia, 1-2 July 2013, 41 participants (14 women)

A456231 - Decent Work for Workers in IndustriAll sectors: Subregional seminar for the Baltic Region - Vilnius, Lithuania, 21-22 August 2013, 22 participants (13 women)

A456228 - Decent Work for Workers in IndustriAll Sectors: Subregional seminar for the Eastern Region - Prague, Czech Republic, 16-17 September 2013, 21 participants (9 women)

A456230 - Decent Work for Workers in IndustriAll Sectors: National seminar for Turkish affiliates - Ankara, Turkey, 19-20 September 2013, 31 participants (8 women)

A456232 - Decent Work for Workers in IndustriAll Sectors: Final conference - Budapest, Hungary, 7-8 November 2013, 52 participants (15 women)

P405738: Building the information and consultation mechanisms for Enel European Works' Council members and HR managers, within an international dimension

(1 December 2012 – 30 November 2013), 42 participants (16 women)

Building the information and consultation mechanisms for Enel European Works' Council members and HR managers, within an international dimension is a bipartite EU-funded training project implemented in 2013 by the ITC-ILO, with the objective of improving industrial relations in the Enel Group at European and transnational level. The project has contributed to strengthening cooperation among social partners at company level in EU Member States (Italy, Spain, Romania and Slovakia) and representatives from other regions (Russia and Latin America), and developing the knowledge base and competences in three key thematic areas linked to implementation of the Enel Global Framework Agreement signed in June 2013: **health and safety at work**, **equal opportunities and diversity management** and **training and lifelong learning**. The project consisted of the following four components: (i) research focused on identifying case studies and good practices at transnational level on three prioritized topics; (ii) development of training materials; (iii) four-day intensive training event for EWC members and Enel human resources/industrial relations managers; and (iv) a knowledge-sharing web platform available at http://enel.itcilo.org/. By disseminating knowledge, tools and good practices, and by creating an on-line forum for discussion and cooperation amongst the Enel management and EWC members from different European countries, the project demonstrated an action-oriented approach that increased the application of information and consultation procedures on the three topics at European and global levels.

The action has successfully achieved the following objectives:

- Improved knowledge base and competences on the part of the members of Enel European Works Councils on issues related to (i) health and safety at the workplace, (ii) diversity management, and (iii) lifelong learning – with the aim of increasing the effectiveness of the operational arrangements for information and consultation;
- Better understanding of the role of social dialogue in multinational companies in a global economy, and increased capacities for implementation of the Enel Global Framework Agreement (2013) and the renewed agreement of the Enel EWC;
- Increased knowledge on action-oriented practices on the basis of selected case studies and good practices at transnational level with regard to the three above-mentioned topics;
- Identification of key factors that can ensure successful integration of the international dimension throughout the work to be performed by the Observatory and the bilateral committees set up in accordance with the Enel GFA;
- Increased knowledge and understanding of common features and challenges related to health and safety at the workplace, diversity management and lifelong learning, at the level of national subsidiaries.

The key results achieved by this project can be divided into three mutually-reinforcing categories: the research component, which helped shape the training programme; the face-to-face training; and follow-up

knowledge sharing by means of a web platform. The research conducted by SindNova identified good practices in the implementation of Transnational Framework Agreements related to health and safety at work, gender equality and diversity management, and lifelong learning. The intense workshop organized on 3-6 September 2013 at the ITC-ILO in Turin trained 42 participants, 16 on the employers' side and 26 on the workers' side, on international best practices in the areas of health and safety at work, gender equality and diversity management, and lifelong learning, as implemented by multinational companies in different sectors. The activity achieved an overall evaluation of 4.55 on a scale from 1 to 5. The project developed a web platform for ongoing knowledge- and experience-sharing, dissemination of information and good practices, and on-line discussions on the selected topics. These three key components further contributed to the facilitation of efficient implementation of the Enel Global Framework Agreement, increased cooperation among company actors at European and global levels, and strengthened the Enel global industrial relation system.

This is further demonstrated by the adoption on October 22, 2013 of the recommendations for implementation of the Enel Global Framework Agreement in three prioritized thematic areas by the Enel Global Works Councils: Recommendation on Health and Safety Standards Application, Recommendation on Equal Opportunities and Diversity Programs within the Enel Group, and Recommendation on Global Knowledge Sharing and Skills Empowerment within the Enel Group. The project coincided with and contributed to these positive developments.

Activity:

A406347 - Workshop - Building the information and consultation mechanisms for the Enel's EWC members and HR managers, within an international dimension, ITC-ILO Turin, 3-6 September 2013, 42 participants (38% female participation).

Promoting capacity building and improving social dialogue in the commerce sector for the organizations in new member states and candidate countries

In its capacity as provider of training expertise, ACTRAV-Turin contributed to the bipartite capacity building project for social partners in the commerce sector, managed by EuroCommerce in partnership with UNI-Europa, in implementation of training activities, as well as in conducting an on-line research project on social dialogue in the commerce sector, with respondents from trade unions and employers' organizations.

Activities:

A456434 - Promoting capacity building and improving social dialogue in the commerce sector –
Field workshop 1, Warsaw, Poland, 23-24 April 2013, 51 participants (23 women),

A456435 - Promoting capacity building and improving social dialogue in the commerce sector for organizations – Field workshop 2, Brussels, Belgium, 10-11 July 2013, 17 participants (6 women).

In addition to the above-mentioned activities, and upon the request of European trade union federations (UNI-Europa and ETF), ACTRAV-Turin contributed with its training expertise to the following activities: ETF Youth Conference (Zagreb, 14-15 October 2013), Third Workshop of the Capacity Building Project, in Prague 29-30 October, Fourth Workshop of the Capacity Building Project, in Istanbul 3-4 December 2013, and the Final Conference, in Brussels 12 February 2014, for EuroCommerce and UNI-Europa Commerce. The expertise consisted of management of pre-course assignments, an on-line survey, and research and facilitation of training sessions in the area of industrial relations, social dialogue, and empowerment of young leaders.

Distance and blended training

Title: A4-76023 “ETF (European Transport Workers' Federation) Transunion youth workshop”
Venue: Turin
Dates: 11 February – 14 April 2013
Participants: 32 (17 women)

This workshop achieved the following objectives:

- Improved understanding of current challenges in employment and work for young transport workers;
- Improved knowledge on ILO policies and tools for a rights-based approach to young workers;
- Feedback collected on the ETF Work Programme;
- Finalization of the youth intervention at the ETF Congress and the ETF youth programme;
- Contents of the ETF youth conference prepared;
- Improved communication skills (for presentations and campaigns);
- ETF youth network strengthened.

ARAB STATES

Activities in Turin

Title: A5-06552 “Capacity building for the leadership of recently established trade union organizations in the Middle East and North Africa”
Venue: Turin
Dates: 9 – 13 December 2013
Participants: 12 (5 women)
Language: English, Arabic

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

- Review the key features and functioning of trade union organizations, with a view to improving their capacities for organizing and representation, and collective bargaining for workers’ rights and decent work for all;
- Understanding the role of social dialogue and collective bargaining, and the capacities needed for them;
- Acquiring knowledge of the ILO’s Decent Work Agenda and of the relevance of ILO standards and their effective implementation;
- Formulating proposals and an agenda for reform of trade unions and their structures and of labour relations systems, including supportive labour laws to protect workers’ rights;
- Sharing experiences about the principles of trade unionism, trade union functioning and role in other parts of the world;
- Learning from the experiences of the international trade union organizations on their strategies for strengthening workers’ organizations in the global economy.

INTERREGIONAL

Activities in Turin

Title: A9-06029 "Trade Union Rights and Decent Work for Domestic Workers"
Venue: Turin
Dates: 23 September – 4 October 2013
Participants: 15 (12 women)
Language: English, Spanish

Upon completion of the course, the participants were able to:

- Acquire comprehensive knowledge on the main aims and specific provisions of the International Labour Standards of the ILO, of the ILO Declaration on Fundamental Principles and Rights at Work and its follow-up, and of the ILO Declaration on Social Justice for a Fair Globalization;
- Utilize the ILO mechanism and machineries to protect and promote freedom of association and the right to collective bargaining, demonstrate understanding of the procedures and supervisory mechanisms for international labour standards, and apply them in practical terms in day-to-day trade union activities;
- Be appraised of the situation of domestic workers, and the need for trade union action to organize them for protection of their rights and achievement of better working conditions;
- Raise their awareness on the purpose, scope and contents of ILO Convention 189 and Recommendation 201, and share campaign strategies on the ratification of C189 and its implementation in national labour legislation;
- Strengthen the knowledge base of the trade unions and organizations of domestic workers, through better understanding of the ILO's rights-based approach to domestic work, including for migrant workers;
- Identify domestic workers' priorities and link them up with ILO priorities for achieving decent work for all, with specific attention to the issue of private employment agencies and migrant domestic workers;
- Formulate actions and strategies aimed at extending social security and social protection coverage to domestic workers;
- Prepare individual action plans to guide their efforts in reaching out to domestic workers.

Title: A9-06031 "Social protection and social security for trade unions"
Venue: Turin
Dates: 14 – 31 October 2013
Participants: 12 (8 women)
Language: Portuguese

Upon completion of this course, the participants were able to:

- Identify the main challenges and difficulties with which the trade unions have to deal, in organizing and in protection of the rights of workers, and explain how the trade unions will be able to address them effectively;
- Understand and use the ILO standards for social protection, as well as for freedom of association and collective bargaining, including the oversight mechanisms, so as to foster an "enabling environment" for trade-union organizing and social protection;
- Understand the actions and duties of the ILO, in particular the international labour standards, decent work, freedom of association and the items of the work agenda of the annual session of the ILO Conference, and in particular the importance of the 2008 Declaration on Social Justice.
- Explain some fundamental aspects of the social security systems, such as the selection of beneficiaries, coverage, benefits and sources of financing, and analyzing in particular Convention 102 on minimum standards for social security and Recommendation 202 on the national social protection floors.

- Learn about the organizing and initiatives on this matter that are being carried out by trade union organisations from other countries.
- Understand, promote and propose the inclusion of the gender perspective within the context of social protection policies, with an approach that differentiates as to the effects on women and men.
- Propose (to their trade unions) the best strategies for ensuring the social protection of workers, directed in particular to the (male and female) workers in the informal economy.
- Configure trade union training systems within the organization – planning, facilitating and evaluating training activities in the area of social security, including the gender dimension, and developing programs that recognize the participants' previous experience;
- Draw up a project proposal (work plan or action plan) aimed at improvement in the overall or specific capacity of the trade unions in the realm of social protection.

Title: A9-06027 "Ensure workers' rights within MNEs through organizing and collective bargaining"
Venue: Turin
Dates: 11 – 22 November 2013
Participants: 15 (6 women)
Language: English, Spanish, French

Upon completion of the activity, the participants were able:

- Demonstrate their understanding of the process and of the forces at the origin of globalization and the world economic crisis, and identify the main challenges faced by the trade unions for promotion of decent work in the national economies, as well as the actions needed to respond to it;
- Demonstrate their understanding of the management policies of the multinationals in relation to labour relations and trade unions, and analyze the trade union strategies and key areas for collective bargaining;
- Raise awareness of the decent work approach and the role of the main ILO standards on freedom of association and collective bargaining for decent work;
- Deepen their knowledge of the ILO's Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, and of the role of the unions;
- Understand the OECD's guiding principles for multinational enterprises, and the other international instruments in this regard;
- Understand and collect the firms' key financial and economic information as indispensable to an effective negotiation;
- Get trained in analysis of the firms' financial information as presented in the balance sheet, looking to collective bargaining;
- Monitor the initiatives of the ITUC and of the Global Unions for decent work in the multinationals, and discuss and develop strategies for organizing and collective bargaining;
- Include the gender perspective within the programmes and actions of the trade unions, including within collective bargaining;
- Prepare a proposal for monitoring of the transfer of knowledge and experience from their union, to the purpose of supporting the trade union work of organizing and collective bargaining.

Title: A9-06245 "Fiat-Chrysler Network Meeting"
Venue: Turin
Dates: 19-20 March 2013
Participants: 78 (10 women)
Language: English, Spanish, French, Polish, Portuguese, Czech, German, Italian

This activity, conducted in partnership with IndustriAll Global Union, was aimed at strengthening trade union coordination action at the level of the new global company Fiat-Chrysler, and included a training

component linked to emerging issues in labour relations with the company, linked to implementation of a new system for work organization and productivity, called World Class Manufacturing (WCM).

Title: A9-06395 "Case New Holland (CNH) network meeting"
Venue: Turin
Dates: 21 March 2013
Participants: 56 (8 women)
Language: English, Spanish, French, Polish, Portuguese, Czech, German, Italian

This activity, conducted in partnership with IndustriAll Global Union and in parallel with the Fiat-Chrysler network meeting, was an initial specific meeting of workers' representatives and trade union officials, aimed at strengthening trade union coordination action at the level of the new global company Case-New Holland (CNH). It included a training component linked to emerging issues in labour relations with the company, linked to implementation of a new system for work organization and productivity, called World Class Manufacturing (WCM).

Title: A9-06675 "Trade union action for promoting migrant worker rights in the Mediterranean region"
Venue: Turin
Dates: 21 – 22 October 2013
Participants: 56 (11 women)
Language: English, French, Arabic, Italian

The objective of this activity was to organize a trade union network with focal points in the countries of origin and countries of destination, for promoting assistance and support to migrant workers and protect their rights in the Mediterranean region.

Distance training

Title: A9-76468 "Distance trade union training course on Decent Work Cubed"
Venue: Distance
Dates: 18 February – 24 May 2014
Participants: 20 (9 women)
Language: Spanish

- Strengthen the capacities of the trainers from IFES (Training and Social Studies Institute) and FOREM (Miguel Escalera Training and Employment Foundation), on contents linked to the decent work dimension.
- Analyze from the perspective of the activities that FOREM and IFES carry out, the advisability of integrating their constituent elements into the curricula of their occupational training programs (at different levels, as the case may be), in order to contribute to awareness by the workers of the importance of decent work for sustainable development and social cohesion.
- Knowledge of the internal logic of the "DW Cubed" training proposal, based on a pilot course.
- Proposal for formulation of tools to optimize the proposal, for its use in distance training.
- Strengthen the training activities that ACTRAV carries out, through the practical experiences that the two institutions can contribute.
- Formulate a consolidated proposal that could potentially be transferred to the region.

Annex 3

Core courses 2013 divided by region

ANNEX 3 - CORE COURSES DIVIDED BY REGION

Coord Code	Title	Dates	DoT	No. Part	Lang	Sponsor
A106021	Trade union training for sustainable development and decent work for all	25/02/2013 08/03/2013	10	15	EN FR	ILO RBTC - TURIN CTRE ALLOC. (A) ILO 2013 Sup. Alloc. Constituents REGIONE PIEMONTE (Italy)
A106025	Capacity building for organizing and managing trade unions	13/05/2013 24/05/2013	10	19	EN	ILO RBTC - TURIN CTRE ALLOC. (A) FRIEDRICH EBERT STIFTUNG [Germany] UNI - Global Union [Cote d'Ivoire] ILO RBTC
A106030	Renforcement des capacités des syndicats sur la négociation collective	02/12/2013 13/12/2013	10	10	FR	ILO RBTC
TOTAL AFRICA			**30**	**44**		
A206022	Formación sindical sobre políticas de empleo y economía informal	18/02/2013 08/03/2013	15	14	ES	ITALY MAE ILO RBTC - TURIN CTRE ALLOC. (A)
A206026	Formación sindical sobre salud y seguridad en el trabajo	08/04/2013 26/04/2013	15	20	ES	ILO RBTC - TURIN CTRE ALLOC. (A) Sindicato de Trabajadores Oficiales (Municipio de Santiago de Cali) [Colombia] AOESP/UNIÃO GERAL DOS TRABALHADORES-UGT [Brazil] Força Sindical Nacional [Brazil]
TOTAL AMERICAS			**30**	**34**		
A306024	Capacity building for trade unions for promoting decent work	18/03/2013 28/03/2013	9	16	EN	ILO RBTC - TURIN CTRE ALLOC. (A)
A306028	Communications for inclusive and effective trade unionism	01/07/2013 12/07/2013	10	14	EN	ILO RBTC - TURIN CTRE ALLOC. (A)
TOTAL ASIA & PACIFIC			**19**	**30**		
A406032	Collective bargaining - Capacity building for trade union leaders in CIS Region	09/12/2013 20/12/2013	10	16	EN RU	ILO RBTC
TOTAL EUROPE			**10**	**16**		
A506278	*Capacity Building on Trade Union Actions and Strategies for Mainstreaming Gender Equality and Empowering Women Workers in the Middle East and North Africa*	*Postponed to 2014*				*Postponed to 2014*
TOTAL ARAB STATES						
A906029	Trade Union Rights and Decent Work for domestic workers	23/09/2013 04/10/2013	10	15	EN ES	ILO 2013 Sup. Alloc. Constituents ILO RBTC Friedrich Ebert Stiftung (FES) [Germany]
A906031	Proteção social e previdência social para sindicatos	14/10/2013 31/10/2013	14	12	PT	ILO RBTC - TURIN CTRE ALLOC. (A)
A906027	Organizing and collective bargaining in multinational enterprises for respect of workers' rights	11/11/2013 22/11/2013	10	15	EN ES	ILO 2013 Sup. Alloc. Constituents ILO RBTC RBTC TC ASIA AND THE PACIFIC [Switzerland]
TOTAL INTERREGIONAL			**34**	**42**		
TOTAL			**123**	**166**		

Annex 4

Core courses (regional distribution 2000 – 2013)

ANNEX 4 - CORE COURSES - REGIONAL DISTRIBUTION, 2000 - 2013- Programme for Workers' Activities, International Training Centre of the ILO

	English for Africa	French for Africa and Haiti	Portuguese for Africa/Brazil	Spanish for Latin America	Spanish for Brazil	English for Asia and the Pacific	Central and Eastern Europe	Arabic for Arabic speaking countries	Interregional Programmes	Sectoral Programmes
International Labour Standards										
ILS and on the Declaration and FOA	2003 - 2007	2000-2001-2005-2008-2011	2003	2001-2004-2009-2012	2000-2001-2011	2002-2005-2007-2011-2012	2000	2003-2006-2009	2008-2009-2013	
Child Labour									2000	
Employment Policies										
Employment Policies	2008	2002-2004-2006	2005	2001-2004-2006-2013		2003-2007-2010	2010	2005		
Sustainable development and decent jobs	2013					2013			2012	
Social protection										
Social security	2000-2004-2007	2002-2006-2009	2001	2002-2005-2008-2010	2013	2000-2003-2009	2011	2002-2012	2010	
OSH/E and HIV/AIDS	2002-2010-2012	2003-2012	2002-2006	2000-2003-2006-2013		2001-2006-2011		2004-2009		
Social dialogue and collective bargaining										
Economic and financial analysis of enterprises for c. bargaining			2000	2003		2005-2010			2013	
Collective bargaining	2002 - 2011	2004 - 2011-2013	2004	2011		2012	2013	2000-2010	2010	
Labour relations	2001 - 2012	2003-2009-2012	2012			2000-2008		2001	2010	
Organizing and TU management										
Organizing and capacity building	2006-2012-2013	2004-2007	2009	2007 - 2011-2012		2006		2007-2012	2011	
Communication		2010				2013	2012			
International economy & globalization										
International economics and political economy	2001-2005-2010	2000-2005		2000-2007-2009		2004			2010	
Social justice and global economy	2011									
Application of IT to trade unions										
Information technology with special focus on distance education	2003-2006	2005		2005		2002	2000			
Information technologies	2000-2005	2001-2007	2007	2002		2001-2004-2009				
Training methodology/distance education										
Training methodology	2007-2008	2008	2008	2008-2010		2008	2009	2008		
Sctoral programmes										
Training of trade union officials (tailor made training activities)										
PSI & UNI										2000
ITS										2001-2002
GUFS										2003-2004-2005-2006

Annex 5

Activities in Turin 2013 excluding core courses & projects

ANNEX 5_ ACTIVITIES IN TURIN EXCLUDING CORE COURSES AND PROJECTS

Coord Code	Title	Dates	DoT	No. Part	Lang	Sponsor
A306194	Training of trainers on promoting decent work and training of trade union officials (China)	15/04/2013 24/04/2013	8	21	ENCH	VARIOUS ILO 2013 Sup. Alloc. Constituents ITALY MAE
A306193	Trade union training on collective bargaining (China)	04/11/2013 13/11/2013	8	20	ENCH	ILO 2013 Sup. Alloc. Constituents
TOTAL ASIA			**16**	**41**		
A406362	ETUI SOLIDAR meeting	25/03/2013 26/03/2013	2	26	ENFR	European Trade Union Institute (ETUI) [Belgium] VARIOUS
A406399	Capacity building for organizing and managing trade unions	14/05/2013 17/05/2013	4	19	ENFR	European Trade Union Institute (ETUI) [Belgium]
TOTAL EUROPE			**6**	**45**		
A906245	FIAT-CHRYSLER network meeting	19/03/2013 20/03/2013	2	78	ENFR SPIT DEPL SR	IndustriAll Global Union [Switzerland] VARIOUS International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, better known as the United Automobile Workers (UAW) [United States]
A906395	Case New Holland (CNH) network meeting	21/03/2013 21/03/2013	1	56	ENFR SPIT DEPL SR	IndustriAll Global Union [Switzerland] VARIOUS
A906675	Trade union action for promoting migrant worker rights in the Mediterranean region / L'action syndicale pour la promotion des droits des migrants dans les pays du bassin méditerranéen / Sindacati in azione per promuovere i diritti dei migranti	21/10/2013 22/10/2013	2	53	ENFR ARIT	Confederazione Generale Italiana del Lavoro (CGIL) [Italy] ILO RBTC ILO RBTC - TURIN CTRE ALLOC. (A) VARIOUS
TOTAL INTERREGIONAL			**5**	**187**		
GRAND TOTAL			**27**	**273**		

Annex 6

Activities in the field 2013 excluding projects

ANNEX 6 - ACTIVITIES IN THE FIELD EXCLUDING PROJECTS

Coord Code	Title	Dates	DoT	No. Part	Lang	Sponsor
A156354	Capacity building for members of youth committees on the youth employment crisis in Africa (Accra, Ghana)	26/08/2013 30/08/2013	5	18	ENFR	RBTC TC AFRICA [Switzerland] ILO 2013 Sup. Alloc. ACIs
A156356	Capacity building on promoting decent work for migrant workers: concepts, instruments, actions and strategies (Accra, Ghana)	30/09/2013 04/10/2013	5	14	FR	ILO RBTC ILO RBTC - TURIN CTRE ALLOC. (A)
A156714	Strategic action plan for the Sierra Leone Labour Congress and its affiliates (Freetown, Sierra Leone)	16/12/2013 18/12/2013	3	29	EN	ILO RBTC ITALY MAE
TOTAL AFRICA			**13**	**61**		
A256375	Empleo y protección social en el nuevo contexto demográfico (Lima, Peru)	08/05/2013 10/05/2013	3	20	ES	ILO RBTC - TURIN CTRE ALLOC. (A)
A256372	Taller regional sobre empleo y protección social (Lima, Peru)	28/08/2013 30/08/2013	3	11	ES	ITALY MAE RBTC TC AMERICAS AND THE CARIBBEAN [Switzerland]
A256376	Taller regional sobre negociación colectiva y SST (Caracas)	23/09/2013 27/09/2013	5	17	ES	ILO RBTC RBTC TC AMERICAS AND THE CARIBBEAN [Switzerland]
A256377	Taller regional de economía para el trabajo decente - Red de economistas del trabajo (Sao Paulo)	04/11/2013 08/11/2013	5	12	ES	RBTC TC AMERICAS AND THE CARIBBEAN [Switzerland]
A256585	Formación profesional y trabajo decente (Lima, Peru)	18/11/2013 21/11/2013	5	12	ES	ILO RBTC RBTC TC AMERICAS AND THE CARIBBEAN [Switzerland]
A256584	Trabajo rural y trabajo decente (Montevideo, Uruguay)	25/11/2013 29/11/2013	5	15	ES	ILO 2013 Sup. Alloc. ACIs
A256676	Trabajo Decente y colectivos vulnerables (Brasilia, Brasil)	02/12/2013 04/12/2013	3	19	PT	ILO 2013 Sup. Alloc. Constituents ILO RBTC
TOTAL LATIN AMERICA			**29**	**106**		
A355204	Trade union training on wage-led, job-rich recovery from crisis (Beijing, China)	13/05/2013 17/05/2013	5	24	ENCH	ILO RBTC - TURIN CTRE ALLOC. (A)
A356349	Training for youth trade union leaders on organizing and collective bargaining for decent work (Singapore)	13/08/2013 16/08/2013	4	24	EN	RBTC TC ASIA AND THE PACIFIC [Switzerland] ILO RBTC - TURIN CTRE ALLOC. (A)
A356464	Promoting Decent Work for workers in informal economy: Union strategies and actions (Bangkok, Thailand)	21/08/2013 25/08/2013	5	24	EN	Japan International Labour Foundation (JILAF) ILO 2013 Sup. Alloc. ACIs
A356348	Trade union training course on employment relations, labour law reforms and decent work (Manila, Philippines)	17/09/2013 20/09/2013	5	22	EN	RBTC TC ASIA AND THE PACIFIC [Switzerland] ILO RBTC
A352856	Trade union training on wage policies for Decent Work (focus on minimum wages and collective bargaining) (Seoul)	24/09/2013 27/09/2013	4	20	EN	ILO RBTC - TURIN CTRE ALLOC. (A)
A356350	Trade union training on sustainable development, green jobs and decent work (Bangkok, Thailand)	14/10/2013 18/10/2013	5	25	EN	RBTC TC ASIA AND THE PACIFIC [Switzerland] ILO RBTC ILO RBTC - TURIN CTRE ALLOC. (A) VARIOUS
A355208	Promoting Freedom of Association and union actions for Decent Work (Hanoi,	25/11/2013 28/11/2013	4	22	EN	ILO 2013 Sup. Alloc. Constituents

Coord Code	Title	Dates	DoT	No. Part	Lang	Sponsor
A356465	Follow up and evaluation workshop with VGCL (Hanoi, Vietnam)	29/11/2013 29/11/2013	1	16	EN	
TOTAL ASIA & PACIFIC			**33**	**177**		
A456681	The ILO Declaration - What's in it for workers? Flexibility in challenging times (Arandjelovac, Serbia)	16/10/2013 18/10/2013	3	23	EN	ILO RBTC VARIOUS
TOTAL EUROPE			**3**	**23**		
			78	**367**		

Annex 7

Distance and blended activities 2013 divided by region

ANNEX 7 - DISTANCE AND BLENDED ACTIVITIES EXCLUDING PROJECTS

Coord Code	Title	Dates	DoT	No. Part	Lang	Sponsor
A276370	Curso básico en SST para delegados y delegadas sindicales	24/06/2013 09/08/2013	7	56	ES	ILO RBTC - TURIN CTRE ALLOC. (A)
A276369	Trabajo decente e economía informal	22/08/2013 04/10/2013	6	62	ES	RBTC TC AMERICAS AND THE CARIBBEAN [Switzerland] ILO 2013 Sup. Alloc. ACIs
A276368	Salud y seguridad en el trabajo	02/10/2013 08/11/2013	7	60	ES	ILO RBTC - TURIN CTRE ALLOC. (A) RBTC TC AMERICAS AND THE CARIBBEAN [Switzerland]
TOTAL LATIN AMERICA			**20**	**178**		
A476023	ETF Transunion youth workshop	11/02/2013 14/03/2013	8	32	EN	European Transport Workers' Federation [Belgium]
TOTAL EUROPE			**8**	**32**		
TOTAL			**28**	**210**		

Annex 8

Project activities 2013 divided by region

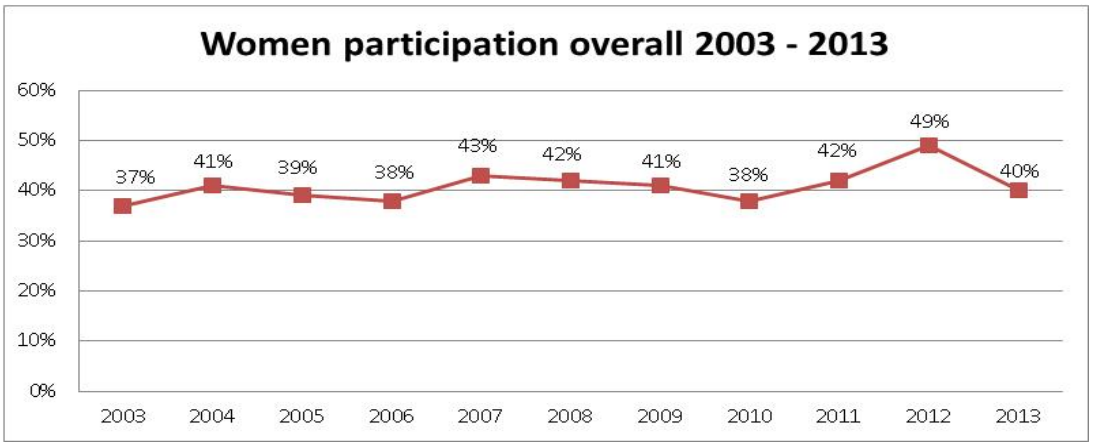
ANNEX 8 - PROJECT ACTIVITIES DIVIDED BY REGION

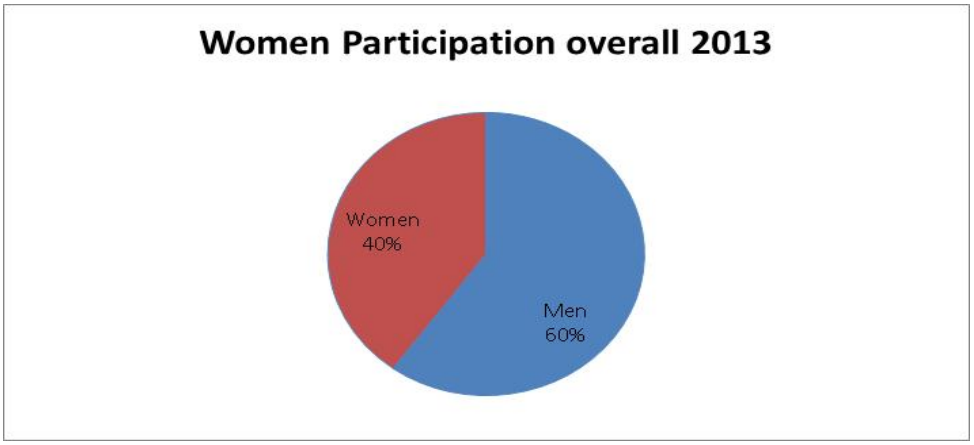
Coord Code	Title	Dates	DoT	No. Part	Lang	Sponsor
A156353	Trade union training on HIV and labour migration (Lomé, Togo)	01/07/2013 05/07/2013	5	19	ENFR	ILO - TRUST FUNDS (M) VARIOUS
A156355	Follow-up capacity building on OSH and HIV/AIDS (Kisumu, Kenya)	18/11/2013 22/11/2013	5	16	EN	ILO RBTC ILO - TRUST FUNDS (M)
TOTAL AFRICA			**10**	**35**		
A356512	Support to the government and social partners of Myanmar for the promotion of freedom of association, rights at work and social dialogue - linked to A356421/130266 - linked to P355702 (Yangon, Myanmar)	15/07/2013 19/07/2013	5	14	EN	
A355209	Trade union training for Federation of Trade Unions Burma (FTUB) (Yangon, Myanmar)	09/12/2013 11/12/2013	3	25	EN	Myanmar project [Italy]
A356713	Trade union training on organizing strategies and collective bargaining - FTUM and other organizations (Yangon, Myanmar)	13/12/2013 14/12/2013	2	30	EN	Myanmar project [Italy]
TOTAL ASIA & PACIFIC			**10**	**69**		
A406227	Decent work for IndustriALL sectors: Training of trainers workshop - linked to P405693	18/02/2013 22/02/2013	5	37	EN	ILO - TRUST FUNDS (M) VARIOUS
A456434	Promoting capacity building and improving social dialogue in the commerce sector for the organizations - Field workshop 1 - linked to E456433 - linked to P456461 (Warsaw, Poland)	23/04/2013 24/04/2013	2	51	EN	
A456229	Decent work for IndustriALL sectors: Sub-regional seminar for South-East Region - linked to P405693 (Zagreb, Croatia)	01/07/2013 02/07/2013	2	41	EN	ILO - TRUST FUNDS (M) VARIOUS
A456435	Promoting capacity building and improving social dialogue in the commerce sector for the organizations - Field workshop 2 - linked to E456433 - linked to P456461 (Brussels, Belgium)	10/07/2013 11/07/2013	2	17	EN	
A456231	Decent work for IndustriALL sectors: sub-regional seminar for Baltic Region - linked to P405693 (Vilnius, Lithuania)	21/08/2013 22/08/2013	2	22	EN	ILO - TRUST FUNDS (M) VARIOUS
A406347	Workshop - Building the information and consultation mechanisms for the Enel's EWC members and HR managers within an international dimension - linked to P405738	03/09/2013 06/09/2013	4	42	ENIT	Enel Spa [Belgium] Enel Spa [Italy]
A456228	Decent work for IndustriALL sectors: Sub-regional seminar for East Region - linked to P405693 (Prague, Czech Republic)	16/09/2013 17/09/2013	3	21	EN	ILO - TRUST FUNDS (M) VARIOUS
A456230	Decent work for IndustriALL sectors: National seminar Turkish affiliates - linked to P405693 (Ankara, Turkey)	19/09/2013 20/09/2013	2	31	EN	ILO - TRUST FUNDS (M)
A456232	Decent work for IndustriALL sectors: Final conference - linked to P405693 (Budapest, Hungary)	07/11/2013 08/11/2013	2	52	EN	ILO - TRUST FUNDS (M)

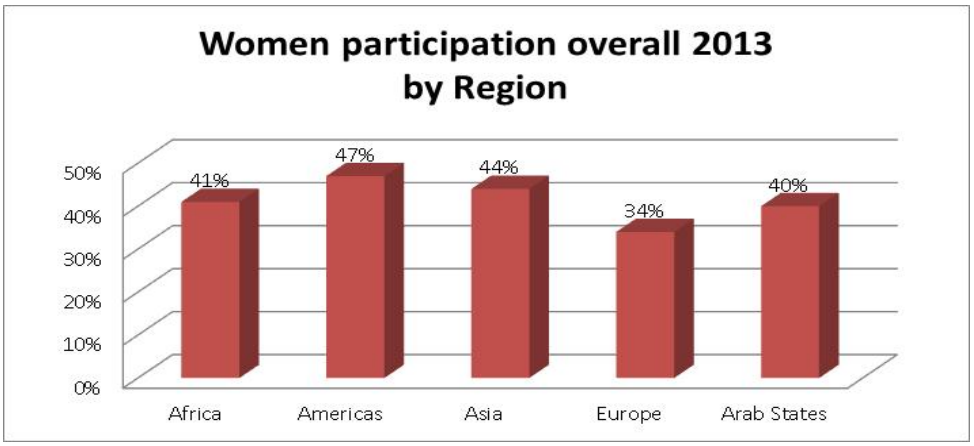
Coord Code	Title	Dates	DoT	No. Part	Lang	Sponsor
A506552	Capacity building for the leadership of recently established trade union organizations in Middle East and North Africa	09/12/2013 13/12/2013	5	12	ENAR	ITA - GEN-FUND - MENA [Italy]
TOTAL ARAB STATES			**5**	**12**		
A976468	Curso de Formación sindical a distancia sobre trabajo decente al cubo (linked to IF P01209 Union Training Tools on Decent Work Promotion - Decent Work Cubed)	18/02/2013 24/05/2013	14	14	ES	
TOTAL INTERREGIONAL			**14**	**14**		
TOTAL			**63**	**444**		

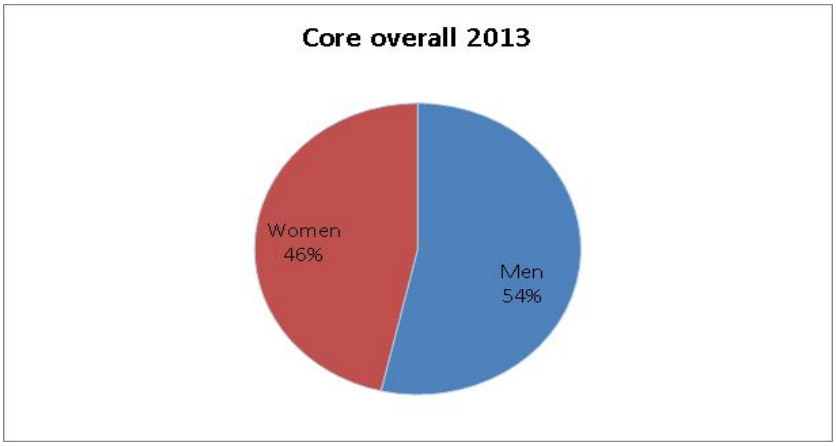
Annex 9

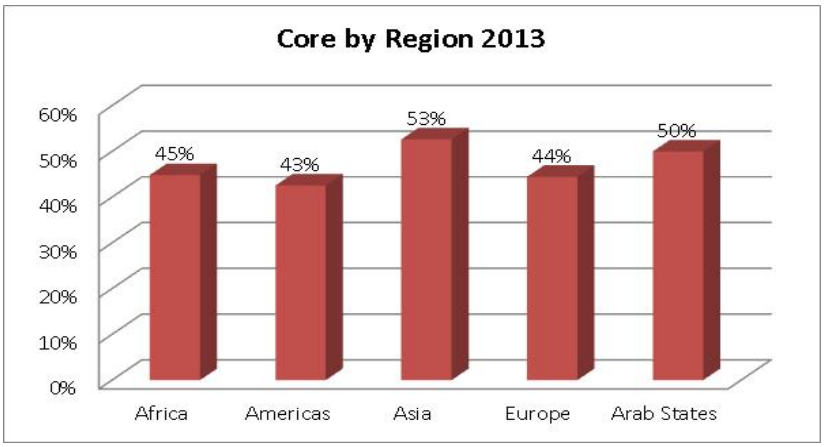
Gender data

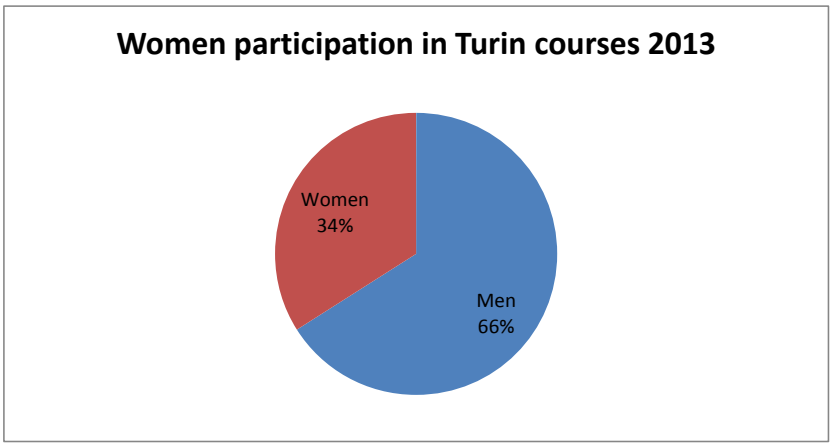

Women participation overall 2003 - 2013
60%
50%
40%
30%
20%
10%
0%
37%
41%
39%
38%
43%
42%
41%
38%
42%
49%
40%
2003
2004
2005
2006
2007
2008
2009
2010
2011
2012
2013

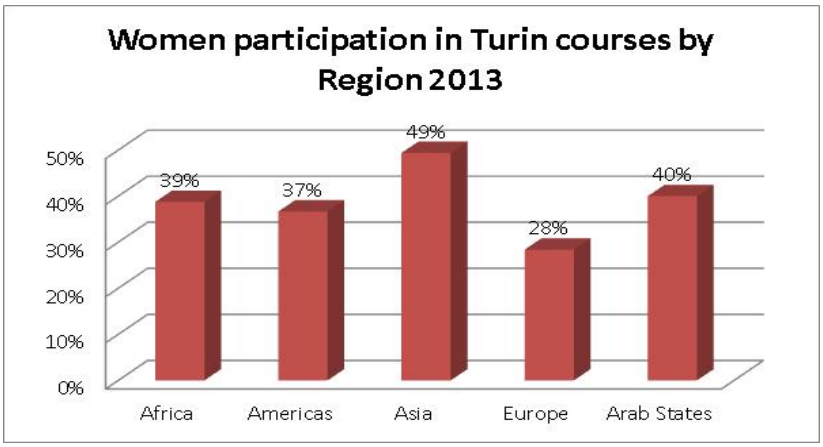

Women Participation overall 2013
Women
40%
Men
60%

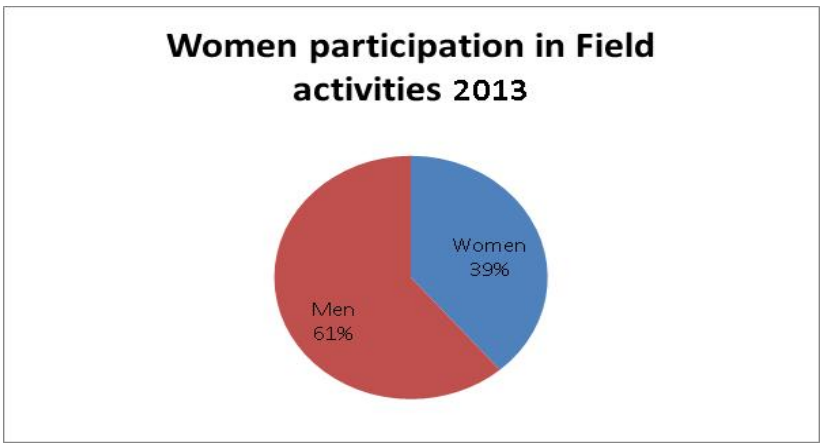

Women participation overall 2013
by Region
50%
40%
30%
20%
10%
0%
41%
47%
44%
34%
40%
Africa
Americas
Asia
Europe
Arab States

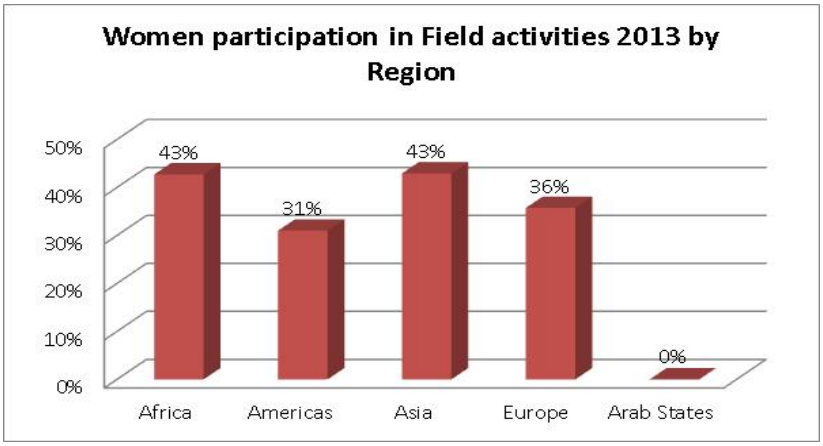

Core overall 2013
Women
46%
Men
54%

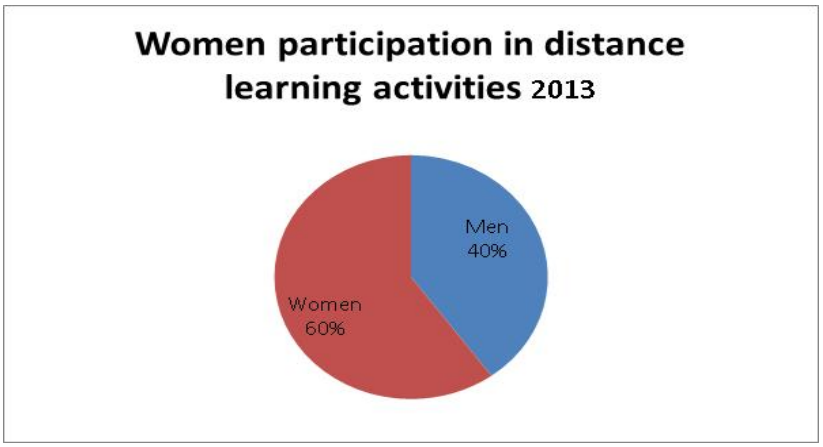

Core by Region 2013
60%
50%
40%
30%
20%
10%
0%
45%
43%
53%
44%
50%
Africa
Americas
Asia
Europe
Arab States


Women participation in Turin courses 2013
Women
34%
Men
66%


Women participation in Turin courses by Region 2013
50%
40%
30%
20%
10%
0%
39%
37%
49%
28%
40%
Africa
Americas
Asia
Europe
Arab States


Women participation in Field activities 2013
Women 39%
Men 61%

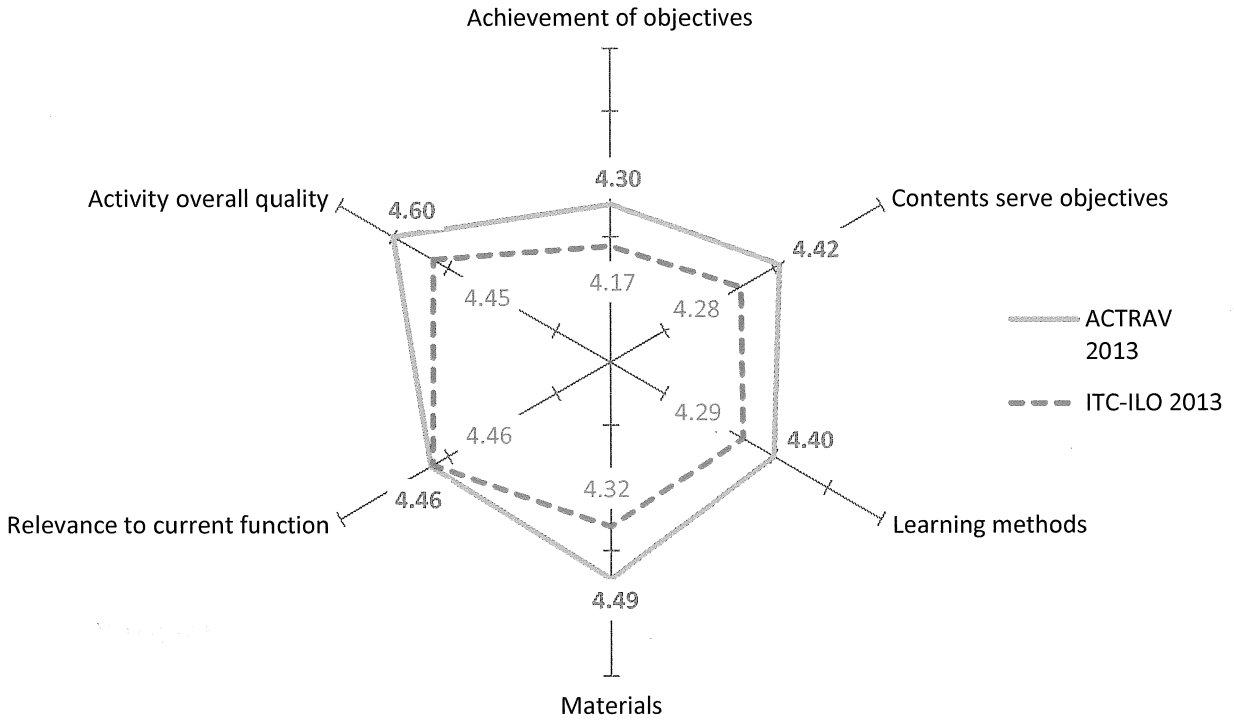

Women participation in Field activities 2013 by Region
50%
40%
30%
20%
10%
0%
43%
31%
43%
36%
0%
Africa
Americas
Asia
Europe
Arab States


Women participation in distance learning activities 2013
Men 40%
Women 60%

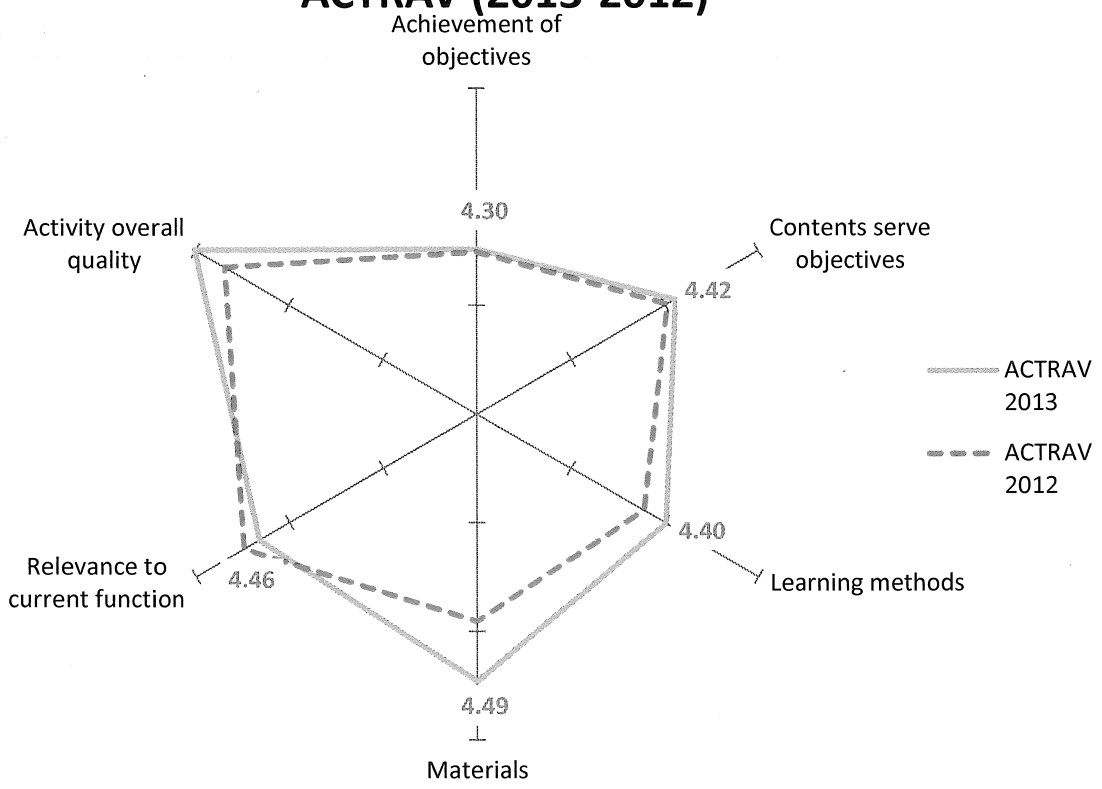
Annex 10

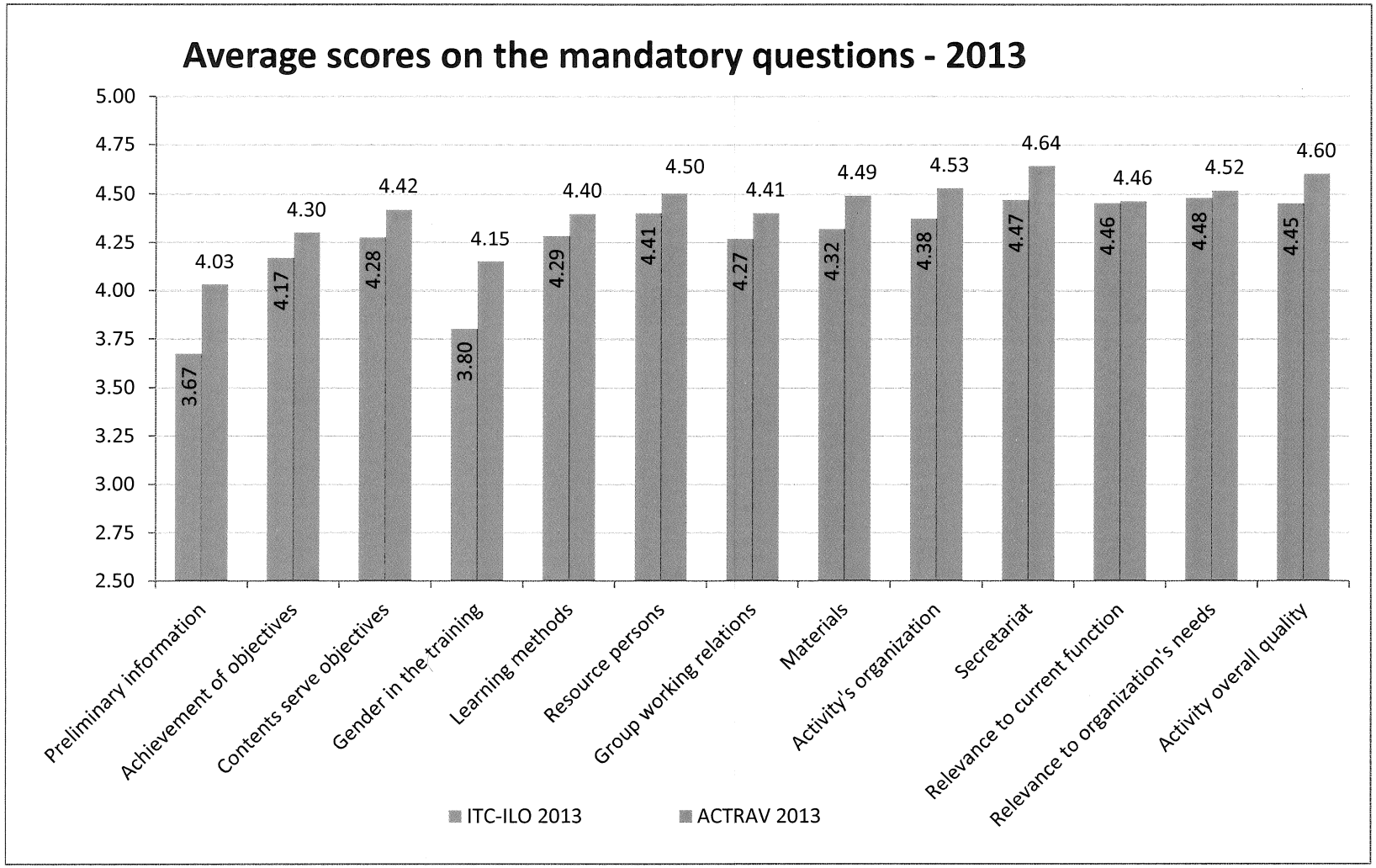
Evaluation

ACTRAV 2013 and ITC-ILO 2013



ACTRAV (2013-2012)




Average scores on the mandatory questions - 2013
5.00
4.75
4.50
4.25
4.00
3.75
3.50
3.25
3.00
2.75
2.50
3.67
4.03
4.17
4.30
4.28
4.42
3.80
4.15
4.29
4.40
4.41
4.50
4.27
4.41
4.32
4.49
4.38
4.53
4.47
4.64
4.46
4.46
4.48
4.52
4.45
4.60
Preliminary information
Achievement of objectives
Contents serve objectives
Gender in the training
Learning methods
Resource persons
Group working relations
Materials
Activity's organization
Secretariat
Relevance to current function
Relevance to organization's needs
Activity overall quality
ITC-ILO 2013
ACTRAV 2013

Annex 11

Activities financed or co-financed by ACTRAV

ANNEX 11 - ACTIVITIES FINANCED OR CO-FINANCED BY ACTRAV

Coord Code	Title	Dates	DoT	No. Part	Lang	Sponsor
A106021	Trade union training for sustainable development and decent work for all	25/02/2013 08/03/2013	10	15	ENFR	ILO RBTC - TURIN CTRE ALLOC. (A) ILO 2013 Sup. Alloc. Constituents REGIONE PIEMONTE (Italy)
A106025	Capacity building for organizing and managing trade unions	13/05/2013 24/05/2013	10	19	EN	ILO RBTC - TURIN CTRE ALLOC. (A) FRIEDRICH EBERT STIFTUNG [Germany] UNI - Global Union [Cote d'Ivoire] ILO RBTC
A156356	Capacity building on promoting decent work for migrant workers: concepts, instruments, actions and strategies (Accra, Ghana)	30/09/2013 04/10/2013	5	14	FR	ILO RBTC ILO RBTC - TURIN CTRE ALLOC. (A)
A106030	Renforcement des capacités des syndicats sur la négociation collective	02/12/2013 13/12/2013	10	10	FR	ILO RBTC - TURIN CTRE ALLOC. (A)
A156714	Strategic action plan for the Sierra Leone Labour Congress and its affiliates (Freetown, Sierra Leone)	16/12/2013 18/12/2013	3	29	EN	ILO RBTC - TURIN CTRE ALLOC. (A) ILO RBTC ITALY MAE
TOTAL AFRICA			**38**	**87**		
A206022	Formación sindical sobre políticas de empleo y economía informal	18/02/2013 08/03/2013	15	14	ES	ILO RBTC - TURIN CTRE ALLOC. (A) ITALY MAE
A206026	Formación sindical sobre salud y seguridad en el trabajo	08/04/2013 26/04/2013	15	20	ES	ILO RBTC - TURIN CTRE ALLOC. (A) Sindicato de Trabajadores Oficiales (Municipio de Santiago de Cali) [Colombia] AOESP/UNIÃO GERAL DOS TRABALHADORES-UGT [Brazil] Força Sindical Nacional [Brazil]
A256375	Empleo y protección social en el nuevo contexto demográfico (Lima, Peru)	08/05/2013 10/05/2013	3	20	ES	ILO RBTC - TURIN CTRE ALLOC. (A)
A276370	Curso básico en SST para delegados y delegadas sindicales	24/06/2013 09/08/2013	7	56	ES	ILO RBTC - TURIN CTRE ALLOC. (A)
A276368	Salud y seguridad en el trabajo	02/10/2013 08/11/2013	7	60	ES	ILO RBTC - TURIN CTRE ALLOC. (A) RBTC TC AMERICAS AND THE CARIBBEAN [Switzerland]
A256585	Formación profesional y trabajo decente (Lima, Peru)	18/11/2013 21/11/2013	5	12	ES	ILO RBTC - TURIN CTRE ALLOC. (A) ILO RBTC RBTC TC AMERICAS AND THE CARIBBEAN [Switzerland]
A256676	Trabajo Decente y colectivos vulnerables (Brasilia, Brasil)	02/12/2013 04/12/2013	3	19	PT	ILO RBTC - TURIN CTRE ALLOC. (A) ILO 2013 Sup. Alloc. Constituents ILO RBTC
TOTAL LATIN AMERICA			**55**	**201**		

Coord Code	Title	Dates	DoT	No. Part	Lang	Sponsor
A306024	Capacity building for trade unions for promoting decent work	18/03/2013 28/03/2013	9	16	EN	ILO RBTC - TURIN CTRE ALLOC. (A)
A355204	Trade union training on wage-led, job-rich recovery from crisis (Beijing, China)	13/05/2013 17/05/2013	5	24	ENCH	ILO RBTC - TURIN CTRE ALLOC. (A)
A306028	Communications for inclusive and effective trade unionism	01/07/2013 12/07/2013	10	14	EN	ILO RBTC - TURIN CTRE ALLOC. (A)
A356349	Training for youth trade union leaders on organizing and collective bargaining for decent work (Singapore)	13/08/2013 16/08/2013	4	24	EN	RBTC TC ASIA AND THE PACIFIC [Switzerland] ILO RBTC - TURIN CTRE ALLOC. (A)
A356348	Trade union training course on employment relations, labour law reforms and decent work (Manila, Philippines)	17/09/2013 20/09/2013	5	22	EN	ILO RBTC - TURIN CTRE ALLOC. (A) RBTC TC ASIA AND THE PACIFIC [Switzerland] ILO RBTC
A352856	Trade union training on wage policies for Decent Work (focus on minimum wages and collective bargaining) (Seoul)	24/09/2013 27/09/2013	4	20	EN	ILO RBTC - TURIN CTRE ALLOC. (A)
A356350	Trade union training on sustainable development, green jobs and decent work (Bangkok, Thailand)	14/10/2013 18/10/2013	5	25	EN	RBTC TC ASIA AND THE PACIFIC [Switzerland] ILO RBTC ILO RBTC - TURIN CTRE ALLOC. (A) VARIOUS
TOTAL ASIA & PACIFIC			**42**	**145**		
A406032	Collective bargaining - Capacity building for trade union leaders in CIS Region	09/12/2013 20/12/2013	10	16	ENRU	ILO RBTC - TURIN CTRE ALLOC. (A) ILO RBTC
TOTAL EUROPE			**10**	**16**		
A906031	Proteção social e previdência social para sindicatos	14/10/2013 31/10/2013	14	12	PT	ILO RBTC - TURIN CTRE ALLOC. (A)
A906675	Trade union action for promoting migrant worker rights in the Mediterranean region / L'action syndicale pour la promotion des droits des migrants dans les pays du bassin méditerranéen / Sindacati in azione per promuovere i diritti dei migranti	21/10/2013 22/10/2013	2	53	ENFR ARIT	Confederazione Generale Italiana del Lavoro (CGIL) [Italy] ILO RBTC ILO RBTC - TURIN CTRE ALLOC. (A) VARIOUS
TOTAL INTERREGIONAL			**16**	**65**		
TOTAL			**161**	**514**		

Annex 11bis

Activities financed or co-financed by Italian voluntary contribution

ANNEX 11Bis - ACTIVITIES FINANCED OR CO-FINANCED BY ITALIAN VOLUNTARY CONTRIBUTION

Coord Code	Title	Dates	DoT	No. Part	Lang	Sponsor
A156714	Strategic action plan for the Sierra Leone Labour Congress and its affiliates (Freetown, Sierra Leone)	16/12/2013 18/12/2013	3	29	EN	ILO RBTC ITALY MAE
AFRICA			**3**	**29**		
A206022	Formación sindical sobre políticas de empleo y economía informal	18/02/2013 08/03/2013	15	14	ES	ILO RBTC - TURIN CTRE ALLOC. (A) ITALY MAE
A256372	Taller regional sobre empleo y protección social (Lima, Peru)	28/08/2013 30/08/2013	3	11	ES	ITALY MAE RBTC TC AMERICAS AND THE CARIBBEAN [Switzerland]
AMERICAS			**18**	**25**		
A355209	Trade union training for Federation of Trade Unions Burma (FTUB) (Yangon, Myanmar)	09/12/2013 11/12/2013	3	25	EN	Myanmar project [Italy]
A356713	Trade union training on organizing strategies and collective bargaining - FTUM and other organizations (Yangon, Myanmar)	13/12/2013 14/12/2013	2	30	EN	Myanmar project [Italy]
ASIA			**5**	**55**		
A506552	Capacity building for the leadership of recently established trade union organizations in Middle East and North Africa	09/12/2013 13/12/2013	5	12	ENAR	ITA - GEN-FUND - MENA [Italy]
ARAB STATES			**5**	**12**		

Annex 12

Detailed tables of bi – tripartite activities

Annex 12- Detailed table of bi-tripartite activities

0 skipped.				AFRICA						AMERICAS						ASIA						EUROPE						ARAB STATES								
				TOT		Work		Empl		TOT		Work		Empl		TOT		Work		Empl		TOT		Work		Empl		TOT		Work		Empl		TOT W	Notes	TOT E
Title	Venue	DoT	No. Part	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W			
A556337 - Local economic recovery - Palestine	F	5	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	26	2	4	0	2	1	4	marginal tripartite	3
A156706 - Productivity raising through enhanced working conditions for employees of small and medium-sized sustainable enterprises - PROWESS	F	3	21	13	7	0	0	1	5	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	only for employers	6
A255522 - Academia Regional Desarrollo Empresarial Sostenible	F	5	54	0	0	0	0	0	0	38	15	4	1	8	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	marginal tripartite	11
SUBTOTAL 'EMLD'		**13**	**107**	**13**	**7**	**0**	**0**	**1**	**5**	**38**	**15**	**4**	**1**	**8**	**3**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**26**	**2**	**4**	**0**	**2**	**1**	**9**		**20**
A406214 - Promoting the integration of migrant domestic workers in Europe	C	5	27	0	1	0	0	0	0	1	2	0	1	0	0	0	3	0	2	0	0	3	17	0	4	0	0	0	0	0	0	0	0	7	marginal for workers	0
A256324 - Migration in ACP countries : promoting development and enhancing protection	F	2	13	0	0	0	0	0	0	4	9	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	marginal for workers	0
A254012 - Gestão da segurança e saúde na empresa	F	5	29	0	0	0	0	0	0	12	17	0	0	12	14	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	only for employers	26
A255015 - Vínculos entre migración laboral, género y desarrollo en América Latina	F	5	34	0	0	0	0	0	0	16	16	3	4	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7	marginal tripartite	3
A256597 - Gestão da segurança e saúde na empresa	F	5	26	0	0	0	0	0	0	11	15	0	0	11	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	only for employers	26
A356522 - Strengthening unemployment scheme and basic income guarantee for active age group	F	8	31	0	0	0	0	0	0	0	0	0	0	0	0	19	12	2	1	5	0	0	0	0	0	0	0	0	0	0	0	0	0	3	marginal tripartite	5
SUBTOTAL 'SOCPRO'		**30**	**160**	**0**	**1**	**0**	**0**	**0**	**0**	**44**	**59**	**5**	**7**	**23**	**32**	**19**	**15**	**2**	**3**	**5**	**0**	**3**	**17**	**0**	**4**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**21**		**60**
A155594 - Seminário tripartido sobre processos e técnicas para a negociação colectiva no sector hoteleiro	F	2	22	14	7	6	0	5	4	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	tripartite	10
A256019 - Processus et techniques de négociation	F	3	47	0	0	0	0	0	0	30	17	14	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	17	marginal tripartite	3
A455078 - The governance of policy reform in Portugal: social dialogue actors and institutions in times of economic downturn and structural adjustment	F	1	86	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	43	25	7	8	6	5	0	0	0	0	0	0	15	marginal tripartite	12
A455050 - Promoting sound industrial relations and social dialogue in times of crisis	F	1	85	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	43	21	6	3	12	3	0	0	0	0	0	0	9	marginal tripartite	15
A356557 - Negotiation skills for the garment sector	F	3	29	0	0	0	0	0	0	0	0	0	0	0	0	21	5	15	0	6	5	0	0	0	0	0	0	0	0	0	0	0	0	15	tripartite	11
A356421 - Promoting compliance with ILO standards and social dialogue in Myanmar	F	5	47	0	0	0	0	0	0	0	0	0	0	0	0	31	16	9	6	12	4	0	0	0	0	0	0	0	0	0	0	0	0	15	tripartite	16
A256545 - Formation approfondie sur les techniques de négociation	F	3	27	0	0	0	0	0	0	16	11	11	3	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	14	tripartite	2
A256546 - Gestion et prévention des conflits sur le lieu de travail	F	3	52	0	0	0	0	0	0	39	11	14	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	17	marginal tripartite	1
A455049 - The governance of policy reform in Europe in times of economic downturn and structural adjustment: what lessons for Cyprus?	F	2	59	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	43	13	26	2	7	3	0	0	0	0	0	0	28	tripartite	10
A406635 - Strengthening national bodies for tripartite social dialogue in the countries of Central Asia and the Caucasus	C	4	22	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	18	4	7	1	6	2	0	0	0	0	0	0	8	tripartite	8
A355053 - Promoting labour law	F	5	19	0	0	0	0	0	0	0	0	0	0	0	0	15	4	5	1	4	2	0	0	0	0	0	0	0	0	0	0	0	0	6	tripartite	6
A106652 - Promouvoir le dialogue social national tripartite pour une meilleure gouvernance socio-économique (Algérie, Maroc, Niger, Sénégal, Tchad, Tunisie)	C	3	17	17	0	3	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	tripartite	5
SUBTOTAL 'SOCDIAL'		**35**	**512**	**32**	**7**	**9**	**0**	**11**	**4**	**86**	**39**	**39**	**9**	**1**	**6**	**67**	**25**	**29**	**7**	**22**	**11**	**147**	**63**	**46**	**14**	**31**	**13**	**0**	**0**	**0**	**0**	**0**	**0**	**153**		**99**

0 skipped.	Venue			AFRICA						AMERICAS						ASIA						EUROPE						ARAB STATES						TOT W	Notes	TOT E
			No.	TOT		Work		Empl		TOT		Work		Empl		TOT		Work		Empl		TOT		Work		Empl		TOT		Work		Empl				
Title		DoT	Part	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W			
A106609 - Atelier tripartite de renforcement des capacités opérationnelles des mandants pour la mise en oeuve des Programmes par Pays de promotion du Travail Décent (PPTD)	C	5	23	18	5	9	1	3	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10	tripartite	5
SUBTOTAL 'SDG'		**10**	**25**	**18**	**5**	**9**	**1**	**3**	**2**	**1**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**10**		**6**
A456167 - Training of trainers for European Trade Union Institute	F	3	16	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8	8	7	6	0	0	0	0	0	0	0	0	13	only for workers	0
A976307 - Competency-based human resources management: designing an integrated reward system	B-C	9	20	0	0	0	0	0	0	14	5	4	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	tripartite	3
A356663 - TOT tripartism training for Vanuatu Tripartite Labour Advisory Council	F	3	13	0	0	0	0	0	0	0	0	0	0	0	0	7	6	1	2	1	4	0	0	0	0	0	0	0	0	0	0	0	0	3	tripartite	5
SUBTOTAL 'DELTA'		**15**	**49**	**0**	**0**	**0**	**0**	**0**	**0**	**14**	**5**	**4**	**1**	**3**	**0**	**7**	**6**	**1**	**2**	**1**	**4**	**8**	**8**	**7**	**6**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**21**		**8**
A156697 - La finance inclusive pour les travailleurs - formation pour l'Afrique Francophone	F	5	16	12	4	12	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	16	only for workers	0
SUBTOTAL 'PRODEV'		**5**	**16**	**12**	**4**	**12**	**4**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**16**		**0**
A156216 - Cours sur les politiques de l'emploi	F	5	32	25	6	6	0	6	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	marginal tripartite	7
A156683 - Le travail décent à travers les emplois verts en Afrique	F	3	28	20	6	5	1	6	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	tripartite	7
SUBTOTAL 'EPSD'		**8**	**60**	**45**	**12**	**11**	**1**	**12**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**12**		**14**
A906144 - Building effective wage policies	C	5	26	13	1	6	0	0	0	0	1	0	0	0	0	6	2	1	1	1	0	1	1	0	0	0	0	1	0	1	0	0	0	9	marginal tripartite	1
A155552 - Mainstreaming employment in national and regional development policies in Africa	F	5	14	10	3	2	1	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	marginal tripartite	3
SUBTOTAL 'ERAS'		**10**	**40**	**23**	**4**	**8**	**1**	**2**	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**6**	**2**	**1**	**1**	**1**	**0**	**1**	**1**	**0**	**0**	**0**	**2**	**1**	**0**	**1**	**0**	**0**	**0**	**12**		**4**
A355217 - Training of trainers for national trade union members and other relevant stakeholders involved in enforcement (labour and factory inspectors) - linked to E355212 (year 2013)	F	5	40	0	0	0	0	0	0	0	0	0	0	0	0	37	3	30	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	32	only for workers	0
A356291 - Training course for trade union lawyers on the use of international labour standards before national courts, with special focus on freedom of association	F	3	29	0	0	0	0	0	0	0	0	0	0	0	0	23	5	23	5	0	0	0	0	0	0	0	0	1	0	1	0	0	0	29	only for workers	0
A156392 - Normes internationales et procédures constitutionnelles	F	5	30	20	10	10	0	6	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10	tripartite	8
A906057 - ILO Maritime Labour Academy - Track 4bis - Workshop for the ITF Affiliates on the ILO Maritime Labour Convention, 2006	C	3	23	4	0	4	0	0	0	2	0	2	0	0	0	7	1	7	1	0	0	8	1	8	1	0	0	0	0	0	0	0	0	23	only for workers	0
A106187 - Formation sous-régionale sur le travail des enfants dans le travail domestique, le rôle de l'inspection du travail et la préparation des rapports de suivi	C	5	20	11	8	3	1	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	marginal tripartite	4
A556390 - Training course for trade union lawyers on the use of ILS before national courts, with focus on freedom of association (joint activity ACTRAV-GVA, ITUC, ITCILO)	F	3	20	11	0	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7	2	7	2	0	0	20	only for workers	0
SUBTOTAL 'ILSGEN'		**24**	**162**	**46**	**18**	**28**	**1**	**9**	**3**	**2**	**0**	**2**	**0**	**0**	**0**	**67**	**9**	**60**	**8**	**0**	**0**	**8**	**1**	**8**	**1**	**0**	**0**	**8**	**2**	**8**	**2**	**0**	**0**	**118**		**12**

0 skipped.	Venue			AFRICA						AMERICAS						ASIA						EUROPE						ARAB STATES						TOT W	Notes	TOT E
			No.	TOT		Work		Empl		TOT		Work		Empl		TOT		Work		Empl		TOT		Work		Empl		TOT		Work		Empl				
Title		DoT	Part	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W			
A456427 - Promoting capacity building and improving social dialogue in the commerce sector for the organizations - field workshop 3 - linked to E456317	F	2	23	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10	13	5	7	5	6	0	0	0	0	0	0	12	bipartite	11
A456428 - Promoting capacity building and improving social dialogue in the commerce sector for the organizations - Field workshop 4 - linked to E456317	F	2	34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	17	17	14	7	3	10	0	0	0	0	0	0	21	bipartite	13
SUBTOTAL 'ACTEMP'		**4**	**57**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**27**	**30**	**19**	**14**	**8**	**16**	**0**	**0**	**0**	**0**	**0**	**0**	**33**		**24**
A456434 - Promoting capacity building and improving social dialogue in the commerce sector for the organizations - Field workshop 1 - linked to E456433	F	2	51	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	28	23	20	9	8	14	0	0	0	0	0	0	29	bipartite	22
A456435 - Promoting capacity building and improving social dialogue in the commerce sector for the organizations - Field workshop 2 - linked to E456433	F	2	16	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10	6	5	3	5	3	0	0	0	0	0	0	8	bipartite	8
A406347 - Workshop - Building the information and consultation mechanisms for the Enel's EWC members and HR managers within an international dimension	C	4	42	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	25	16	20	7	5	9	0	0	0	0	0	0	28		14
SUBTOTAL 'ACTRAV'		**8**	**109**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**63**	**45**	**45**	**19**	**18**	**26**	**0**	**0**	**0**	**0**	**0**	**0**	**65**		**44**
TOTAL			**779**																															**470**		**291**

Annex 12bis

Detailed table of Academies divided by Programme

ANNEX 12 BIS - LIST OF ACADEMIES

						AFRICA						AMERICAS						ASIA						EUROPE						ARAB STATES						ICS			
	Venue			Part.	No.	TOT		Work		Empl		TOT		Work		Empl		TOT		Work		Empl		TOT		Work		Empl		TOT		Work		Empl		TOT			
Title		Dates	DoT	Days	Part	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	TOT Workers	TOT Employers
Academies implemented in Turin																																							
EMLD																																							
A956065 - Academy on Social and Solidarity Economy	F	8/4/13 12/4/13	5	430	86	46	22	2	0	4	1	1	0	0	0	0	0	1	0	0	0	0	0	0	3	0	0	0	0	3	0	0	0	1	0	5	5	2	6
A906067 - Academy on Sustainable Enterprise Development	C	17/6/13 28/6/13	10	620	62	27	10	0	0	2	0	0	2	0	0	0	0	1	1	1	1	0	0	1	2	0	0	0	0	2	0	0	0	0	0	12	4	2	2
A906068 - The Boulder microfinance training programme	C	15/7/13 2/8/13	15	4290	286	114	51	0	0	0	1	13	11	0	0	0	0	33	10	0	0	0	0	13	15	0	0	0	0	3	2	0	0	0	0	12	9	0	1
Sub total EMLD					**434**			**2**	**0**	**6**	**2**			**0**	**0**	**0**	**0**			**1**	**1**	**0**	**0**			**0**	**0**	**0**	**0**			**0**	**0**	**1**	**0**			**4**	**9**
EPSD																																							
A906138 - Academy on Youth Development	C	24/6/13 5/7/13	10	530	53	11	14	0	2	2	0	0	0	0	0	0	0	7	3	1	0	0	0	2	4	0	0	0	0	2	3	0	0	0	0	2	5	3	2
A906151 - Learning forum on Green Jobs: local strategies and actions	C	4/11/13 15/11/13	10	170	17	5	2	0	0	0	0	1	0	0	0	0	0	4	1	0	0	0	0	1	1	0	0	1	0	0	0	0	0	0	0	2	0	0	1
A906153 - Academy on Skills Development	C	25/11/13 6/12/13	10	1010	101	45	18	3	1	4	2	7	7	0	0	0	0	5	1	1	0	0	0	6	2	0	0	0	0	2	0	0	0	0	0	3	5	5	6
Sub total EPSD					**171**			**3**	**3**	**6**	**2**			**0**	**0**	**0**	**0**			**2**	**0**	**0**	**0**			**0**	**0**	**1**	**0**			**0**	**0**	**0**	**0**			**8**	**9**
SOCPRO																																							
A906115 - Academy on Labour Migration	C	6/5/13 17/5/13	10	540	54	20	14	1	1	0	0	4	1	0	0	0	0	1	3	0	0	0	0	4	4	0	0	0	0	0	0	0	0	0	0	3	0	2	0
A906122 - Academy on Social Security	C	23/9/13 4/10/13	10	780	78	31	16	0	0	0	0	0	1	0	0	0	0	8	8	0	0	0	0	1	4	0	0	0	0	2	1	0	0	0	0	4	2	0	0
Sub total SOCPRO					**132**			**1**	**1**	**0**	**0**			**0**	**0**	**0**	**0**			**0**	**0**	**0**	**0**			**0**	**0**	**0**	**0**			**0**	**0**	**0**	**0**			**2**	**0**
SOC DIALOGUE																																							
A906015 - Labour Administration and Labour Inspection Academy	C	28/10/13 8/11/13	10	760	76	24	13	1	2	0	1	1	1	0	0	0	0	9	1	0	0	0	0	2	1	0	0	0	0	21	1	0	0	0	0	2	0	3	1
Sub total SOC. DIALOGUE					**76**			**1**	**2**	**0**	**1**			**0**	**0**	**0**	**0**			**0**	**0**	**0**	**0**			**0**	**0**	**0**	**0**			**0**	**0**	**0**	**0**			**3**	**1**
ILSGEN																																							
A906059 - Gender Academy	C	11/11/13 22/11/13	10	1590	159	20	45	0	0	0	0	4	20	1	2	0	0	3	12	0	0	0	0	1	11	0	0	0	0	0	2	0	0	0	0	7	34	3	0
Sub total ILSGEN					**159**			**0**	**0**	**0**	**0**			**1**	**2**	**0**	**0**			**0**	**0**	**0**	**0**			**0**	**0**	**0**	**0**			**0**	**0**	**0**	**0**			**3**	**0**
TOTAL in Turin					**972**			**7**	**6**	**12**	**5**			**1**	**2**	**0**	**0**			**3**	**1**	**0**	**0**			**0**	**0**	**1**	**0**			**0**	**0**	**1**	**0**			**20**	**19**
Academies implemented in the field																																							
EMLD																																							
A255522 - Academia Regional Desarrollo Empresarial Sostenible	F	22/4/13 26/4/13	5	270	54	0	0	0	0	0	0	38	15	4	1	8	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	5	11
TOTAL					**1026**			**7**	**6**	**12**	**5**			**5**	**3**	**8**	**3**			**3**	**1**	**0**	**0**			**0**	**0**	**1**	**0**			**0**	**0**	**1**	**0**			**25**	**30**

Annex 13

Core courses 2014

ANNEX 13 - CORE COURSES 2014

Coord Code	Title	DoT	No. Part	Lang	Sponsor
A107157	Decent Work and the fight against poverty in the Post-2015 Development Agenda	9	15	ENFR	VARIOUS
A107154	Trade union training on social protection - linked to P157305	10	15	ENFR	VARIOUS
A107150	Communication for trade unions	15	15	EN	VARIOUS
TOTAL AFRICA		**34**	**45**		
A207152	Normas Internacionales del Trabajo y la Declaración de la Justicia Social para las empresas multinacionales	15	15	ES	VARIOUS
A207155	Desarrollo de capacidades sindicales sobre relaciones de empleo y trabajo precario	15	15	ES	VARIOUS
TOTAL LATIN AMERICA		**30**	**30**		
A307153	Promoting rights and International Labour Standards for domestic workers and workers in the informal economy	10	17	EN	VARIOUS
A307156	Organizing and collective bargaining for trade unions with a special focus on youth and women	10	15	EN	VARIOUS
TOTAL ASIA & PACIFIC		**20**	**32**		
A407151	International Labour Standards and the ILO Declaration on Social Justice for a fair globalization for MNEs	10	15	ENRU	VARIOUS
TOTAL EUROPE		**10**	**15**		
A507158	More and better decent jobs: capacity building for trade unions with a special focus on women and youth	10	15	ENAR	VARIOUS
A506278	*Capacity building for trade unions on mainstreaming gender equality and empowering women workers - posponed from 2013*	10	14	ENAR	VARIOUS
TOTAL ARAB STATES		**20**	**29**		
A907149	Promoting workers' rights and International Labour Standards: Training for trade union leaders	10	15	ENFR ES	VARIOUS
A907159	Fortalecendo o sindicalismo através da organização da ação	15	15	PT	VARIOUS
A907160	Fighting inequalities: Capacity building for trade unions on wage policy	10	15	ENES	VARIOUS
TOTAL INTEREGIONAL		**35**	**45**		
		149	**196**		

Annex 14

Planned and implemented activities for 2014

ANNEX 14 - PLANNED AND IMPLEMENTED ACTIVITIES IN 2014

Coord Code	Title	Venue	Dates	DoT	No. Part	Lang	Sponsor
P157305	Renforcer les capacités des organisations syndicales en matière de protection sociale et leur coopération dans la région des Grands Lacs	F	03/02/2014 31/12/2014			FR	
A107157	Decent Work and the fight against poverty in the Post-2015 Development Agenda	C	07/04/2014 17/04/2014	9	14	ENFR	VARIOUS
A157325	Formation syndical sur sécurité et protection sociale dans la région des Grand Lacs - linked to P157305 (Kigali, Rwanda)	F	07/04/2014 11/04/2014	5	30	FR	VARIOUS
A157319	Promoting trade unionism for decent work in the informal economy as a key to strategies aimed at eradicating poverty and inequality (Kisumu, Kenya)	F	05/05/2014 09/05/2014	5	15	EN	VARIOUS
A107154	Trade union training on social protection - linked to P157305	C	23/06/2014 04/07/2014	10	15	ENFR	OPEN 2014 [MAP]
A157321	Formation syndical sur le renforcement des capacités des organisations syndicales en matière de protection sociale et leur coopération dans la région des Grands Lacs - linked to P157305 (Kinshasa)	F	15/07/2014 18/07/2014	5	20	FR	WALLON Community [MAP] ITALY MAE [MAP]
A157322	Trade union training on ILS concerning FOA and CB and the ILO supervisory system for HTURs Coordinators (Accra, Ghana)	F	28/07/2014 01/08/2014	5	15	EN	RBTC TC ACTRAV [MAP] [MAP]
A107150	Communication for trade unions	C	01/09/2014 19/09/2014	15	15	EN	OPEN 2014 [MAP]
A157323	Capacity building for organising and managing trade unions to serve workers efficiently and effectively (Lome, Togo)	F	29/09/2014 03/10/2014	5	20	ENFR	SURPLUS [MAP]
A157333	Formation syndical sur le renforcement des capacités des organisations syndicales en matière de protection sociale et leur coopération dans la région des Grands Lacs - linked to P157305 (Lomé, Togo)	F	20/10/2014 23/10/2014	4	20	FR	WALLON Community [MAP] ITALY MAE [MAP]
A157331	Trade union training on decent work and sustainable development, climate change, green jobs, social and human rights (Bujumbura, Burundi)	F	10/11/2014 14/11/2014	5	20	ENFR	SURPLUS [MAP]
A157334	Capacity building on organizing migrant workers into viable trade unions (Accra, Ghana)	F	08/12/2014 12/12/2014	5	15	EN	ITALY MAE [MAP]
A157320	Capacity building for trade unions on enhancing employment generation for young workers through advocacy for effective employment and labour market policies and strategies (Accra, Ghana)	F	30/12/2014 31/12/2014	5	15	EN	ITALY MAE [MAP] RBTC TC AFRICA (usd 25000) [MAP]
AFRICA				**78**	**214**		

Coord Code	Title	Venue	Dates	DoT	No. Part	Lang	Sponsor
C207352	Escuelas Trabajo Decente - America Latina	C	17/02/2014 31/12/2014			ES	VARIOUS
A277315	Derechos de pueblos indígenos en el marco del Convenio 169	D	24/02/2014 30/04/2014	10	40	ES	VARIOUS
A207152	Normas Internacionales del Trabajo y la Declaración de la Justicia Social para las empresas multinacionales	C	24/03/2014 11/04/2014	15	16	ES	VARIOUS SELF-PAYING (C700002) [Italy] VARIOUS
A257314	Trabajo decente y economía informal (Panamá)	F	23/04/2014 26/04/2014	4	25	ES	VARIOUS
A277310	Inserción laboral y juventud	D	01/05/2014 30/06/2014	9	40	ES	VARIOUS
A257414	Plataforma de desarollo de Las Americas (Sao Paulo, Brazil)	F	05/05/2014 09/05/2014	5	15	ES	RBTC/TC/ACTRAV [MAP] CSA in kind [MAP] ACTRAV REGIONAL in kind [MAP]
A207155	Desarrollo de capacidades sindicales sobre relaciones de empleo y trabajo precario	C	12/05/2014 30/05/2014	15	15	ES	VARIOUS
A277415	Tecnicas de comunicación y negociación	D	15/06/2014 16/08/2014	9	40	ES	RBTC/TC/ACTRAV [MAP] [MAP] CSA in kind [MAP] ACTRAV LIMA in kind [MAP]
A257309	Taller regional sobre TICS en trabajo decente y juventud sindical (Buenos Aires, Argentina)	F	30/06/2014 04/07/2014	5	20	ES	VARIOUS
A257388	Derechos de pueblos indígenos en el marco del Convenio 169 (Lima, Peru)	F	14/07/2014 18/07/2014	5	15	ES	OIT Lima in kind [MAP] RBTC/TC ACTRAV [MAP]
A277311	Promoción de trabajo decente para jóvenes sindicalistas	D	04/08/2014 19/09/2014	7	40	ES	RBTC/TC/ACTRAV [MAP] RBTC TC AMERICAS AND THE CARIBBEAN [MAP]
A277312	NITs y sector publico	D	01/09/2014 17/10/2014	7	40	ES	RBTC/TC/ACTRAV [MAP]
A277416	Cooperación sindical al desarollo	D	01/09/2014 17/10/2014	7	40	ES	RBTC/TC/ACTRAV [MAP] CSA in kind [MAP] ACTRAV LIMA in kind [MAP]
A257313	Taller regional bipartito piso protección social (Lima, Peru)	F	15/09/2014 18/09/2014	4	15	ES	RBTC/TC/ACTRAV [MAP] RBTC TC AMERICAS AND THE CARIBBEAN [MAP] Proyecto Subregional PPS [MAP]
A277389	Políticas de empleo para la promoción del trabajo decente	D	15/09/2014 21/11/2014	9	40	ES	OIT Lima in kind [MAP] RBTC/TC/ACTRAV [MAP]
A257316	Sector rural y desarrollo sostenible (Montevideo, Uruguay)	F	10/11/2014 14/11/2014	5	15	ES	RBTC/TC/ACTRAV [MAP] RBTC TC AMERICAS AND THE CARIBBEAN [MAP] Proyecto Regional ACI-Rural [MAP]
A257317	Políticas de empleo para la promoción del trabajo decente (Montevideo, Uruguay)	F	17/11/2014 21/11/2014	5	15	ES	RBTC/TC/ACTRAV [MAP] ILO LIMA [MAP]
A257308	Acción sindical y empresas multinacionales (Buenos Aires, Argentina)	F	24/11/2014 28/11/2014	5	15	ES	RBTC/TC/ACTRAV [MAP] OIT GINEBRA [MAP]
AMERICAS				**126**	**446**		

Coord Code	Title	Venue	Dates	DoT	No. Part	Lang	Sponsor
A307164	Trade Union training for ACFTU on sustainable development, green jobs and trade union agenda	C	17/02/2014 26/02/2014	8	19	ENCH	VARIOUS
A307153	Promoting rights and International Labour Standards for domestic workers and workers in the informal economy	C	03/03/2014 14/03/2014	10	17	EN	VARIOUS
A357326	Trade Union Training on Social Protection and Social Security for all (Beijing, China)	F	12/05/2014 16/05/2014	5	20	ENCH	VARIOUS
A357324	Training on labour law reforms and Decent Work in Asia (Bangkok, Thailand)	F	20/05/2014 23/05/2014	4	29	EN	VARIOUS
A307156	Trade union training on organizing and collective bargaining	C	23/06/2014 04/07/2014	10	18	EN	VARIOUS
A357327	Trade union training on wage policies for Decent Work (focus on minimum wages and collective bargaining) (Singapore)	F	12/08/2014 15/08/2014	4	20	EN	RBTC/TC/ACTRAV [MAP] SNTUC [MAP]
A357328	Promoting employment security and Decent Work for workers in informal employment relationship (focus on workers in non-standard employment relations) (Bangkok, Thailand)	F	18/08/2014 22/08/2014	5	20	EN	RBTC/TC/ACTRAV [MAP] JILAF (USD 28000) [MAP]
A357329	Trade union training on organizing and collective bargaining in MNEs (Seoul, Korea)	F	23/09/2014 26/09/2014	5	20	EN	RBTC/TC/ACTRAV [MAP] KLF [MAP]
A357330	Trade union training on sustainable development, Green Jobs and Decent Work (Bangkok, Thailand)	F	13/10/2014 17/10/2014	5	20	EN	RBTC/TC/ACTRAV [MAP] RBTC TC ASIA AND THE PACIFIC (USD 35000) [MAP] ILO GREEN JOBS [MAP]
A307212	Training on Decent Work in public sector (China)	C	27/10/2014 05/11/2014	8	20	ENCH	ITALY MAE 2013 [MAP] [MAP]
A357332	Promoting decent work for workers in informal economy (focus on organizing and social protection) (Ho Chi Min City, Vietnam)	F	17/11/2014 21/11/2014	5	20	EN	RBTC/TC/ACTRAV [MAP] RBTC TC ASIA AND THE PACIFIC (USD 35000) [MAP]
A357335	Training on organization, organizing and collective bargaining (FTUM) (Yangoon, Myanmar)	F	08/12/2014 12/12/2014	5	20	EN	RBTC/TC/ACTRAV [MAP] CGIL [MAP]
A357336	Trade union rights and decent work for domestic workers (Bangkok, Thailand)	F	15/12/2014 19/12/2014	5	20	EN	
ASIA				**79**	**263**		

Coord Code	Title	Venue	Dates	DoT	No. Part	Lang	Sponsor
P456704	Decent work for workers in construction industry - Promoting capacity-building and improving social dialogue in the construction sector for the workers organizations in New Member States and Turkey	F	15/11/2013 14/11/2014			EN	
E456433	Promoting capacity building and improving social dialogue in the commerce sector for the organizations - Advisory service (2014) (Brussels)	F	01/01/2014 31/03/2014			EN	Eurocommerce [Belgium] VARIOUS
E457267	Decent work for workers in construction industry - Promoting capacity-building and improving social dialogue in the construction sector for the workers organizations in New Member States and Turkey - linked to P456704	F	01/01/2014 14/11/2014			EN	VARIOUS
P407268	A4I European network for assistance for integration of migrant workers and their families - HOME/2012/EUFZ/CA/CFP/4216 - 30-CE-0586556/00-40	C	01/01/2014 31/12/2014			ENFR ESIT	
A407261	Transnational Trade Union Coordination Meeting - Unicredit	C	25/02/2014 25/02/2014	1	48	ENFR ES	VARIOUS VARIOUS
A457295	Decent work for workers in construction industry: Kick-off workshop - linked to P456704 (Brussels, Belgium)	F	10/03/2014 12/03/2014	3	15	EN	VARIOUS
A407151	International Labour Standards and the ILO Declaration on Social Justice for a fair globalization for MNEs	C	24/03/2014 04/04/2014	10	15	ENRU	VARIOUS
A407253	ETUI Network Meeting	C	27/03/2014 28/03/2014	2	28	ENFR	VARIOUS
A407269	A4I European network for assistance for integration of migrant workers and their families - Conference - linked to P407268	C	14/04/2014 16/04/2014	3	58	ENFR ESIT	ISCOS [MAP]
A457294	Rights-based approach to migrant workers in construction industry - linked to P456704 (Riga, Latvia)	F	14/05/2014 15/05/2014	2	25	EN	VARIOUS
A407296	Right to freedom of association and organizing workers in construction industry - linked to P456704	C	10/06/2014 12/06/2014	3	25	EN	VARIOUS
A457297	Decent work for precarious workers in construction industry - linked to P456704 (Zagreb, Croatia)	F	01/07/2014 02/07/2014	2	25	EN	VARIOUS
A457298	Occupational health and safety in construction industry in New Member States and Candidate Countries - linked to P456704 (Prague, Czech Republic)	F	23/09/2014 24/09/2014	2	25	EN	EC-ILO agreement RER/13/52/EEC [MAP]
A407293	Evaluation conference - linked to P456704	C	22/10/2014 24/10/2014	3	50	EN	EC-ILO agreement RER/13/52/EEC [MAP]
EUROPE				**31**	**314**		
A506278	Capacity building for trade unions on mainstreaming gender equality and empowering women workers	C	10/03/2014 21/03/2014	10	14	ENAR	VARIOUS
A507158	More and better Decent Jobs: Capacity building for trade unions with a special focus on youth and women	C	29/09/2014 10/10/2014	10	15	ENAR	OPEN 2014 [MAP]
ARAB STATES				**20**	**29**		

Coord Code	Title	Venue	Dates	DoT	No. Part	Lang	Sponsor
A907285	FIAT-CHRYSLER	C	23/04/2014 24/04/2014	2	55	ENFR ESIT	VARIOUS
A907339	Communication Forum - IndustriALL	C	02/06/2014 06/06/2014	5	60	ENFR ES	
A907149	Promoting workers' rights and International Labour Standards: Training for trade union leaders	C	21/07/2014 01/08/2014	10	15	ENFR ES	OPEN 2014 [MAP]
A907159	Fortalecendo o sindicalismo através da organização da ação	C	20/10/2014 07/11/2014	15	15	PT	OPEN 2014 [MAP]
A907160	Fighting inequalities: Capacity building for trade unions on wage policy	C	17/11/2014 28/11/2014	10	15	ENES	OPEN 2014 [MAP]
A903023	Trade union training on strengthening trade union network on human and trade union rights	C	30/12/2014 31/12/2014	5	25	ENFR ES	ITALY MAE (VC) [MAP]
INTERREGIONAL				**47**	**185**		
GRAND TOTAL				**381**	**1451**		

Annex 15

Indicative Plan 2015

Programme for Workers' Activities

2015 PROGRAMMES: PROVISIONAL PLAN

ACTIVITIES IN TURIN

REGION	TITLE	DATES	WEEKS	PARTICIP.	LANG.	STUDY VISITS	LINK ACIs
AFRICA							
	Capacity Building for Trade Unions on Enhancing Employment Generation for Young Workers through Advocacy for Effective Employment and Labour Market Policies		2	15	EN		ACI2
	Capacity Building on ILS with focus on Trade Union Rights for Domestic Workers and Workers in the Informal Economy		2	15	EN/FR		ACI6
	Capacity Building for Trade Unions on Decent Work, Green Jobs and Sustainable Development		2	15	EN/FR		ACI1
AMERICAS							
	Trade union training on youth and organizing strategies		3	15	SP		ACI2
	Fighting inequalities: capacity building for trade unions on wage policy		3	15	SP		
ASIA							
	Trade union training on sustainable development, green jobs and decent work		2	15	EN		ACI1
	Trade union training on wage and social security policies for decent work (focus on income policies, minimum wages, social protection and CB)		2	15	EN		ACI3

EUROPE					
	Young leadership training for NIS on organizing strategies and skills	2	15	EN/RU	
ARAB STATES					
	Capacity building on trade union regional networking	2	15	AR	
INTERREGIONAL					
	Capacity building for trade unions on globalization	3	15	PT	
	Capacity building for trade unions on migration - **linked with ITC-ILO Academy**	2	15	EN/SP/FR	ACI8
	International labour standards and trade union rights for workers in informal economy through organizing and social dialogue	2	15	EN/SP	ACI6

Annex 16

Background of the Programme

BACKGROUND OF THE PROGRAMME

Through the delivery of advanced training courses, the production of training material for residential and online education, specific projects and advisory services, the Programme for Workers' Activities of the International Training Centre of the ILO is designed to respond to the changing training needs of workers' organizations. The Programme for Workers' Activities is an integral part of the ILO's major programme on workers' activities under which all training programmes concerning workers' organizations, both at headquarters and in the field, are coordinated.

ACTRAV Turin is the training arm of the Bureau for Workers' Activities and it aims at developing labour education for supporting the process of capacity building of the organizational structure of unions.

The structure and the content of the Programme aim at responding to the main challenges posed by globalization for the international trade union movement. Stronger and more cohesive international workers' actions are required to respond to the political and economic transformations related to this process characterized by the expansion in the volume and variety of cross-border transactions in goods and services as well as the development of technologies in the area of information and transportation that made possible the process of globalizing production cycles around international chains of production.

Trade union training at the international level can contribute to the preparation of a trade union agenda related to international workers' solidarity. Building effective trade union internationalism is a crucial challenge for labour, and is of central importance to the future of the labour movement. The Programme has published in several languages two training packages that deal with the issue of globalization and in particular with the structural changes related to it.

Today the global financial and economic crisis pretends by the labour movement a strong response capable to spread democratic values and workers' rights as a global priority of the trade union movement. Organized labour can play an important role in reshaping the global economy by bringing additional dimensions related to the Decent Work Agenda and to the 2008 Declaration on Social Justice for a Fair Globalization. Within this framework, labour education with continuously updated packages can be helpful to the development of international trade union action for the purpose of globalizing solidarity and workers' rights.

The respect of International Labour Standards on which the ILO agenda of "Decent Work for All" was created can contribute to the consolidation of links between economic and social development. Within this perspective "Decent Work" becomes a global goal in which International Labour Standards, Freedom of Association and the Right to Collective Bargaining, the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and the ILO Declaration on Fundamental Principles and Rights at Work and its follow-up as well as the 2008 Declaration on Social Justice for a Fair Globalization are important tools for trade unions and their work in ensuring a social dimension to a new phase of globalization.

As part of a global effort to build trade union training capacity and awareness on the global economy, the Programme for Workers' Activities of the ILO Turin Centre (ACTRAV Turin) facilitates the linkage between international/regional and national training to foster organising, international policy work and campaigns and international workers' mobilization. Through the delivery of international trade union training, the Programme can contribute to the further development of a common identity for the international trade union movement. Stronger and wider linkages between national, regional and international training, both at the sectoral and national level, would then facilitate the realization of global objectives by the trade union movement.

The ACTRAV Turin labour education programme aims at creating capacity building for trade unions to strengthen training policies and their capacity to deliver training programs in several areas. These areas are mainly related to the four pillars of the "Decent Work" agenda, and they include: building strong trade union organizing patterns; developing global social dialogue by supporting capacity-building for national centres and global union federations (GUFs); promoting the full implementation of workers' rights, in particular freedom of association and collective bargaining; and addressing the issue of network development and of the "digital divide".

The programme on labour education of ACTRAV Turin is a strategic component of the operational program of the Bureau for Workers' Activities, where education and training play a positive role in the development of the national and international trade union movement.

ACTRAV Turin is assisting the ongoing efforts to strengthen regional trade union bodies by organizing a specific educational programme aimed at bringing together labour educators. Through the development of its programme, ACTRAV Turin tries to promote labour education as a means to further develop and enrich trade union histories and practices with the objective of providing elements of consensus, solidarity, and cohesion.

Strengthening workers' organizations and their capacity constitutes a fundamental basis of the work executed by the Bureau for Workers' Activities. In this regard, the Programme of Workers' Activities of the ITC-ILO Turin (ACTRAV-Turin) has been further reviewed and strengthened to respond to the future challenges of the international trade union movement.

The Programme has the following long-term objectives to:

- strengthen the process of trade unions' organizing and capacity-building;
- strengthen trade unions' capacity to plan and deliver labour education through various approaches;
- support the development and strengthening of specialized trade unions' technical departments, particularly in the [seven]main strategic areas of the Programme (workers' rights, employment, social protection, social dialogue and collective bargaining, organizing, global economy, gender, training methodology and information technologies);
- provide specific focus on freedom of association and collective bargaining;
- better link labour education practices with studies and research; promote gender mainstreaming in all trade unions' activities;
- support the development of educational and training capacities of international trade union organizations;
- provide training on effective methodologies to increase involvement in reference to 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;
- promote the development of IT networks among trade unions and other labour oriented institutions for the exchange of policies/practices related to labour education;
- 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;
- contribute to the integration of the Centre with the ILO.

Turin Centre's Workers' Activities Programme's immediate objectives are to:

- deliver high-quality training with appropriate methodology, technology and skills;

- improve the quality of learning materials suitable for face to face training and distance learning;
- develop a permanent specialised educational network related to the training activities of the Programme;
- provide the necessary training support to ACTRAV staff both in Turin/Geneva and in the field;
- involve the Workers' Education Regional Advisers in the ACTRAV Turin programme for the delivery of labour' education activities at national, sub-regional and regional levels;
- assist workers' organizations to develop gender policies with a special focus on training;
- assist the Workers' Group on policy issues through facilitating specific activities on topical issues;
- assist trade unions in the integration of information technologies, with a special focus on network development (development of SoliComm) and labour education;
- develop distance education programmes;
- deliver, together with other Regional and Technical Programmes of the Centre, bipartite and tripartite training courses;
- improve the quality of the Programme‘s web-site by providing access to a specialized library on workers education.