

**Board of the Centre**

80th Session, Turin, 26-27 October 2017

**CC 80/7/b**

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**FOR INFORMATION**

SEVENTH ITEM ON THE AGENDA

**Report of the Employers' Training Committee**

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## **35<sup>th</sup> Meeting of the Employers' Training Committee – Turin, 25 October 2017**

### **Members present:**

Mthunzi Mdwaba (Vice-President of the Employers' Group at the ILO)  
Farooq Ahmed (Member of the Employers' Group)  
Adnan Abu Al Ragheb (Member of the Employers' Group)  
Hamidou Diop (Member of the Employers' Group)  
Rajeev Dubey (Chairperson of the Employers Group for ITC Board) – *Attending the meeting at distance*  
Victoria Giulietti (Acting Chairperson of the Employers' Group for the 80<sup>th</sup> Session of the Board)  
Harry Kyriazis (Member of the Employers' Group)  
Penny Liu (Member of the Employers' Group)  
El-Mafhoud Megateli (Member of the Employers' Group)  
Olusegun Oshinowo (Member of the Employers' Group)  
Guido Ricci (Member of the Employers' Group)  
T. Shoenmaekers (Member of the Employers' Group)

Thannaletchimy Housset (Secretary of the Employers' Group)

Rafael Gijon (Deputy Director ACT/EMP – ILO)  
Luis Gonzalez (Senior Adviser ACT/EMP – ILO)

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

Jorge Illingworth (Secretary of the Employers' Training Committee)

### **Observers:**

Barbara Maino, ACT/EMP Turin  
Sandro Pettineo, ACT/EMP Turin  
Paolo Salvai, ACT/EMP Turin  
Rachida Zingara, ACT/EMP Turin

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

1. The Employers' Group welcomed the new Chairperson, Mr Rajeev Dubey, who is attending the meeting at distance and appointed Ms Victoria Giuliatti as Employers Chairperson for the 2017 Employers Training Committee and Board meeting. Mr Mthunzi Mdwaba, Vice-President of the ILO Employers' group, will support the Chairperson during the 2017 Employers' Training Committee.
2. The group and the Turin Centre Senior Management congratulated the Employers' Activities Programme (here after ACTEMP TRN) with the contents, quality, outreach and impact which it had achieved during the transition year of 2016.
3. The Chairperson stated the main challenges, most of which are recurrent, faced by ACT/EMP TRN: a) need for an additional Professional staff to be attached to the programme; b) limited involvement in the Curricula design of ITCILO courses (and in particular for the Master in Industrial Relations); c) the fact that resource mobilization is hampered by the lack of human resources; d) pressure for CFC contribution, which should be reduced for the constituents and reduction of the captive funds allocation to the Programme; e) limited number of employers' representatives in other ITCILO courses different from ACT/EMP organized trainings.
4. The Turin Centre Senior Management took due note of the mentioned challenges and they responded accordingly to all of them, thus generating an active debate. The Management responses are detailed in the following points 5 to 8.
5. a) Concerning the request of an additional Professional staff the Senior Management is empathic and recognises and considers justified the ACT/EMP programme request for an additional professional staff. Nevertheless, they consider they are constrained by the Board instructions to have a zero growth in staff. For this reason, alternative solutions could be taken into consideration (assignment of a JPO, shift of a position from another programme and offered the possibility to assign a professional position arising from the retirement of colleagues)
6. b) The Deputy Director of the ITCILO and Director of the Turin School of Development considers that the limited involvement of ACT/EMP in curricula design, in particular of the Master in Industrial Relations is due to a lack of communication by the Activity Manager of the Master Programme and that will be corrected. He also confirmed that he will recommend that ACT/EMP and ACTRAV be a part of the Masters' scientific committees.
7. c and d) The Director of Training explained that the Captive funds are constituted by Italy MAE voluntary contribution; surplus and RBTC funds. The reduced allocation of captive resources shall be further investigated since there is a discrepancy in figures. The Senior Management also mentioned that all professional staff in the Training Department delivers training.
8. e) the employers' participation in ITCILO courses other than ACT/EMP ones, is a recurrent situation of a not easy solution.

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9. The Chairperson highlighted the following points as the most relevant and to be retained as conclusions of the Committee:

- a) Recruitment of an additional professional staff for the ACT/EMP unit by the first quarter of 2018.
- b) Need for a more active involvement of ACT/EMP in the design of tripartite courses in order to have relevance and impact which are crucial for constituents as already mentioned in the conclusions of 2016 ETC conclusions.
- c) The group decided to start the design of a training package on business involvement in SDGs.
- d) There should be an analysis of the ACT/EMP training offer to consider translation in additional languages.
- e) The IOE shall nominate the 6<sup>th</sup> employers' titular member.