Trade Union Training Committee

Report on trade union training programmes conducted in 2010 together with the programmes for 2011 – proposals for 2012 and indicative plans for 2013.

12 - 13 May 2011
Turin, Italy
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A. Summary of the conclusions of the 2010 meeting of the Trade Union Training Committee and actions taken

The Trade Union Training Committee (TUTC) in its 29th meeting held in Turin on 19-20 October 2010 reached consensus on the following major points (full text of conclusions of the 29th meeting of the TUTC can be found in Annex 1):

- Recognizing the structural imbalance and the shrinking resource base of the ITC and expressing concern at the emerging 'market approach' for supporting ITC which could have adverse consequences for training on subjects of concern to workers and ILO mandate in general.
- Expressing concern also at the workers’ participation in ITC training activities and urging the Centre to take steps to ensure that workers are better represented.
- Appreciating the efforts of Actrav-Turin for capacity building of trade unions and recommending to strive for better balance between campus based and field training activities, between regional and interregional training initiatives, between dealing with emerging issues and focusing on fundamentals topics such as Freedom of Association, Collective Bargaining, Wages, Precarious work and Social Security issues and taking into account issues that emerge out of policy dialogue within ILO and the priorities of the Workers’ Group.
- Ensuring sufficient access to training for participants from Portuguese-speaking countries.
- Expressing the need for continuing efforts to increase the participation of women in the training programmes.
- Asking the Programme to develop a strategy with Actrav Geneva to ensure that a fair share of Regional ILO RBTC resources meant for ITC-Turin are devoted to Workers’ capacity building;
- Urging to improve the coordination of the Programme with Actrav-Geneva and field to ensure better contribution towards achieving ILO’s P&B Outcomes and the promotion of Decent Work Agenda
- Continuing the development of training materials with a great focus on permanent updating of the contents.
- Appreciating the integration of distance education in our training approach but recommending to undertake an evaluation of distance education activities across regions.
- Recommending, in the context of the new EC-ILLO/ILO-ITC joint management agreement, to ensure that ACTRAV Turin continues to have full opportunity to access the budget line on Industrial relations and social dialogue of DG Employment for consolidating and expanding the training in capacity building programme of trade unions affiliated to European Industrial Federations and ETUC in EU 27 and candidate countries.
- Recommending Actrav-Turin to undertake an assessment of the role and impact of its training activities for Trade Unions Organizations in different regions with a view to improve the quality of training and to ensure the highest impact nationally.

Following these recommendations, and carefully monitoring the impact of the reduction of resources caused by the cuts in the Italian voluntary contribution to the Centre’s activities, the Programme for Workers’ Activities has taken a number of actions aimed at:

a) Delivering the training programmes approved by the Committee (preparation and delivery of the courses with ACTRAV Geneva and in coordination with the technical and regional programmes of the Centre)

b) Reviewing core course curricula in order to produce training activities with more follow-up activities and modules for better integration between courses in Turin and in the field
c) Updating programmes and timetables of core courses in order to manage the consequences of their shorter duration and study visits only if focused on the subject of the course

d) Engaging the Programme in the design and delivery of activities addressing the impact and the trade union response to the economic and financial crisis on the basis of the contents of the Social Justice Declaration

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

f) Engaging the Programme in the design and delivery of several project initiatives. In particular, the Programme has delivered projects for Europe and Latin America


g) Monitoring the balance of the Programme in terms of delivery at the Centre, in the field and by distance education. Activities in the field were mainly regional or sub-regional and all were held with the support of the ACTRAV specialists in different regions

h) Revising and producing training manuals and materials for labour education

i) Supporting the integration of the Centre with the ILO (relationship between decent work, capacity building for the constituents and the role of training in TC projects)

j) Consulting ACTRAV Desk Officers and extending the consultations with officials dealing with technical issues on the design of training activities and improving the integration of the Turin Programme for Workers’ Activities into the training component of TC programmes managed by ACTRAV Geneva

k) Expanding and further developing regional labour education and research networks on specific topics (e.g. social security in Latin America or HIV/AIDS and youth employment in Africa)

l) Looking for stronger interaction with the ITUC and its Regional structures in focusing priorities for training activities and core issues to address

m) Supporting the participation of workers in general training courses.

In particular efforts were undertaken to design and implement a new training programme on the Decent Work Agenda, with modules on the four pillars of this strategy and on the integration with other UN agencies actions; to strengthen the gender mainstreaming strategy in the activities of the Programme and to improve the decentralization of management of distance education activities, thanks to a stronger cooperation with the MIS department of the Centre. Also a revision of the Programme website is foreseen with the aim of distributing more information on the activities and programmes of ACTRAV Turin.

These efforts are expected to show their impact in 2011 and 2012.
B. Report on 2010 Programme delivery

B.0 Foreword

In 2010 the Programme for Workers’ Activities faced a serious challenge, linked with a long absence of the Programme Manager due to serious health problems: only thanks to the solidarity and hard commitment of the whole ACTRAV team the Programme performed a significant number of training activities with success and each member of the team deserves a special appreciation.

B.1 The Programme's educational delivery system

The Programme's educational delivery is organized in:
- core residential courses in Turin with a duration of 2 weeks + (if appropriate) study visits
- activities in the field and in Turin (usually 3 to 5 days)
- distance education activities, including blended courses (via SoliComm platform)
- activities framed into projects (funded by external partner institutions)
- training activities for ACTRAV staff
- advisory services

The Programme is guided by a concentration on strategic areas with the general objective of producing an improved capacity building for workers’ organizations at national, regional and global level:
- International labour standards (ILS) and the Declaration on Fundamental Principles and Rights at Work and its follow-up, in particular on Freedom of association, Right to collective bargaining and the use of the supervisory system of the ILO
- Implementation of the Social Justice Declaration and the Decent Work Agenda
- Employment and development policies, macroeconomic policies and poverty reduction strategies
- Social protection, Social security and Occupational Health and Safety, with a focus on HIV/AIDS
- Collective bargaining and working conditions
- Trade union organizing and management, information technology and communication for unions
- Gender and the rights of women workers
- Social dialogue and Labour legislation
- Sustainable development
- Training methodology for residential and distance education
- Courses tailor-made for international trade union organizations.

A special attention is paid to the extension and implementation of workers’ rights to the most vulnerable sectors of the world of work, as informal economy, migrants, EPZ’s. Further information on the background of the Programme can be found in Annex 17.

Within these strategic areas and through a process of consultation with ACTRAV (Geneva and field) and the Secretary of the Workers’ Group, the Programme develops and continuously updates its core curricula. Among these curricula particularly relevant are the following:
- ILS and the Declaration of Fundamental Principles and Rights at Work
- Trade union capacity building for the Decent Work promotion
- Elimination of child labour
- Employment policies and the Global Jobs Pact
- Social security
- Occupational health and safety and HIV-AIDS
- Economic and financial analysis of enterprises for collective bargaining
- Collective bargaining
- Employment relations and workers in the informal economy (new)
- Social dialogue
- International economics and political economy
- Organizing and trade union management capacity building
- Communication for trade unions (new)
- Rights of women workers
- Information technology for unions
- Online distance education for labour organizations
• Training methodology and trade union training systems
• Tailor-made programmes for trade union organizations

B.2 Overall activity and participants in 2010

In 2010, the Programme ran 54 educational events: 12 core courses, 9 activities in Turin and 28 in the field (51.5% of the total) and 5 distance education courses. One blended activity (partly distance partly in the field) was implemented in Africa.

22 activities were totally funded or co-funded by projects with 586 participants (48.1% of total): 7 in Turin, 13 in the field, 1 blended (field + distance) and 1 on-line. A summary of all activities can be found in Annex 2.

In 2010, the Programme had 1,218 participants, including distance education, compared to 1,268 participants in 2009 (see Table 1). The participants in 2010 were 754 men (61.9%) and 464 women (38.1%).

This reduction of number of participants to activities organized by the Programme is largely due to the reduced resources following the cut in the voluntary contribution of Italy to the Centre and to the limited impact of the Spanish project on Social security in Latin America (the 2nd phase has been approved only on 4 June 2010), which had an impact particularly on distance education activities.

The regions more affected by these cuts were Arab States, Africa and Asia and Pacific, were no specific projects were available.

Despite this reduction the number of core courses was 12 (1 more than in 2009) and 2 more activities were organized in the field (28 against 26 in 2009) and the total of days of training was less affected by the reduction (9,723 in 2010 against 10,501 in 2009).

The topics of the activities in 2010 were the following:

• Social protection and social security (12)
• Globalization, global crisis, Global jobs pact and sustainable development (8)
• ILS, freedom of association, Decent Work Agenda (7)
• Social dialogue (6)
• OHS/E and HIV/AIDS (4)
• Collective bargaining (3)
• Training methodology (2)
• Union organizing (2)
• Informal economy (2)
• Migration (2)
• Labour relations, employment relations (2)
• Information technology (1)
• Other (3)

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

Table 1: Annual Participation 2002 to 2010

<table>
<thead>
<tr>
<th>Year</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>2002</td>
<td>865</td>
</tr>
<tr>
<td>2003</td>
<td>688</td>
</tr>
<tr>
<td>2004</td>
<td>962</td>
</tr>
<tr>
<td>2005</td>
<td>835</td>
</tr>
<tr>
<td>2006</td>
<td>1,065</td>
</tr>
<tr>
<td>2007</td>
<td>1,565</td>
</tr>
<tr>
<td>2008</td>
<td>1,833</td>
</tr>
<tr>
<td>2009</td>
<td>1,268</td>
</tr>
<tr>
<td>2010</td>
<td>1,218</td>
</tr>
</tbody>
</table>
Table 2: 2010 Programme Participants by Region

<table>
<thead>
<tr>
<th>Region</th>
<th>Men (%)</th>
<th>Women (%) (+/- on 2009)</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Africa</td>
<td>66%</td>
<td>34% (-7%)</td>
<td>170</td>
</tr>
<tr>
<td>Latin America</td>
<td>62%</td>
<td>38% (-9%)</td>
<td>477</td>
</tr>
<tr>
<td>Asia and Pacific</td>
<td>62%</td>
<td>38% (-1%)</td>
<td>226</td>
</tr>
<tr>
<td>Europe</td>
<td>62%</td>
<td>38% (-1%)</td>
<td>284</td>
</tr>
<tr>
<td>Arab States</td>
<td>50%</td>
<td>50% (+46%)</td>
<td>10</td>
</tr>
<tr>
<td>ICS</td>
<td>57%</td>
<td>43% (+43%)</td>
<td>51</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>754</td>
<td>464</td>
<td>1,218</td>
</tr>
</tbody>
</table>

Table 3: 2010 Programme participants and days of training by kind of activities

<table>
<thead>
<tr>
<th>Type of activities</th>
<th>Participants</th>
<th>Days of training</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Nr.</td>
<td>%</td>
</tr>
<tr>
<td>Core courses (Turin)</td>
<td>207</td>
<td>17.0</td>
</tr>
<tr>
<td>Other activities (Turin)</td>
<td>229</td>
<td>18.8</td>
</tr>
<tr>
<td>Activities in the field (including 1 bipartite activity)</td>
<td>607</td>
<td>49.8</td>
</tr>
<tr>
<td>Blended activities (F+D)</td>
<td>20</td>
<td>1.7</td>
</tr>
<tr>
<td>Total face-to-face</td>
<td>1,063</td>
<td>87.3</td>
</tr>
<tr>
<td>Distance education</td>
<td>155</td>
<td>12.7</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>1,218</td>
<td>100.0</td>
</tr>
</tbody>
</table>

B.3 Core courses

The Programme had 12 core courses in 2010. Core courses were conducted residentially in Turin with 207 participants (17.0% of total) for a total of 2,720 days of training (28.0% of the total) with an average of 13.14 days for each participant. 7 core courses in 2010 included a study visit to a labour organization which had expertise in the subject area of the course.

Since 2008 core courses duration in Turin is of two weeks (plus one week of study tour, if appropriate, hosted by a national organization with expertise on the subject of the course). A shorter duration generates the need for a more effective balance between the specific content of the course and the institutional crosscutting components (like ILS, the international trade union movement, globalization, gender, Freedom of association and the Social Justice Declaration, also in the online pre-course component of the core courses).

The Programme's annual delivery of core courses is determined on a regionally cyclical basis (see Annex 4), but the 2010 schedule was also designed to support the training objective to strengthen the capacity of trade unions to address the impact of the Global crisis. Consequently, 2 of the 12 core courses were dedicated to this subject and modules on the crisis were included in almost every core course.

Furthermore two new curricula were tested in 2010: 1 on Communication for trade union (for Africa in French) and 1 on Employment and informal economy (for Europe in Russian and English).

For the first time a course for Africa was held both in English and French in order to favour integration and exchange of experience across the two main linguistic groups of the continent.
4 courses were conducted in English, 1 in French, 2 in Spanish, 1 in Portuguese, 1 in Arabic, 1 in Russian/English, 1 in French/English and 1 in English/Spanish (these last 3 with simultaneous interpretation).

3 were conducted for Africa, 2 for the Americas, 2 for Asia and Pacific, 1 for Arab States, 1 for Europe and 3 for an interregional audience (1 of them for Portuguese speaking Africa and Brazil).

The core courses were the following:

**AFRICA**

- **A1-02568 Training on Communication for trade unions** (in French)
  Study tour: Canada (FTQ)
- **A1-02570 Training on Occupational safety, health and environment and HIV/AIDS** (in French and English)
- **A1-02575 Training on the international economy and the global crisis** (in English)

**AMERICAS**

- **A2-02567 Training on training methodology (Training of trainers)** (in Spanish)
  Study tour: Spain (CC.OO.)
- **A2-02574 Training on Social security** (in Spanish)
  Study tour: Spain (UGT)

**ASIA –PACIFIC**

- **A3-02566 Training on Employment relations and Workers’ rights** (in English)
  Study tour: Germany (FES)
- **A3-02571 Training on economic and financial analysis of enterprises for collective bargaining** (in English)
  Study tour: Japan (JILAF)

**EUROPE**

- **A4-02565 Training on employment and the informal economy** (in Russian and English)

**ARAB STATES**

- **A5-02573 Training on Collective bargaining and Freedom of association** (in Arabic)

**INTERREGIONAL**

- **A9-02572 Training on Collective bargaining for trade unions** (in Portuguese for Africa and Brazil)
  Study tour: Portugal (UGT-P)
- **A9-02569 Training on Social security** (in English and Spanish)
- **A9-02576 Training on decent work response to the global crisis: the Global jobs pact** (in English)
  Study tour: Switzerland (ILO HQ)

All the core courses were managed and taught by the staff of the Programme. Resource people were used to teach specific parts of the syllabus. More detail on the core courses can be found in Annex 3.

**B.4 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 various regions. In 2010, the Programme conducted 37 courses or activities - 9 in Turin and 28 in the field.

852 participants attended these activities: 607 in activities in the field (49.8% of the total) with 2,492 days of training (25.6% of the total) and 229 in activities in Turin (18.8% of the total) with 1,115 days of training (11.5% of the total) with an average of 4.77 training days for each participants.
Around 50% of these activities were organized as part of projects funded by external bodies (see next section).

The full list of activities in Turin and in the field and Project based can be found in Annex 5, in Annex 6 and in Annex 7, respectively.

The activities conducted in Turin were:
- Asia-Pacific: 2
- Europe: 5
- Interregional: 2

The activities in the field were:
- Africa: 4
- Latin America: 12
- Asia-Pacific: 6
- Europe: 5
- Interregional: 1

B.5 Projects

Projects conducted by the Programme are long-term, multi-activity endeavours funded by external organizations. In 2010 the Programme conducted 22 activities within the following seven projects, directly managed by the Programme:

- **Strengthening of trade union action on social security** (2nd phase started on June 2010)
  - Sponsor: Spanish Government
  - Activities: 6 activities in the field, 1 online and support to 1 core course in Turin

- **Strengthening the capacity of worker and employer organizations for social dialogue** (closed on 30 April 2010)
  - Sponsor: Government of the Netherlands
  - Activities: 1 bipartite activity in Africa, 1 interregional in Turin, support to 2 core courses (1 in Asia and 1 in Europe) plus training materials on country profiles on sustainable development and trade union action on organizing workers in the informal economy

- **Decent Work for Chemical workers (Energy industry)** (closed on 14 March 2010)
  - Sponsor: European Commission
  - Activities: 2 activities conducted in: Bulgaria and Hungary

- **Decent Work for Transport workers** (from 1 August 2010 to 31 July 2011)
  - Sponsor: European Commission
  - Activities: 2 activities conducted in: Slovenia and Turin

- **Sectoral social dialogue in new member states and candidate countries (in partnership with ETUC)** (closed on 14 December 2010)
  - Sponsor: European Commission
  - Activities: 3 activities conducted in: Brussels, Croatia and Turin

- **Institutional capacity building of workers’ and employers’ organizations to effectively contribute to national Global Jobs Facts processes and economic recovery** (2010/2011)
  - Sponsor: Italian Government
  - Activities: 2 activities conducted in: El Salvador and Turin

- **One blended activity on globalization for Africa** was co-financed by the Walloon Community

For more information, please consult Annex 7.
B.6 Distance education

Distance education via computer communications has become an integral part of the Programme.

Core residential courses are frequently preceded by an online session, which allows the participants to introduce themselves, present their regional reports and discuss the schedule for the course. After the course, in some cases the participants continue to meet online to discuss the implementation of their activity reports and action plans. These online activities should be implemented in a more systematic way.

The Programme also uses distance education to conduct courses completely via computer communications.

Table 4: Distance education activities (2002-2010)

<table>
<thead>
<tr>
<th></th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total courses</td>
<td>3</td>
<td>3</td>
<td>8</td>
<td>6</td>
<td>7</td>
<td>10</td>
<td>13</td>
<td>17</td>
<td>5</td>
</tr>
<tr>
<td>Total participants/final</td>
<td>57</td>
<td>49</td>
<td>96</td>
<td>119</td>
<td>167</td>
<td>190</td>
<td>327</td>
<td>245</td>
<td>155</td>
</tr>
<tr>
<td>Average participants/course</td>
<td>19</td>
<td>16</td>
<td>12</td>
<td>20</td>
<td>24</td>
<td>19</td>
<td>25</td>
<td>15</td>
<td>31</td>
</tr>
</tbody>
</table>

In 2010 the Turin Programme for Workers’ Activities ran 5 distance education courses: 4 for the Americas and 1 for Asia and the Pacific. Specifically, the Programme ran 5 thematic distance education courses (1 in the framework of projects).

Participants in these courses numbered 155 (12.7% of the total), of whom 64 were women (41.1%), for a total of 2,916 days of training (30.0% of the total).

One blended course was organized in Africa with 20 participants (6 women) and a total of 480 days of training (100 days of residential training and 380 on line).

The complete list of distance education courses can be found in Annex 8.

B.7 Gender

The results recorded for the Programme for the year 2010 in relation to gender mainstreaming and women’s participation to activities are presented in Annex 9.

The total percentage of women participants in all Turin Programme for Workers’ Activities courses was 38% (3% less than the previous year).

The limited number of participants highlights non satisfactory elements, which are confirmed by the lowering satisfaction in the evaluation answers concerning gender issues in the courses.

The overall women’s participation for Asia and Europe fell to 38% from 39% in 2009. Africa and the Americas fell to 35% from 41% and to 38% from 47%, respectively, while a positive performance came from the Arab States, with 50% of women.

The participation of women in the 12 core courses showed a percentage of 43%, which is 1% less than in 2009 but still distant from the target of 50%, which has been achieved for Europe (53%) and the Arab States (50%). The percentage of women’s participation in the core courses for Asia declined to 33% (-15%); Africa grew to 42% (+2%) and the Americas fell to 39% (-5%), while Arab States grew to 50% from 14% in 2009.
In field activities the overall rate was 35% while within distance education courses, the overall rate of women’s participation was 41% (-10%).

ACTRAV training programmes have been addressing the gender dimension of the specific issues under discussion in the courses. ACTRAV encourages discussions on the specific issues facing women workers both with the resource persons and in groups.

The results in terms of women’s participation show that we must go deeper into this matter with specific analysis of the situation in each region to find the most effective ways and means to make high participation of women to our courses a permanent feature of the Programme and to address better gender mainstreaming and gender perspective in our courses, also through specific activities on gender discrimination and working women conditions of work and life. A dedicated action has been planned for 2011.

The Turin Programme for Workers’ Activities will continue to encourage trade unions to nominate more women unionists for training activities (by setting specific nomination criteria and explicit requirements).

B.8 Freedom of association and Right to bargain collectively

Freedom of association and right to collective bargaining are central topics in the Programme’s activities and on these issues there is long-lasting good co-operation with the ITC’s Technical Programmes on ILS and Social dialogue. A session on Freedom of Association, along with ILS, is included in all the core courses.

In 2010, Freedom of Association was a major focus in 6 of the 12 core courses:

- Americas A2-01567 Training on training methodology (Training of trainers)
- Asia-Pacific A3-01566 Training on Employment relations and Workers' rights
- Europe A4-01565 Training on employment and the informal economy
- Arab States A5-01573 Training on Collective bargaining and Freedom of association
- Interregional A9-01572 Training on Collective bargaining for trade unions
- A9-01576 Training on decent work response to the global crisis: the Global jobs pact

The Programme conducted 5 distance education courses and 21 activities in Turin and the field, which had Freedom of Association as a major focus. These activities can be found in Annexes 3, 5, 6, 7 and 8.

B.9 Training material

In 2010 education material for use in on-line course for negotiations and collective bargaining skills was finalised in the distance education programme for Asia as a resource for education on collective bargaining.

Training manuals on Informal economy and on Sustainable development were also developed in the framework of the project funded by the Netherlands, as well as a comprehensive toolkit on Decent Work was published thanks to cooperation with ACTRAV in Geneva.

In the Americas training material and manuals have been elaborated in 2010 on the following topics with cooperation of field specialists and other consultants:

- “Social dialogue, negotiation and communication techniques”
- “Introduction to Decent Work – Departure module”
- “Wage equality: training module and trainer’s guide”
- “Gender mainstreaming: training module and trainer’s guide”
- “Social protection and gender: training module and trainer’s guide”
- “Conciliation between family and work: training module and trainer’s guide”.

B.10 Evaluation

The Programme conducts a detailed evaluation of its courses. In 2010, participants in these courses gave
the Programme an overall evaluation of 4.32 on a scale from 0 to 5. A more detailed account of the evaluations by participants in 2009 can be found in Annex 10.

An open question for the Workers’ Education Programme is still how to receive feedback and evaluations not only by individual participants but also by the organizations we ask to nominate them.

The Programme once again ranked above the average of the Centre in terms of evaluation results. Nevertheless, satisfaction with preliminary information (3.80) and gender in training (3.93) were once again among the lowest ratings of our Programme; the overall quality of the activities received an evaluation of 4.44 with 96% of answers between 4 and 5, a good result indeed.

B.11 Regional reports

a) Africa

The global crisis has brought untold suffering and an uncertainty for Africa’s working population. There is downward pressure on wages and other working conditions. Unemployment rates are high, living and working conditions are fast diminishing as enterprises face decline in demand, difficulties to access credit and governments are unable to respond appropriately. Over two-thirds of the workforce of Sub-Saharan Africa is in vulnerable employment. The majority are working poor, earning less US$ 1.25 per day. Trade union membership is declining and the process of collective bargaining has become extremely difficult.

There is growing resentment and discontent among workers over this dismal state of affairs, evidenced by the high frequency in industrial disputes and unrests. Unemployment of young workers, frequently with good level of formal education, the hike in the prices of food and other basic necessities and disrespect for universal rights are partly to blame for the recent demonstrations that have swept across the entire North Africa and the Arab region. Such occurrences illustrate that unattended problems of mass unemployment, poverty and lack of freedoms are major impediment to development and can lead to grave national and international risks.

The ratification of Conventions, respect of international labour standards and the pursuit of the Global Jobs Pact through the Decent Work Country Programmes are measures which are intended to help countries to overturn the job crisis and re-launch their economies on a path of growth and sustainable development.

ACTRAV-Turin has dedicated its resources to this process. As the training arm of ACTRAV, it continues to build the knowledge and skills of workers worldwide, including those in Africa on ILO labour standards, ILO Declarations (Philadelphia, Fundamental Principles and Rights at Work, Social Justice for a Fair Globalisation), Decent Work Agenda, Global Jobs Pact, forced labour, child labour, labour migration, gender equality, collective bargaining, organising, social protection, occupational health and safety and environment, HIV/AIDS, labour inspection, employment, research, communication, economic, trade and other issues.

These training activities are anchored on the expressed needs of beneficiary trade union organisations. The training courses are intended to build the capacities of trade unionists so as to enable them rise up to the challenges. Presented below is a summary of the training activities that were carried out by ACTRAV-Turin for African workers and their trade unions in 2010:

1. During the period under review, ACTRAV-Turin carried out 7 training activities for Africa, including 3 core courses, which were held at the ITC-ILO in Turin and 4 other activities, which were implemented in the field. The implemented activities were attended by a total number of 117 trade union representatives, including 41 women members. These activities were carried out in prior consultation with ACTRAV-Geneva, the Africa’s Desk Officer and ACTRAV Field Specialists.

2. ACTRAV-Turin’s efforts to forge partnerships with other institutions led to sponsorship of one study visit to Canada and co-funding of one core and one field activities.

The contents of the implemented training courses took into account the recommendations of the TUTC and the mandate of the ILO in respect to its four strategic objectives as alluded in the Decent Work Agenda. Also, the courses focused on the international labour standards, the standards setting system and supervisory mechanism of the ILO, issues of gender mainstreaming, employment and social issues.
Report on Activities

Please find a brief report on each of the course activities that were implemented for Africa during 2010 (more information available in Annex 1):

**A1-02568 Training on Communication for Trade Unions** – The course was attended by 20 union representatives including 9 female members. It aimed at improving the capacities of trade unions in communication with the expectation of designing a new curriculum for the Workers’ Programme.

**A1-02570 Trade Union Training on OSHE and HIV/AIDS** – This course, which was co-financed by ITC-ILO, ITUC and ILO/AIDS, brought together 16 participants including 9 female trade unionists from selected national trade union centres in Africa, ITUC-Africa and OATUU Headquarters. It among others contributed to the capacity enhancement of trade unions on networking on the growing occupational safety and health problems and the HIV/AIDS epidemic through the fast-tracking of the application of ILO Recommendation 200 at national level.

**A1-02575 Trade Union Training on International Economy and Global Crisis** – The first week of this course attracted participants from Europe and Africa who deliberated on the Global Financial and Economic Crisis, especially as regards its impact on jobs and working conditions and the various anti-crisis actions and strategies being pursued by trade unions. A thorough appreciation of the ILO Global Jobs Pact, as a crisis response instrument was achieved and Action Plans intended to intensify the propagation of the Decent Work Agenda were developed to carry forward the momentum of the course at the national level.

**A1-52744 Bipartite Training on Decent Work Country Programmes** – The course was attended by 33 employer and worker representatives from West Africa including 7 female participants. It provided an opportunity to assess progress toward the implementation of the Decent Work Country Programmes within the West African sub-region.

**A1-52789 Trade Union Training on Labour Migration** – A total of 13 union representatives including 3 female members took part in this course. The course afforded participants a chance to exchange ideas about the issue of labour migration: it causes (push and pull factors), the plight of migrant workers and how to defend and promote their rights. National Action Plans were developed to guide interventions on this matter at country level. Information about examples of best practice regarding collaborative relationship between some African and European trade unions in salvaging the plight of migrant workers was shared.

**A1-72853 Trade Union Training on Globalization** – This was a blended course of which one phase consisted of distance learning that was delivered through the SoliComm Platform and another of a face-to-face one week of residential workshop. A total of 20 participants including 6 female representatives took part in the face-to-face workshop. Issues of globalization and its impact on the World of Work and development as a whole were deliberated upon.

**A1-52791 Trade Union Training on Research Methodology on Employment and Social Issues** – This follow-up activity was attended by 9 union representatives including 3 female members. The course among others sought to reinforce the African trade unions’ capacity for advocacy and influencing policies on employment, social protection, collective bargaining and social dialogue. Participants were exposed to latest theoretical and practical information about the research process and research topics were identified that informed the development of national Action Plans.

b) The Americas

During the last two years, the world of work has been marked by the aftermath of an international financial crisis whose effects will be felt for a long time to come. Problems related to increased unemployment and deteriorating working conditions have arisen across all continents. In Latin America and the Caribbean, sure signs of an economic slowdown and difficulties in maintaining the flow of exports were noticeable from the second half of 2008 onwards, and these difficulties quickly spread to the sphere of employment.
However, we now know that the international financial crisis had a smaller impact on Latin America than had been predicted. From the second half of 2009, specific signs of recovery were visible in the region. In 2010, the majority of the region’s economies were back on the path to economic growth and unemployment rates began to fall.

This reactivation of the economy had a positive impact on the creation of employment in the Region as a whole. Its most direct impact was to reduce urban unemployment from 8.1 per cent in 2009 to an estimated 7.4 per cent in 2010. This meant that in 2010 economic growth generated employment or occupation for almost 1.2 million people. Even so, in 2010 unemployment still affected 16.9 million men and women, representing a great lack of decent work.

It is estimated that in 2010 the tendency towards the “informalization” of the labour market continued, with a significant increase in self-employment, auxiliary workers, and other types of employers and employees which were working within small informal or unregistered businesses. This phenomenon represents an obstacle to the achievement of decent work objectives and the improvement in productivity in these countries.

Considered in global terms, Decent Work is a driving force for the achievement of the Millennium Development Goals (MDGs) in general, and specifically Objective 1B, which aims to achieve decent work for all, including women and young people. Decent Work constitutes an essential condition for the achievement of the first MDG, which is to eradicate extreme poverty and hunger. This makes the work carried out to strengthen the role of Decent Work as central and essential to all policies aimed at ensuring the achievement of the MDGs especially relevant.

Nevertheless, it is undoubtedly true that the greatest challenges remain, and there are many issues still to be addressed in terms of the region’s labour markets, some of which became clearly visible during the last few years. These include an insufficient improvement in productivity, an increase in informal activity, the persistence of inequality, and, in particular, the deterioration in freedom of association and collective bargaining in many countries of the Region.

Activities

The total number of activities carried out in Latin America in 2010 was 18, of which 14 were face-to-face activities and four were distance learning activities. There were a total of 466 participants, of which 322 took part in face-to-face activities and 144 in distance education. Of this total, 38 per cent were women.

Please refer to Annex 1 for further details.

Social security

The activities carried out by the Bureau for Workers’ Activities (ACTRAV) programme for Latin America in this area were as follows:

- **A202574 Social security and trade unions**, 11–29 October, ITCILO Turin. The activity was attended by 16 Latin American trade union members (seven women and nine men) and was co-financed using funds from the ILO’s technical cooperation programme and the Social Security for Trade Unions Organization (SSOS) Project, which funded participants from countries taking part in that project.

- **A252988 Trade union training on employment, wages and basic social protection floor** (1) 4–9 November, Cancun, Mexico. There were 22 participants in this activity (five women and 17 men), and it was co-financed by the SSOS Project and the ILO Regional Office for Latin America and the Caribbean, with administrative and financial support from the Confederation of Mexican Workers (CTM).
Continuing with the theme of social protection, the first phase of the SSOS project finalized its activities in March of 2009. Linking both phases of the project became impossible in the end, meaning that there was a 15-month delay between the end of the first phase and the start of the second. Faced with this situation, the action taken was to guarantee the continuity of tasks and support for the union movement of the Region, led from the Trade Union Confederation of the Americas (TUCA) from the ACTRAV Programme of the International Training Centre in Turin and Regional Office, with complementary financing to support the participatory creation process of the Continental Trade Union Platform on Social Security (PLACOSS) with three subregional activities.

These subregional activities were the following:

- **Regional workshop:** “Promoting the ratification of Convention 102: Elements of analysis for social inclusion in Latin America” (Montevideo, Uruguay) 8–11 December 2009.
  The workshop, organized by ILO-ACTRAB (Regional Office for Latin America and the Caribbean and the International Training Centre) with support from the Confederation of Trade Unions of the Americas (CSA), the Trade Union Institute for Cooperation in Development and the General Workers’ Union (ISCOD-UGT) and the Banco de Previsión Social de Uruguay (Uruguay’s social security fund), had 29 participants (six women and 23 men).

- **Seminar:** “Social security in Latin America: Elements of analysis for a regional trade union platform to deal with the challenge of social inclusion” (Lima, Peru) 22–24 March 2010.
  The meeting brought together participants from Ecuador, Colombia, Peru, and Venezuela, focusing on the situation of social security systems in the Andean region and trade union proposals in this area. There were a total of 14 participants (three women, 11 men).

- **Seminar:** “Social security in Latin America: Elements of analysis for a regional trade union platform to deal with the challenge of social inclusion” (Tegucigalpa, Honduras) 8–10 April 2010.
  The course was attended by 25 participants (nine women and 16 men), with the cooperation of the ISCOD – AECID – CSA Convention and ACTRAV-Turin.

Complementary activities financed by the second phase of the SSOS Project, which began in 2010 (information on these is available at the Project's website at [www.oit.org.pe/ssos](http://www.oit.org.pe/ssos))

- **National workshop:** A252989 “Social security and employment”, 14–16 October, Paysandú, Uruguay.


- A252997 National workshop: “Social security and employment”, 10–12 December, Juan Dolio, Municipality of San Pedro de Macoris, Dominican Republic; the National Confederation of Trade Union Unity (CNUS), the National Confederation of Dominican Workers (CNTD) and the Autonomous Confederation of Class Unions (CASC).

- A252987 Meeting of the Social Security Commission of the Union Federations Coordinator of the Southern Cone, 14–15 October, Montevideo, Uruguay.

- A252939 Regional seminar: “Workshop on the training and formation of trade union technical teams in social security for union organizations”, 1–11 June, Montevideo, Uruguay.
  The activity was aimed at 25 trade union members (10 women and 16 men) and was organized by the CSA with the support of ITCILO within the framework of the SSOS Project.

**Occupational health and safety**

- ACTRAV defined a specific training course (A252156) on the theme of *occupational health and safety*, based on the trade union priorities declared in the Caribbean region and in collaboration with the Office
for the English-Speaking Caribbean. The course was held in Barbados on 22–26 March. There were a total of 28 participants (14 women and 14 men).

- On the initiative of ACTRAV (Regional office) an important distance learning course on the culture of prevention and workers’ health (A273090), was held from 18 October to 17 December, which focused on knowledge of specific international conventions in this area, using the SoliComm (solidarity communications) platform. The course was promoted by the CSA-CSI, the ILO Regional Office for Latin America and the Caribbean and the SSOS Project: participants came from confederations of the 12 countries and from the Human Rights Network of the CSA, with a total of 75 participants (28 women and 47 men) who received training on the course modules in accordance with the training materials used.

Gender

- During 2010, specific work on “Gender and Decent Work” continued, based on the proposals for monitoring from the participants on the courses which ran in 2009. To this end, a distance education course/workshop was organized on the “Gender perspective” (A270052), which ran from 23 August to 3 December. The course gave support to 13 tutors (12 women and one man) who in turn organized face-to-face training processes for 180 trade union members in total, of which 79 per cent were women. Since this training was imparted by trained trade union tutors, it was not registered as directly participating in the Programme.

Training method

- Also derived from the process started in 2009, in 2010 the regular course A202567 “Trade union training on training methods (teacher training for the promotion of Decent Work)” was held, which was co-financed by the Regional Office and the Policy Integration Department in Geneva. The course was attended by 22 trade union members (nine women and 13 men). Participants were responsible for the trade union training in their federations and/or main national confederations and/or of trade union specialists in any of the four components of Decent Work, including the cross-cutting theme of gender. All had previously taken part in other ACTRAV-CIF activities.

Decent Work and the United Nations Reform process

- Given the particular importance of the mainstreaming of Decent Work in the actions of the system of the United Nations, and the participation of trade union organizations in that process, work has been taking place to plan the training on offer, adhering to criteria of the inseparability of the four components of decent work described in the 2008 Declaration and thereby taking another step forward in this area by means of a preparatory workshop for the bipartite meeting, which was held under this title in Lima during the week of 2–6 August. Both activities saw participation from 10 union delegates (seven men and three women).

Sustainable development

- Also in line with this process, as in the case of previously mentioned activities, following the distance course held in 2009 on sustainable development and Decent Work and based on the manual elaborated for that purpose, a specific invitation was made to take part in a face-to-face course/workshop on the theme of the implementation of the Global Jobs Pact (A252798) which took place on 1–3 March in Montevideo and had 17 participants (seven women and 10 men). The above course was organized in collaboration with the International Labour Foundation for Sustainable Development (Sustainlabour) with support from Green Jobs Department in Geneva.

- The success of the announcement of this course, and the level of take-up for the distance course held the previous year meant that it was worthwhile to announce a further online course on Decent Work and...
sustainable development (A272655) which ran from 13 September to 3 December, of which all modules were completed by 40 participants (23 men and 17 women).

Global Jobs Pact – National application to the case of El Salvador

- Within the framework of the project funded by the Italian Government to support processes of the national application of the Global Jobs Pact, from 10 to 12 November a national activity was held in El Salvador in collaboration with the Subregional Office for Central America under the title “The Global Jobs Pact in El Salvador: Participation and proposals from trade union federations for social dialogue” (A252781), which had 38 participants (22 men and 16 women).

Other distance learning activities (SoliComm)

- The distance learning on offer, which included the courses mentioned in the relevant sections on occupational health and safety (A273090), gender and Decent Work (A270052) and sustainable work and Decent Work (A272655), were complemented by an online course on the history of trade unionism in Mexico (A272758) which ran from 22 February to 23 April, had 15 participants (three women and 12 men) and was mainly focused on young trade union members.

All distance education was carried out on the ACTRAV-ITC SoliComm platform applying the method of collective knowledge construction.

Material

The following ACTRAV-Turin training manuals for Latin America were produced in 2010:

- “Gender mainstreaming: Training module and teacher’s guide”;
- “Wage equality: Training module and teacher’s guide”;
- “The reconciliation of work and family: Training module and teacher’s guide”;
- “Social protection: Training module and teacher’s guide”;
- “Social dialogue, negotiation and communication techniques”;
- Introduction to Decent Work: “Basic module”.

c) Asia and the Pacific

The Asia-Pacific countries have initiated significant changes for economic liberalization and globalization in recent years with the aim of improving economic growth and employment opportunities. While higher growth is being achieved, same cannot be said in regard to promotion of Decent Work – an objective that Asia-Pacific member States of ILO committed themselves to in 2006 during the Asian Regional Meeting of ILO in Asia-Pacific. Rising inequalities in income, access to decent employment, social protection and social services and respect for workers rights are major challenges facing Asian countries. The 15th Asian Regional Meeting in 2011 is expected to review the progress made towards the objective of ‘Decent Work for All’ and recommend ways to bridge the gaps.

Current global economic and social crisis will increase decent work deficits in a situation where the mechanisms for social dialogue in many countries remain weak and respect for the fundamental labour standards (especially Convention 87 and 98 concerning freedom of association & right to collective bargaining) remain a low priority. The continuing expansion of the informal economy and under-employment in Asian economies indicates the growing failure of the economies to create decent jobs. Asia is still home to two-thirds of the world’s poorest people (living at $1.25 a day or less).

The economic crisis has exposed many vulnerabilities in the region including overwhelming dependency on exports and low & insufficient social protection for workers. Responses of the governments to the global economic crisis has mainly focused on financial markets, rescuing banks and measures to stimulate
demand aimed at making credit available to industry. Social sector expenditures have not received the needed attention.

According to ILO reports, while economic growth in most Asian economies is picking up once again, employment is not likely to rebound as quickly. Among the major concerns are growing informal employment (with its attendant decent work deficits), absence of social protection and declining real wages in developing and emerging Asian countries. Average wages have been declining in most Asian countries including Indonesia, Japan, Korea, Thailand and are expected to decline in India, Malaysia, Philippines and Vietnam. Across the region, at best, only 20% of the unemployed and underemployed have access to labour market programmes such as unemployment benefits, and only 30% of older people receive pensions, according to ADB report.

Responses from the labour movement in Asia to the crisis have varied from street protests to concessions agreements preserving jobs in return for wage cuts and accepting increasing work loads (China, Korea, Japan, India). In most countries, the workers have had no choice but to accept job losses with no compensation (and this is especially true of contract, casual workforce which comprises majority of the workers in Asian industrial landscape). Unions report that many employers have taken advantage of the ‘crisis’ to downsize organized workforce in their companies and shift production activities to unorganized units, hiring workers on contract-casual basis.

The main challenges facing trade unions in Asia-Pacific are organizing, recognition of trade unions & of trade unions’ rights such as right to collective bargaining. The emerging economic environment, changes in the labour markets and irregular employment relationships also means that the unions have to develop new skills for organizing, dispute mediation and collective bargaining – in particular skills that are necessary to deal with private sector employers in an increasingly competitive market economy. It would also be useful for the unions in Asia-Pacific to take greater recourse to the ILO’s supervisory machinery for promoting FoA rights at work.

In terms of training, strengthening of technical and organizational capacities of trade unions is needed to ensure effective bipartite and tripartite social dialogue in matters of employment, industrial relations and formulation and implementation of Decent Work Country Programmes. As matters stand in 2011, majority of the Decent Work Country Programmes in Asian countries have expired and are to be renegotiated.

In the light of the above situation, Actrav-Turin’s training efforts have been aimed at strengthening the capacities of the trade unions in the above mentioned areas through residential, in-field, distance education and promotion of educational networking activities – in line with the recommendations of TUTC and ILO Outcomes mentioned in SPF 2010-15.

Presented below is a brief report on training activities for A-P region undertaken in 2010:

1. During the year under review, the Programme carried out 11 training activities for Asia and the Pacific Region, which were attended by total of 210 union representatives, including 75 women (36%). All activities were carried out in prior consultation with Actrav-Geneva-Asia Desk and Actrav Field Specialists.

2. Distribution of the programmes: Four were residential courses in Turin, six training workshops in the field and one 9-week distance education programme on Collective Bargaining Skills. In addition, there were two interregional training activities in which 12 participants, including 5 women, from Asia-Pacific participated.

3. During the year, the programme’s efforts to build partnerships with other national unions and labour support organizations led to sponsorships of 3 study visits for A-P training activities and co-funding of 5 field training programmes (ITUC, JILAF, KOILAF, SNTUC and VV Giri National Labour Institute, India).

4. The contents of the training programmes promote the four strategic objectives of ILO and contribute towards achievement of ILO Outcomes (especially to Outcome 10 – Workers have strong, independent & representative organizations).

5. Curricula and the contents of the programmes are continuously upgraded to reflect emerging issues & training needs of the unions in the region. Besides the main topic of the training, each of the training activities also focus on the concept and role of Decent Work, international labour standards (ILS) & ILO’s supervisory mechanisms to promote respect for freedom of association and other rights of workers. The gender mainstreaming in training activities is sought to be ensured by integrating gender dimensions of each of the topics, in both presentations as well as in discussions. This can, of course, be improved further.
While the details of the training activities are mentioned in Annex 1, please find below summary information on the training programmes conducted in 2010.

**Training Activities in Turin (Core Courses):**

1. **A3-02566: Trade Union Training on Employment Relations and Workers Rights** – focused on deepening the understanding of the union representatives on the forces shaping the world of work in this age of globalization, learn about changing nature of labour markets, precarious work and disguised employment relationships, ILO Recommendation (R198) on employment relationships and the role that core ILO standards in general can play in promoting fundamental rights of the workers.

2. **A3-02571: Trade Union Training on Economic and Financial Analysis of Enterprises for Collective Bargaining** – provided the union representatives with opportunity to deepen their understanding on the impact & responses to global economic crisis (including Global Jobs Pact), share experiences on the new strategies for organizing & representing workers interests and learn specifically about collective bargaining techniques and strategies, including methodologies for conducting financial and economic analyses of enterprises & formulating effective charter of demands.

**Tailor-made training courses for ACFTU in Turin:**

3. **A302644: Training on Social Security Policies (focus on health care & supervision of social security funds)**

4. **A302646: Training on Union Actions for Promotion of Decent Work**

Pursuant to the education cooperation agreement with ACFTU signed by Actrav-GVA, two tailor-made training activities were conducted. These were undertaken on co-sharing basis with ACFTU. The training programmes also focused on the role of ILO standards, Freedom of Association and Right to Organize in particular, as instruments for promoting industrial democracy and Decent Work.

**Training Activities in the Field:**

5. **A3-52782: Promoting Decent Work in a changing global scenario: Role of trade unions** – Co-organized with VV Giri National Labour Institute in India as part of ITC-ILO-VVGNLI cooperation initiative - aimed at enhancing the understanding of Indian trade union representatives on ILO’s Decent Work approach, Decent Work Country Programmes, Collective Bargaining for promotion of Decent Work for all workers.

6. **A3-52177: Trade Union Training on Social Security Policies** - Organized in cooperation with Singapore NTUC, the training focused on contributing to organizational and technical capacities of the trade union representatives on social protection and social security systems, including social protection in the informal economy.

7. **A3-52746: Trade Union Training on Employment Relationships, Contractualization & Labour Law** – Organized in cooperation and co-funding with JILAF, the workshop aimed at developing technical capacities of the union representatives to play an effective role in tripartite dialogue & collective bargaining processes at the national and company level in the area of employment relations and workers rights.

8. **A3-52124: Training on Promoting Freedom of Association & Decent Work for workers in Precarious Employment** – Organized in collaboration with ITUC, the workshop focused on capacity building of trade unions to organize and promote, monitor and report on the rights of precarious workers and encourage unions to take greater recourse to the ILO’s machinery for promoting fundamental principles and rights at work and strengthen ITUC’s Human and Trade Union Rights (HTUR) Network in Asian region.

9. **A3-52663: Training Workshop on Union Actions for Decent Work for Migrant Workers** - Organized in collaboration with KOILAF, South Korea, the workshop focused on needs expressed by migrant sending country unions for promoting capacities for organizing and social protection for migrant workers, including the strategies for promoting cooperation among the unions through Actrav model agreement to promote decent work for migrant workers.

10. **A3-52664: Training for FTUB affiliates on Freedom of Association and Organizing** - aimed at building knowledge & technical capacities of FTUB leaders/ staff/ activists for organizing and utilizing the ILO principles on freedom of association and its supervisory mechanism for promotion, monitoring and reporting on the rights of Burmese workers.
**Distance Education:**

11. **A370048: Distance Education programme on Negotiations & Collective Bargaining Skills (Nine weeks)** – aimed at developing the technical capacities of the union representatives for effective collective bargaining at company level.

**Education Material:**

In 2010, draft education material for use in on-line course for negotiations and collective bargaining skills continued to be used and tested in the distance education programme for Asia. It is envisaged that similar material on wage policies will also be initiated in 2011.

**Issues and Challenges:**

**Distance Education and Information Technology:**

Distance education and networking (educational networks) is however not easy to promote in case of Asian unions. While internet use (for education, networking, campaigns, communications, etc) is fast spreading in Asia-Pacific among business and social movements in general, the same cannot be said of the unions. Therefore, such on-line networking is slow to take off. We also find that while many participants express interest and enrol for distance education, quite a few drop off as the course proceeds. Our aim is to promote awareness as well as skills in using information technology in the unions for education and organizational work among Women and Youth committee members of the unions.

**Improving Women’s participation in Actrav Training Activities:**

While Actrav-Turin continues to make progress in regard to promotion of opportunities for women unionists, we do face hurdles in case of some countries. In case of Asia-Pacific, the challenge lies in the South Asian region where national unions tend to prefer sending male candidates for the courses. Efforts have been made to get in touch with some unions to stress upon the need to nominate appropriate women unionists but results are not as good as they could be.

**Financing, ROAP Priorities and Workers Issues:**

To maximize the available resources, we have generally tried to seek co-financing & co-organizing arrangements with some national unions and labour support organizations, where possible. Funds coming from Regional Office for Asia-Pacific (ROAP) are being sought to be tied to regional priorities but regional priorities do not seem always to match with unions & Actrav needs in A-P. There is a need for greater cooperation in regard to training activities with Actrav Field.

**d) Europe**

In 2010, the Programme for Workers Activities continued to **prioritize strengthening the institutional capacity of sectoral trade unions from New Member States and candidate countries of the European Union** for their **more active participation in national and European sectoral social dialogue**, while at the same time it has organized a **core course and a young leadership training for the Russian-speaking countries of the NIS** in an attempt to expand its training offer in that geographic area.

In 2010, 11 activities were run, 6 in Turin and 5 in the field with the total of 273 participants (38% women). Compared to 2009, the number of participants has decreased from 322 to 273. However, account should be taken that within the framework of the multi-sectoral project with the ETUC, a research on social dialogue in NMS and CC has been designed and implemented in parallel to the training courses as well as preparation of three new projects for 2010-2011. The participation of women in the training courses is 38%, due to the selection of participants from industries with largely male representation (transport, energy, chemistry). Average evaluation of training activities amounts to 4.35, on a scale from 1 to 5.

ACTRAV-Turin recognizes the difficulties facing social partners in NMS and CC: lack of representative employers’ organisations in several NMS and CC, sometimes highly fragmented trade unions and, consequently, very low coverage rate of sector-based collective agreements in those countries. While in many countries, company-level collective bargaining dominates over the sectoral level, in some countries sectoral bargaining does not function at all. The unions are facing organisational weaknesses, limited human and financial resources that prevent them from playing a more important role at the European level as well. At the European level, the problems of social partners in NMS and CC could weaken the European social dialogue and
its capacity to influence Community policies in various sectors. In order for the European sectoral social dialogue committees to be truly successful, the participation of social partners from all EU member states, old and new, should be more balanced. Training is essential for the achievement of greater participation of trade unions from NMS and CC at the European level and even, more importantly, in the increased implementation of European social partners’ agreements on the national level.

In the reporting period, ACTRAV-Turin implemented seven activities linked to European social dialogue projects, a multi-sectoral project on social dialogue in NMS and CC, in partnership with the ETUC and two sectoral projects, with EMCEF and ETF for their affiliates in NMS and CC. The following activities have been implemented: two national seminars for EMCEF affiliates in Bulgaria (A452740) and Hungary (A452741); three European workshops on development of sectoral social dialogue and implementation of the outcomes European social dialogue in NMS and CC, involving both national confederations and national sectoral trade unions, in Turin (A402766), Croatia (A452767) and Brussels (A452786) and two activities for ETF affiliates, Training of trainers in Turin (A403032) and Slovenia (A453040).

The novelty of the approach applied in 2010 consists in conducting an on-line survey on sectoral social dialogue in NMS and CC, resulting in a Report the conclusion of which serves as a basis for developing new training projects. The survey involved 57 trade unions from 15 countries.

In cooperation with the ITUC-PERC and ILO Sub-regional Offices in Moscow and Budapest, a core course on employment and informal economy (A402565), was implemented for CIS region. The course looked at the phenomenon of informality from different perspectives: economic, social, labour market, trade union, migrant workers’ perspective, sectoral perspective, gender etc. This has allowed the participants to get an overview of the problem in all its complexity and to re-consider their trade union policies taking into account all the different aspects presented throughout the course. In addition to this, joint sessions with participants from Asia and Pacific focusing particularly on the global issue of labour migration and domestic work, were a welcome opportunity for the participants to broaden their horizons on this subject and to be exposed to trade union experience of colleagues from a different region of the world. The region of CIS is in high demand of ITC-ILO courses and much more efforts should be invested in mobilizing resources for similar trade union training on different pillars of the ILO decent work agenda in Russian language. In this sense, ACTRAV-Turin will further explore the possibilities of designing and delivering new courses linked to the Memorandum of understanding and cooperation signed between the ITC-ILO and Labour Academy of Moscow.

Young leadership training on Decent Work for Youth in NIS (A402651) responded to the priority of the ITUC PERC Youth Network of training young trade union professional staff on ILO decent work agenda and on selected communication and leadership skills. It targeted junior trade union leaders and experts from Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgyzstan, Moldova, Russian Federation, Tajikistan and Ukraine. In 2010, for the first time, young leadership training was organized for this geographical area and in Russian language. The course has created linkages between the position of youth on the labour market, organising young workers in trade unions and representation and protection of young workers’ interests in collective bargaining and social dialogue.

The partnership with the Education Department of the European Trade Union Institute continued through a joint delivery of a course on trade union strategies for tackling the crisis (A401398) and a course on EU funding possibilities for trade unions activities on health and safety (A402822). The first course for the EU participants merged with the course on the international economy and the global crisis, organised for participants from Anglophone Africa (A102575). It brought together trade union officers from different countries and regions in order to develop common actions on the topic and by exchanging information and views about contemporary trade union issues in these countries, to widen participants’ perspectives; it enabled trade union officers to analyse, evaluate and develop strategies in order to face the present crisis; it increased understanding of the present crisis causes and the consequences on the life of workers and encouraged creating strategies and action plans for trade unions. The second course was tailor-made for OSH specialists from ETUC-affiliated trade unions who wanted to master the basics of PCM and to explore funding opportunities at the EU level.

In 2010, ACTRAV-Turin presented and received funding for the implementation of three training
and research projects by the EC, namely: Decent Work for Transport Workers in cooperation with the ETF, Strengthening Social Dialogue in Commerce with UNI Europe and EuroCommerce and Decent Work for Precarious Workers with the ETUC. While the first two projects target New Member States and Candidate Countries of the EU, the third project will involve all 27 EU Member States.

According to the agreement between the European Commission and the ILO, planning of capacity-building projects for trade unions in Europe in 2011 for the first time applies a new approach of triennial planning. Building on its experience in sectoral social dialogue projects, accumulated since 2003, which has proven to be fruitful and successful, ACTRAV-Turin envisages a Programme on ‘Strengthening sectoral social dialogue in New Member States and Candidate Countries of the European Union’ in selected public and private sectors. The Programme, consisting of three annual projects, will be implemented in partnership with the ETUC and European Industry Federations. The project, planned for 2012, aims at achieving greater quality and quantity of participation of trained EIF affiliates in European sectoral social dialogue and improved implementation of the results of the ESD at the national level. The project will promote ILO Decent Work Agenda and will primarily address Outcome 10 Workers’ Organizations: Workers have strong, independent and representative organizations and will contribute to outcomes 12, 14 and 18 on social dialogue, freedom of association and right to bargain collectively and international labour standards.

d) Arab countries

Our work in assisting trade unions throughout the Arab region (including the sub-regions of Gulf States, the Middle East and North Africa) includes a wide range of issues such as support for democratic reforms, the use of new techniques for workers’ education and development of training materials. Support is intended to strengthen capacity on trade union rights, especially freedom of association and the right to collective bargaining. In recent years the priority areas for ILO assistance towards the unions in this region have been related to: labour law reforms; employment policies and wage setting reforms; social security and pension reforms; occupational safety and health; gender equality; protection of migrant workers' rights; and domestic workers.

ACTRAV work includes a wide range of issues such as support for democratic reforms, the use of new techniques for workers’ education and development of training materials. Support is intended to strengthen capacity on trade union rights, especially freedom of association and the right to collective bargaining.

Strengthening the capacity of workers’ organizations to help them better represent their members’ interests through social dialogue and collective bargaining in particular, is a priority for ACTRAV. It would also be useful for the unions in the Arab region to take greater recourse to the ILO’s machinery for defending and promoting freedom of association.

Actrav-Turin’s efforts to contribute towards the capacity building of trade unions in the Arab region have been hampered due to lack of resources as well as technical capacities in the Arabic language. In 2010, only one training activity was conducted for the Arab region – one core course in Turin.

A5-02573: Trade Union Training on Freedom of Association and Collective Bargaining – Organized in cooperation with Actrav colleagues from the Arab region and ITUC-Arab Desk, the training focused on developing technical and organizational capacities of selected trade unions in Arab region on different aspects of freedom of association (FoA), collective bargaining rights & strategies, including use of the ILO’s supervisory machinery for promoting these rights, Social Dialogue and Social protection policies, including organizing strategies for migrant workers. In relation with this activity in the Arab region we thank very much PRODEV for its technical assistance in the delivery of the course in Turin.

A stronger coordination with field specialists is needed to focus our few activities on the main priorities for the trade unions (including GUFs) in this region and in looking for a higher degree of integration with training and capacity building initiatives organized in the field by Actrav specialist or by other trade union partner organizations.

f) Interregional courses
In line with the recommendations of TUTC, Actrav-Turin has been increasingly encouraging sharing of interregional experiences among the trade unions and this is also reflected in the number of interregional training activities that have gone up in 2010. Given below is the brief summary of interregional training activities that were conducted last year:

**A9-02569: Interregional Trade Union Training on Social Security.** This interregional training programme was conceived as a course of "organization" on social security, with a core training component and it focused on developing trade union representatives’ technical skills to work on "social security union organization" in its three components: training, proposal, and participation to play an effective role in tripartite dialogue, collective bargaining and other decision-making processes in the field of social security policies and workers’ rights. Our aim is to reshape and update an ACTRAV-Turin curriculum on social security, to be adapted to national realities. The course provided an opportunity for trade unions to share knowledge and experiences on different training processes, current debates on reforms of social security laws and schemes, as well as on the implementation of ILO instruments for decent work promotion, with important Regional experiences.

**A902576: Inter-regional Trade Union Training on Decent Work Response to the Global Economic Crisis: Global Jobs Pact.** The Global Jobs Pact (ILO policy response for the global recovery), is envisaged to provide a policy framework for a much needed coordination in the immediate crisis response and policy and institutional coherence to address the systemic causes of the crisis. The training programme, funded under the Italian funded project, aimed at building union capacities for active and effective participation at national level in the design, development, implementation and monitoring of programmes under National Jobs Pact and influence policies & initiatives to promote decent work led job-rich recovery programme as part of crisis response.

**A9-02572: Trade Union Training on Collective bargaining (Brazil and Portuguese-speaking Africa).** This training program brought together Portuguese speaking countries from Africa along with Brazil on the issue of collective bargaining rights and strategies. The course had the following immediate objectives:

- To provide participants with a comprehensive understanding of the principles underlying the mandate of the ILO Decent Work and the ILO standards system;
- Pay special attention to collective bargaining as an autonomous capacity of social agents to enable the parties to reach agreements on working conditions and work;
- To reflect on the content of the fundamental Conventions and promote the ILO Declaration on Fundamental Principles and Rights at Work and the Declaration on Social Justice for a Fair Globalization, 2008;
- To share with participants the central themes and conclusions of the 2009 ACTRAV symposium on Collective Bargaining.

**A9-02838: Decent Work for Workers in informal economy: Validation of Trade Union Manual on informal economy.** Organizing unprotected workers in the informal economy and promoting decent work for all is a major objective of the labour movement in a number of countries as also that of ILO and Actrav in particular. This training activity, funded under the NICP/ Dutch project, aimed at testing a new manual for trade unionists on the topic of informal economy and workers’ rights. During four-day training activity, trade union officials and trainers worked on priority topics from different sections of the manual prepared by ILO-Actrav and ITUC.

**A9-52127: Inter-Regional Follow-up Trade Union Training on Information Technology with ICDL examination.** This follow up course aimed at building the capacity of trade unions in developing countries to use microcomputers, computer communications and the World Wide Web. Organizations which participate in the course were eligible for free computer software designed for union work and the hosting of Web sites without charge. Successful participants in the course also achieved the International Computer Drivers' License (ICDL) which is an internationally-recognized certificate on computer proficiency.

### B.12 Information and communication technology

Information and communication technology - the use of computers and computer communications - is an essential tool in the development of union capabilities. Consequently, the Programme has, over the past few
years, conducted residential courses on ICT, organized week-long seminars on the subject and one-year long blended activities on the subject, provided consultation services, created software, written training material, organized pre- and post-course sessions via computer communications and taught courses completely online.

In 2010, the Programme further improved its existing ICT services, focusing on the emerging needs of unions and the Workers’ Programme itself.

A special focus was given in 2010 to adapt the system in order to make it possible a decentralized use of the Platform to manage distance education and conferencing at regional level.

The core tool for the development of this strategy was the SoliComm Platform, an integrated computer system developed by the Programme specifically for serving unions in the areas of knowledge sharing and collaboration and on-line training. A stronger cooperation with the ICT services of the Centre was implemented during 2010 looking for a better synergy and resource savings.

The Programme plans for the future are to build on this expertise to better serve unions worldwide as well as the Workers’ Programme at large, in the following fields:

   a) Distance and “Blended” Education

Using SoliComm, distance education via computer communications has become an integral part of the educational offer of the Programme, which organized pre-course and follow-up conferences for all residential activities. This “blended” modality enables participants to prepare for the residential period and to follow up with other participants and on core topics of the residential course.

   b) ICT Training for Unions

For the past few years the Programme has conducted evening computer classes to provide practical, hands-on experience in the technology. Further efforts were devoted to adapt these training modules to the different needs of trade unions in the different areas of the world.

   c) Knowledge Sharing and Collaboration

SoliComm is an integrated platform targeted at unions and organizations in the labour movement. During the last few years its services have been improved allowing a richer and more user-friendly interchange between its users.

B.13 Financial report

In 2010, the Programme funded its courses, activities and projects in a variety of ways. ACTRAV-Geneva provided funds from its RBTC funds, the ITC provided funds from the Italian voluntary contribution and from Regional RBTC, regional and HQ ILO funds were used, some outside organizations funded activities at the Centre and projects were fully or partially funded by their sponsors.

As showed in table 5, in 2010 the Programme received around the same level of resources as in 2009 from the main 3 sources, also thanks to the cooperation of ACTRAV Geneva, which allowed the Programme to carryover to 2010 a significant amount of savings.

Resources from projects represented 31.73% of the total income of the Programme and other external sources of funding covered 8.81% of the income.

Captive funds represented 50.62% of the income and Regional RBTC covered 8.83% of the total income.

Due also to the difficulties related with a long sick leave of the Programme Manager some resources were carried over and will contribute to partially compensate the further reduction of captive funds foreseen in 2011.

A detailed report of the use of Italian and ACTRAV-Geneva contributions in 2010 can be found in Annex 11 and 11bis.
Table 5: Funding resources (2009-2010)

<table>
<thead>
<tr>
<th>Funding resources</th>
<th>2009</th>
<th>2010</th>
<th>Diff.</th>
<th>Diff. in %</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Italian contribution</td>
<td>€ 1,050,000</td>
<td>€ 950,000</td>
<td>- € 100,000</td>
<td>- 9.52%</td>
<td>including 2009 slippage</td>
</tr>
<tr>
<td>ACTRAV contribution</td>
<td>$ 620,302 ($ 873,810)</td>
<td>€ 647,493</td>
<td>+ € 70,181</td>
<td>as usual 60% of the ACTRAV contribution is allocated in the 1st year</td>
<td></td>
</tr>
<tr>
<td>RBTC/ILO/TC</td>
<td>€ 144,000 ($ 230,000)</td>
<td>€ 218,033</td>
<td>+ € 70,181</td>
<td>in the biennium the RBTC/ILO/TC contribution is spent around 60% in the 1st year and 40% in the 2nd year</td>
<td></td>
</tr>
<tr>
<td>TOTAL INCOME</td>
<td>€ 2,495,299</td>
<td>€ 2,469,295</td>
<td>- € 26,004</td>
<td>- 1.04%</td>
<td></td>
</tr>
<tr>
<td>Contribution to fixed costs</td>
<td>€ 820,200</td>
<td>€ 780,014</td>
<td>- € 40,186</td>
<td></td>
<td></td>
</tr>
<tr>
<td>% of CFC about Income</td>
<td>32.87%</td>
<td>31.58%</td>
<td>- 1.29%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Main projects 2010:

- Spanish Government (Social security-2nd phase): € 900,000 1 June 2010 – 31 May 2012

B.14 Workers’ Activities team in Turin

The persons being part of the staff of the Programme and their major responsibilities are:

Mr. Giacomo Barbieri, Programme Manager; focal point on Gender mainstreaming
Mr. Insa Dia, Programme Officer, Regional Desk for Africa and for Arab States (until May 2010)
Mr. Mban Kabu, Programme Officer, Regional Desk for Africa; focal point on Workers’ Rights and on HIV-AIDS (from May 2010)
Mr. Jesus García Jimenez, Programme Officer, Regional Desk for Latin America and the Caribbean; focal point on Social Security and Distance Education and coordinator of the Social security project in Latin America
Mr. Arun Kumar, Programme Officer, Regional Desk for Asia and the Pacific; focal point on Migration, Employment policies and Informal Economy
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)
Ms. Chiara Garbero Junior Programme Secretary (short term from 1 April 2011)
Ms. Analourdes Herrera, Part-time Junior Programme Secretary, distance education courses (project based until 4 March 2011)  
Mr. Stefano Barale Part-time IT technical support (short-term until 30 September 2010)

The staff was severely stretched to meet demand from all course activities and to maintain high standards. They succeeded thanks to their constant commitment and by working in close cooperation with the programme manager and the activity managers.

B.15 ITC-Turin, ACTRAV, ILO and external resource persons

The Programme makes extensive use of external resource persons in its courses and other activities. This not only provides instructors to teach the various topics covered by the Programme, but also provides participants with viewpoints and experience from many different regions and labour organizations around the world.

In 2010 the Programme used 212 external resource persons, among them 63 women. They came from 38 countries. 22 ILO officials from Geneva and from Regional Offices taught on the Programme’s courses and activities. 30 ACTRAV officials from Geneva and from the regions conducted sessions during courses and activities. In addition, 19 resource persons from other Technical Programmes at the Centre contributed to the Programme’s activities.

External resource persons also came directly from national and international trade union organizations or were 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. Representatives of Italian unions conducted sessions on the structure of the labour movement in Italy and Europe.

A full list of the resource people, including activities linked with projects is provided in Annex 12.

B.16 Workers in Centre activities, including bi- and tripartite courses

In 2010, 785 workers (only 29.7% women) attended courses at the Centre that were not organized by the Programme for Workers’ Activities against 605 in 2009, including 14 who were given fellowships from the Centre’s SPSF (former Central Fund) to favour constituents’ participation in open courses in Turin (see table 6, 7 and 8).

Courses which can be considered as bi- or tripartite included 667 workers (only 27.4% women) against 335 in 2009.

It is worthwhile to highlight that in 2010 was concluded a project on Restructuring in Europe, implemented by EMLD and PRODEV in cooperation with ACTRAV and ACTEMP with several national tripartite workshops (140 workers participants).

Furthermore 16 activities were conducted by other technical programmes (SocDia, Prodev and SDTI) only for workers with 236 participants:
- 9 activities funded by the Compagnie des Phosphats from Morocco with 121 participants
- 4 activities in the framework of the ESCAPE project with UIL Veneto (Italy) with 56 participants
- 1 activity in Sudan with 26 participants
- 2 activities in Asia (Indonesia and Bangladesh) with 33 participants.

With the drastic reduction of the number of fellowships offered by the Centre’s SPSF the absolute majority of workers participating to courses not organized by ACTRAV Turin are funded by sponsors (inside ILO or through projects) and this new situation is creating serious problems to the process of nominations through the Secretary of the Workers’ Group, sometimes bypassed by decision taken elsewhere. Furthermore, where activities are concerning only workers, the Programme for Workers’ Activities must be in condition to be involved in their implementation.

More detailed information is in Annex 13.
Table 6: SPSF (former Central Fund) Total Resources 2007 – 2010*

<table>
<thead>
<tr>
<th>SPSF</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Resource allocated to SPSF</td>
<td>835,823US$</td>
<td>1,510,284€</td>
<td>313,015€</td>
<td>153,850€</td>
</tr>
</tbody>
</table>

Table 6bis : SPSF (former Central Fund) Assigned Fellowships for Workers in 2007 – 2010*

<table>
<thead>
<tr>
<th>Programme</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>International Labour Standards (ILS/FPR)</td>
<td>29</td>
<td>46</td>
<td>6</td>
<td>3</td>
</tr>
<tr>
<td>Social Dialogue (SOCDIA)</td>
<td>19</td>
<td>37</td>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>Gender</td>
<td>6</td>
<td>21</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Social Protection (SOCPRO)</td>
<td>20</td>
<td>18</td>
<td>6</td>
<td>4</td>
</tr>
<tr>
<td>Employment and Skills Development (ESD)</td>
<td>14</td>
<td>8</td>
<td>2</td>
<td>-</td>
</tr>
<tr>
<td>Enterprise Microfinance and Local Development (EMLD)</td>
<td>2</td>
<td>3</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>Social Dimension of Trade and Investment (SDTI)</td>
<td>-</td>
<td>2</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Distance Education and Learning Technology Applications (DElTA)</td>
<td>-</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>TOTAL</td>
<td>90</td>
<td>137</td>
<td>26</td>
<td>14</td>
</tr>
</tbody>
</table>

*The organizations provided with fellowships by the Central Fund were all nominated by the Secretary of the Workers’ Group

Table 7: Workers in activities with bi- or tripartite character (by Programmes)*

* activities bi- or tripartite or if workers + employers were over 40% of the total or workers alone were over 25% of the total

<table>
<thead>
<tr>
<th>PROGRAMME</th>
<th>AFRICA</th>
<th>AMERICAS</th>
<th>ASIA</th>
<th>EUROPE</th>
<th>ARAB STATES</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>M</td>
<td>W</td>
<td>M</td>
<td>W</td>
<td>M</td>
<td>W</td>
</tr>
<tr>
<td>ILS/FPR (8 activities)</td>
<td>6</td>
<td>3</td>
<td>5</td>
<td>6</td>
<td>17</td>
<td>3</td>
</tr>
<tr>
<td>EMLD (15 activities)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>SOCPRO (5 activities)</td>
<td>27</td>
<td>3</td>
<td>8</td>
<td>1</td>
<td>6</td>
<td>3</td>
</tr>
<tr>
<td>SOCDIA (15 activities)</td>
<td>151</td>
<td>6</td>
<td>0</td>
<td>0</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>SDTI (8 activities)</td>
<td>9</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>46</td>
<td>16</td>
</tr>
<tr>
<td>GENDER (6 activities)</td>
<td>6</td>
<td>11</td>
<td>1</td>
<td>15</td>
<td>3</td>
<td>6</td>
</tr>
<tr>
<td>ESD (3 activities)</td>
<td>4</td>
<td>1</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>
### Table 8: Total Number of Workers in Other Activities of the Centre (including SPSF)

<table>
<thead>
<tr>
<th>Programme</th>
<th>AFRICA</th>
<th>AMERICA</th>
<th>ASIA</th>
<th>EUROPE</th>
<th>ARAB STATES</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>M</td>
<td>W</td>
<td>M</td>
<td>W</td>
<td>M</td>
<td>W</td>
</tr>
<tr>
<td>ILS/FPR</td>
<td>11</td>
<td>8</td>
<td>7</td>
<td>6</td>
<td>18</td>
<td>4</td>
</tr>
<tr>
<td>ESD</td>
<td>10</td>
<td>2</td>
<td>5</td>
<td>2</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>EMLD</td>
<td>4</td>
<td>3</td>
<td>5</td>
<td>9</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>SOCPRO</td>
<td>36</td>
<td>8</td>
<td>13</td>
<td>2</td>
<td>8</td>
<td>3</td>
</tr>
<tr>
<td>SOCDIA</td>
<td>151</td>
<td>6</td>
<td>0</td>
<td>0</td>
<td>6</td>
<td>1</td>
</tr>
<tr>
<td>ACTEMP</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>SDG</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>DELTA</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>GENDER</td>
<td>8</td>
<td>14</td>
<td>1</td>
<td>15</td>
<td>4</td>
<td>9</td>
</tr>
<tr>
<td>PRODEV</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>33</td>
</tr>
<tr>
<td>SDTI</td>
<td>11</td>
<td>1</td>
<td>3</td>
<td>1</td>
<td>47</td>
<td>17</td>
</tr>
<tr>
<td>TOTAL</td>
<td>232</td>
<td>43</td>
<td>37</td>
<td>35</td>
<td>84</td>
<td>39</td>
</tr>
<tr>
<td>TOTAL 2009</td>
<td>169</td>
<td>47</td>
<td>70</td>
<td>28</td>
<td>81</td>
<td>34</td>
</tr>
</tbody>
</table>
In 2011, the Programme is still facing the consequences of the reduction of resources caused by cuts in the voluntary contribution to ILO Turin decided by the Italian Government.

Thanks to a limited amount of resources carried over from 2010 and to the approval of several projects 94 activities are included in the pipeline of the Programme: 21 in Turin, 63 in the field and 9 distance learning and 1 blended, with the number of participants foreseen at around 1,500; 55 of these activities (58.5%) will be funded totally or partially by projects.

The possibility of implementing all these activities depends on finding more resources from partners ready to co-finance, because the resources available at this stage are not covering the total of foreseen costs.

From the point of view of the training offer the Programme is including in the content of the existing curricula the issues linked with the global economic and social crisis and its consequences and also updating curricula on Occupational Health and Safety and developing new curricula on Sustainable development and Decent Work.

Particularly important efforts will be placed in 2011 in completing a new 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 4 pillars of the Decent Work Agenda. These modules will be designed also in a way that should allow diversifying the offer of the Programme in order to satisfy different levels of training needs linked to different roles played by participants in their organizations. The possibility of implementing this training programme (the so called Decent Work “cubed”) is strictly linked to the identification of possible projects and donors.

On the basis of the new situation experienced in the last 2 years the Programme is called to continuing and fine-tuning the efforts to consolidate and expand the quality and effectiveness of its training programmes through a set of actions including:

- stronger integration and communication with other training activities implemented in the field by ACTRAV field specialists and by Regional and National Trade Union organizations
- preparation of an updated list of resources persons for our courses on specific subjects
- increased cooperation with other Technical Programmes of the Centre also to enhance the added value of more inputs from the Workers’ side in their activities
- implementation of at least 50% of the activities through projects with a special focus on interregional ones
- enhanced quality of the nomination process of our participants, with a special focus on gender balance, through a better interaction with the National organizations and a more effective evaluation of the impact of training (new follow-up procedures to be identified).

New training material and the updating of the existing ones will continue with a special focus on Gender mainstreaming and on the new training modules on the Decent Work Agenda, on OSH/E and on Sustainable development.

Following the efforts developed in 2010 in order to strengthen the effectiveness of the SoliComm Platform and the distance education tools, in 2011 further actions are foreseen:

- translation in English or Spanish of the existing training material for distance courses (envisage possibilities for translation in other languages)
- implementation of technical tools to allow more delegation to field structures in the creation and management of on line activities like conferences, sub-conferences (empowerment of the field structures)
- increased cooperation with the Centre through MIS and Delta.

During 2011 new procedures and means to enhance the level and quality of Workers’ participation to the activities of the Centre organized by other Technical Programmes (also as resource persons) with the aim of countering the negative impact of the lack of resources for the fellowships offered to workers by the SPSF.
Core courses

The Programme has planned to conduct up to 12 core courses in 2011, but at this stage the available resources allow only to implement 11 courses. These residential courses in Turin will include study tours hosted by various labour organizations around the world, when these will be consistent to the subject of the course and wouldn’t increase significantly the total cost of the course. Since 2010 we suggest to have every year a course in English and French for the African region (plus 1 in English and 1 in French).

The core courses for 2011, planned by the TUTC in 2010, are the following (see also Annex 14):

**Africa**
- Collective bargaining for unions – English/French
- Social justice for a fair globalization and Global jobs pact - (English speaking Africa + Caribbean)
- Freedom of Association and trade union structure reform - French

**Latin America and Caribbean**
- Collective bargaining for unions - Spanish
- Organizing and trade union structure reform - Spanish

**Asia-Pacific**
- Occupational Safety and Health and HIV/AIDS - English
- ILS and Freedom of Association (Human and Trade Union Rights Regional Network) - English

**Europe**
- Social Security and unions – Russian/English

**Arab States**
- Labour relations and employment policies - Arab

**Interregional**
- Trade Union Rights and International Labour Standards (domestic workers) - English/Spanish/French
- Capacity Building for promoting Decent Work - English/Spanish
- ILS and the Social Justice declaration - (Portuguese speaking Africa and Brazil)

Other courses and activities

Activities are decided upon during the year in consultation with the regional desks at ACTRAV Geneva. Nominations for organizations to participate in the activities are approved by the Secretary of the Workers’ Group. There will be approximately 70 activities in Turin and the regions. See the full provisional list in Annex 15.

Projects

The Programme will continue work on several projects:

- Decent work and sectoral social dialogue for Commerce workers
  Sponsor: European Commission
  Partner: UNI-Europe

- Decent work and sectoral social dialogue for Transport workers
  Sponsor: European Commission
  Partner: ETF

- Decent Work for Precarious Workers
  Sponsor: European Commission
  Partner: ETUC

- Strengthening of trade union action on social security in Latin America (2nd phase)
  Sponsor: Spanish Government (ends May 2012)
- Strengthening of trade union action on Occupational Health and Safety  
  Sponsor: Swedish Government

- Global Jobs Pact  
  Sponsor: Government of Italy

In 2011 the conclusion of a new Joint Management Agreement between the ILO and the DG Employment of the European commission will change significantly the framework of the project on social dialogue regularly managed by the Programme in the last 8 years: on one hand a regular flow of resources for these activities will be granted but on the other the total amount of these resources will be lower than in the last 2 years, because all our projects should be included in this agreement.

In this changed framework it will become essential to look for new projects by exploring the possibility of new partnership with the European Commission in the area of Development Cooperation or elsewhere as well as with other partners, paying special attention to projects with an interregional focus and in the African region and in Arab States.
D. Proposals for 2012 and indicative plans for 2013

The core courses of the Programme are cycled by region and topic (see Annex 4 for a report on past years). With consideration of the courses conducted in the past years and with the aim of making operational the development of a new curriculum on Multinational enterprises and of a programme to assist trade union to integrate workers’ priorities in DWCP’s the following plans for 2012 and 2013 are presented.

Provisional Plan for Core Courses in 2012 (see also Annex 16)

Africa
- Capacity Building for promoting Decent Work - English
- Employment relations and informal economy – /English/French
- Occupational Safety and Health and HIV/AIDS - French

Latin America
- Trade Union Rights and International Labour Standards (domestic workers) - Spanish
- Capacity Building for promoting Decent Work - Spanish

Asia-Pacific
- Tools for organizing and collective bargaining in MNEs – English new
- Union actions for Decent Work (focusing on promotion of FoA and Social Security) - English

Europe
- Communication for Trade Unions – Russian/English

Arab States
- Social Security and unions - Arabic

Interregional
- Sustainable development and Decent Work for all - English/French/German
- Trade Union Rights and International Labour Standards (domestic workers) - English/German/French
- Employment relations and informal economy - Portuguese (Portuguese speaking Africa and Brazil)

Indicative Plans for 2013

Africa
- Sustainable development and Decent Work for all – English/French
- Capacity Building on organizing and managing Trade Unions - English
- Capacity Building on Collective bargaining for Trade unions - French

Latin America
- Employment policies and informal economy - Spanish
- Occupational Safety and Health and HIV/AIDS - Spanish

Asia-Pacific
- Capacity Building for promoting Decent Work - English
- Communication for Trade Unions - English

Europe
- Capacity Building on Collective bargaining for Trade Unions – Russian/English

Arab States
- Capacity Building for organizing and promoting Decent Work - Arabic

Interregional
- Social Security and unions - English/Spanish/French
- ILS and the Social Justice declaration in MNEs – English/Spanish new
- Social Security and unions – Portuguese (Portuguese speaking Africa and Brazil)