

# Board of the Centre

88th Session, October 2024

CC 88/7/b

FOR INFORMATION

## SEVENTH ITEM ON THE AGENDA

### Report of the Employers Training Committee

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#### Members present:

Ton Schoenmaeckers (Chairperson of the Employers Group for the ITC Board)  
Abdulghani Al-Sayegh (Member of the Employers' Group)  
Joséphine Andriamamonjiarison (Member of the Employers' Group)  
Sheena Mayers- Granville (Member of the Employers' Group)  
Emiko Nagasawa (Member of the Employers' Group)  
Manuel Teràn (Member of the Employers' Group)  
Amadou Sako (IOE, Secretary of the Employers' Group)  
Deborah France-Massin (Director ACT/EMP – ILO)  
Adam Greene (Deputy Director ACT/EMP – ILO)  
Paolo Salvai (Manager ACT/EMP Turin, Secretary of the Employers' Training Committee)

#### ITCILO Officials:

Christophe Perrin (Director, ITCILO)  
Paola Babos (Deputy Director ITCILO)  
Andreas Klemmer (Director, Training Department ITCILO)

#### Observers:

Sandro Pettineo, ACT/EMP Turin  
Jorge Cesar Ramirez Mata, ACT/EMP Turin  
Rachida Zingara, ACT/EMP Turin  
Irene Panizzolo, ACT/EMP Turin  
Francesca Gaglia, ACT/EMP Turin  
Eugenia Migliori, ACT/EMP Turin  
Sonali De Silva, ACT/EMP Turin

## ETC Meeting

1. Mr. Ton Schoenmaeckers, Chairperson of the Employers' Group for the ITCILO Board, opened the meeting by welcoming the delegates, the Secretary of the Employers' Group (IOE), The management of the Bureau for Employers' Activities (ACT/EMP Geneva) and the team of the Employers' Activities Programme in Turin (ACT/EMP Turin). He opened the floor for a round table of introductions. He then extended his congratulations to the ACT/EMP Turin Team for the good results achieved in 2023.
2. Mr. Paolo Salvai, Manager of the ACT/EMP Turin, began by presenting an overview of the Centre, detailing its history, vision, mission, business model, and organizational structure to provide the Board members, who were attending their first Board meeting, with a clear understanding of how the Centre operates.
3. The Committee expressed particular interest in understanding the mechanism behind contributions to fixed costs and its implications for the ACT/EMP Turin Programme and other training programmes. Additionally, they were eager to learn how the Centre's financial surplus is allocated and to gain insight into the composition of the Centre's beneficiaries.
4. Mr. Salvai and his team presented the report of 2023 activities and gave an overview of the 2024-2025 portfolio, which covered the following aspects:
  - Main achievements in 2023, key figures on training activities and participants, and outreach and impact in the different regions;
  - Services catalogue;
  - Delivery and evaluation results ;
  - Financial resources and targets;
  - ACT/EMP Turin portfolio in 2024-2025;
  - Key Trainings initiatives including new courses such as Financial Sustainability and AI Productivity Tools.
  - ACT/EMP Turin advisory services including digitalization, management consultancy, and coaching services for EBMOs.
  - Large events organised by the ACT/EMP Turin and in collaboration with other training programmes.
5. Particular emphasis was placed on Digitalization Services, with a presentation of the e-Learning platforms provided by ACT/EMP to EBMOs, featuring examples from Barbados, Kenya, and the Philippines. Additionally, the AI-powered legal chatbot for EBMOs, the AI-powered policy trackers, and the Customer Relationship Management system were showcased, highlighting how these tools enhance interaction with members and streamline service delivery.
6. The Committee was impressed by the degree of diversity, innovation and impact of the portfolio offered by the Team.
7. The Committee approved the report unanimously and warmly congratulated Mr. Salvai and his team for their collective effort, and performance.

## Meeting with Senior Management of the ITCILO

Mr. Schoenmaeckers expressed gratitude to Mr. Christophe Perrin, Director, Ms Paola Babos, Deputy Director, and Mr Andreas Klemmer, Director Training Department for their support towards the ACT/EMP Turin programme. He welcomed Ms. Paola Babos, the newly appointed Deputy Director and congratulated the senior management for the significant milestones achieved in celebration of the 60th anniversary.

8. Mr. Schoenmaeckers and the members of the Employers' group raised the following points:
  - The need to expand the staff of the ACT/EMP Turin Team, given the increasing demand from EBMOs and the high level of appreciation of the services offered by the so far smallest team in the Training Department.
  - They stressed the need for greater inclusiveness of employers' participation across the Centre's activities. They flagged their concerns over the high costs for training courses offered by other training programmes, which represent a challenge to the participation of employers, even for those from high-income countries.
  - Inquiring about the Center's plans to leverage AI and innovation to increase inclusiveness and outreach of employers.
9. In response, Mr. Perrin:
  - Took note and recognized the concerns raised by the Employers' group about the need to increase the resources of the programme;
  - Referred to the upcoming discussion on the future Strategic Plan 2026-2029 and the programme and budget 2026-2027 as opportunities to better address the Employers' concerns and to reinforce the ACT/EMP Turin Team.
  - He underlined the importance of the use of AI for innovation and learning.
10. In response, Mr. Klemmer :
  - Recognised the work of the ACT/EMP Turin Team leading in innovation, in providing advisory services for EBMOs (Institutional level capacity development), the diversification of the training offer and in the strategic exploration of new technology.
  - Reiterated that the next Strategic Plan and programming phase presents an opportunity to allocate additional resources for the ACT/EMP Turin team.
  - Emphasized that all departments contribute to the ILO's policy outcomes and underscored the importance of remaining aligned with present and future ILO priorities. He noted that the future of the Centre is closely linked to the ILO, which provides strategic direction.
11. In response, Mr. Babos highlighted:
  - That AI demonstrates the need for the Center to become more interdisciplinary in its approach.

**12.** Committee members concluded the meeting by highlighting the following:

- The significant contributions and impact of the Employers' Programme.
- The need for additional human resources for the ACT/EMP Turin team.
- The importance of leveraging technology, including AI and digital tools
- Management's efforts in 2023-2024 towards allocating increasing fellowship funds to boost the outreach to ILO constituents.

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October 2024