Trade Union Training Committee

Report on the Workers' Activities Programme 2022

9 – 10 March 2023

Programme for Workers' Activities

ITC ILO
International Training Centre

Report to the 42nd Meeting of the Trade Union Training Committee of the International Training Centre of the ILO

Programme for Workers' Activities

ITC International Training Centre

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I. Introduction

The Programme for Workers' Activities of the International Training Centre of the ILO (ACTRAV-Turin) is an integral part of the Bureau for Workers' Activities of the International Labour Organization.
On its part, the Bureau for Workers 'Activities (ACTRAV) is the main link between the International Labour Office and the world of work through one of its constituents: workers' organizations.

ACTRAV ensures that the concerns and interests of workers' organizations are taken into consideration in the policy development and activities of the International Labour Office, both at headquarters and in the Field. It supports workers' organizations in the defence and promotion of workers' rights, works in close coordination with, and assists the Secretariat of the Workers' Group of the ILO Governing Body.

The Programme for Workers' Activities (ACTRAV Turin) has the specific task of implementing training activities (at the Turin Centre, in the field, and through distance learning and online education) to support trade unions in strengthening their expertise and education capacity in current issues that affect workers and are strategic for the labour movement.

During the period under review, the ACTRAV-Turin programme, like other ITCILO technical programmes, has been making adjustments as it continues to offer a unique service that is relevant to workers' organizations during a period of significant and profound changes to the world of work and the global environment at large.

Given the current and future challenges and opportunities, the ACTRAV Turin Programme has taken careful consideration to reflect on three independent aspects: people, technology, and processes.

People refer to human resources and digital competencies within the union (internal, organizational) and target the public (potential members) or learners (external).

People also entail relationships; within the unions, with the wider labour movement and like-minded partners and progressive organizations, cultivating trust and collective actions, and learning through experience and knowledge sharing.

Technology includes the choice of software and platforms to be used. It entails important considerations such as learners' access, security, and privacy issues including general data protection, confidentiality, etc.

On processes, there are two main things that we are considering: (i) the life cycle of the online education activity, design and development, production, delivery, and evaluation; and (ii) the systems, including learning management systems, content management, content and record management, project coordination, and collaboration, as well as post-training impact analysis.

Our perspective is that we would want to see ACTRAV Turin Programme in five years be the Global Pinnacle of Workers' Education. We want participants to come to our courses and feel as if they have arrived at the "Mecca of Labour Education."

We want ACTRAV Turin to be a reference point for curriculum development, methodological approaches, and coherent material content on workers' education.
This is possible in five years because we have the resources (human, financial, technological) to achieve it.

Mohammed Mwamadzingo
Programme Manager
Programme for Workers' Activities
International Training Centre of the ILO

HIGHLIGHTS OF THE WORKERS' ACTIVITIES PROGRAMME 2022

II. Highlights of the Workers' Activities Programme 2022

OUR VISION

A global pinnacle of workers' education and training aimed at building and strengthening the capacities of workers' organizations to achieve social justice, decent work, and sustainable, inclusive, and resilient development for all.

OUR MISSION

A reference point for curriculum development, methodological approaches, and coherent material content on workers' education and training on which trade unions build their capacities and influence in the ever-changing world of work.

OUR GOALS

1. Participants:

- Emphasis on trade union educators and activists and trained trainers. Gender parity, geographical diversity, and language considerations. Possible tracer study, both on individual development and also institutional impact.
- Continued special focus on youth, with a particular orientation to an online education mentality.
- Potential resource persons and experts on trade union education.
- ACTRAV Turin Alumni.

2. Methodological approaches to workers' education:

- Learner-centered: accessibility, inclusivity, affordability, and user-friendliness.
- Blended approaches: face-to-face and online education.
- New pedagogical approaches: new approaches to education and integration of technology ('self-directed learning' where participants take the initiative in diagnosing their needs, formulating learning goals, learning strategies and outcomes).
- Digital learning.
- Support capacity development on workers' education.
- Trainers need to upgrade their pedagogical skills and teaching techniques.

3. Learning approaches

- Adapt to rapid technological changes: develop human resources and digital competencies within the unions (and our team).
- Develop trainers' capacities to influence inclusive and sustainable growth of trade unions as actors of change.
- Collective and interactive education.
- Emphasis on quality, and not just quantity.
- Integrate lifelong learning opportunities for workers' education.
- Language is also key in delivering quality education.

4.Technical emphasis

- Advancing social justice and promoting decent work.
- In line with the established Strategic Plan and the Programme and Budget of the Centre.
- Offer courses that go beyond the usual topics that are offered by other training institutions within the labour movement.
- Prepare and train members to play an active role in union activities and processes: education must be seen as one of the core services to trade union membership.
- Social purpose to promote and develop the union presence and purposes to advance the collective union ideology.
- Collaboration between trade union labour support institutions and universities that exposes trade union ideals to the broader society.

OUR MAIN ACHIEVEMENTS

The Programme for Workers' Activities experienced positive outcomes during the course of 2022. The Programme successfully offered five (5) global workers' academies, in addition to 17 core academies at the regional levels.

In total, the Programme carried out 46 activities (including 12 non-training activities), bringing together 2,784 participants from over 159 countries across the globe.

OUR 2022 AT A GLANCE

OUR GLOBAL WORKERS' ACADEMIES 2022

Ending Discrimination and Boosting Measures that Establish Equality, Equity and Fairness at Work

07-MAR-22
08-APR-22

Ensuring Adequate and Effective Social Security and Protection for All Workers: Strengthening the Role of Workers' Organizations

04-JUL-22
05-AUG-22

Trade Union Policy and Actions on Sustainable Development: How to Accelerate Agenda 2030 during the Decade of Action

29-AUG-22
30-SEP-22

Promoting Full, Productive and Freely Chosen Employment, Decent Work and Income-Generation Opportunities

05-SEP-22
07-OCT-22

Decent Work in Digital Labour Platforms: Coherent Policy Framework, Establishing Workers' Rights and Developing Trade Union Strategies

26-SEP-22
28-OCT-22

OUR CORE REGIONAL WORKERS' ACADEMIES 2022

AFRICA
English
French
Portuguese

1. Promoting full, productive, and freely chosen employment
2. Young workers and trade union revitalization
3. Creating adequate and effective social security and protection

ARAB STATES
Arabic

1. Creating adequate and effective social security and protection
2. Trade union policy and actions on SDGs
3. Skills development and lifelong learning

ASIA and THE PACIFIC
English

1. Creating adequate and effective social security and protection
2. Decent work in digital labour platforms
3. Promoting full, productive, and freely chosen employment
4. Digital communications for Trade Unions

LATIN AMERICA and THE CARIBBEAN
Spanish
English

1. Strength unions to expand rights and democracy
2. Creating adequate and effective social security and protection
3. Promoting full, productive, and freely chosen employment
4. Ending discrimination and boosting measures that establish equality, equity, and fairness at work

EUROPE and CENTRAL ASIA
English
Russian

1. Skills development and lifelong learning
2. Trade Union policies and actions on SDGs
3. Youth employment

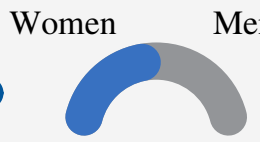
WORKERS' ACTIVITIES PROGRAMME: KEY DATA

2,784
Participants

2,409
Participants in **distance learning** activities

128
Participants in **blended** activities

247
Participants in **face-to-face** activities



48% Women

52% Men

Participants from **159** Countries

MAIN ACHIEVEMENTS 2022

46
Training Activities

Activities completed:
27 Distance Learning
3 non-trainings activities with participants
6 Blended
10 Face-to-Face

F2F

7 in the Field
3 in Turin

4.6
Satisfaction
[on a scale from 1 to 5 - going from low to high]

671
Workers in ITCILO F2F Training

OUR GLOBAL IMPACT 2022

INTERREGIONAL TRAINING ACTIVITIES IMPLEMENTED IN 2022

1. Ending discrimination
2. Social protection
3. Employment
4. Skills development
5. Sustainable development
6. Digital labour platforms
7. Social dialogue and collective bargaining (Portuguese)
8. Symposium on Trade Union education
9. MOOC on the UNSDCF and the DW Agenda

TRAINING ACTIVITIES IMPLEMENTED BY REGION 2022

Latin America and the Caribbean

1. Social Protection
2. Promoting Democracy
3. Employment
4. Ending Discrimination
5. Decent Work

Africa

1. Social Protection
2. Skills Development
3. Political Transition
4. eLearning Trade Unions Educators
5. Employment
6. Young Workers

Asia and the Pacific

1. Social Protection
2. Social Dialogue
3. Training of Trainers
4. Digital Communication
5. Digital Labour Platforms
6. Employment
7. Statistical and Economic Analysis on Collective Bargaining

Arab States

1. Social Protection
2. Skills Development
3. Sustainable Development

Europe and Central Asia

1. Skills Development
2. Equality and Diversity
3. Trade Unions Revitalisation
4. Migrant & Domestic Workers
5. Social Inclusion

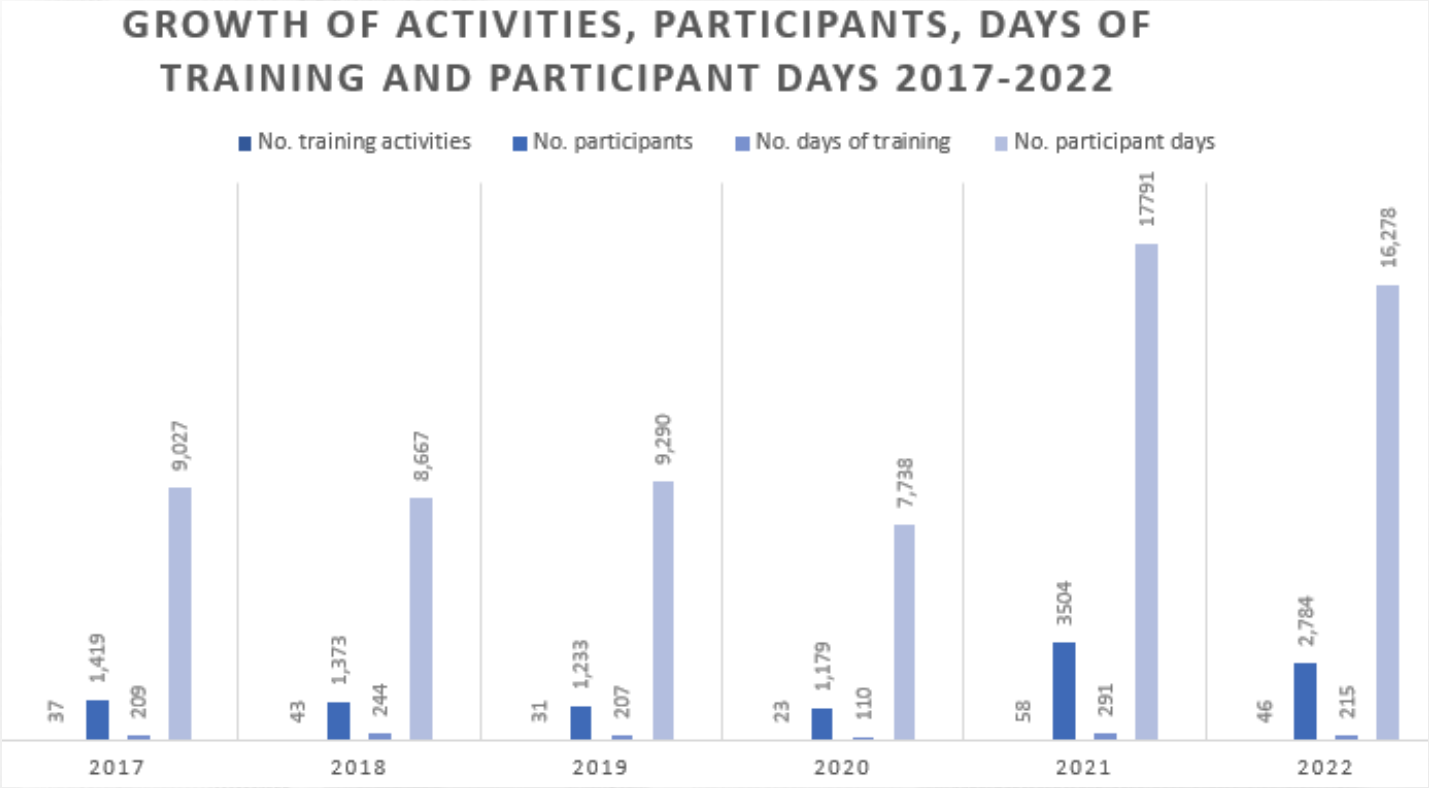
NON-TRAINING ACTIVITIES

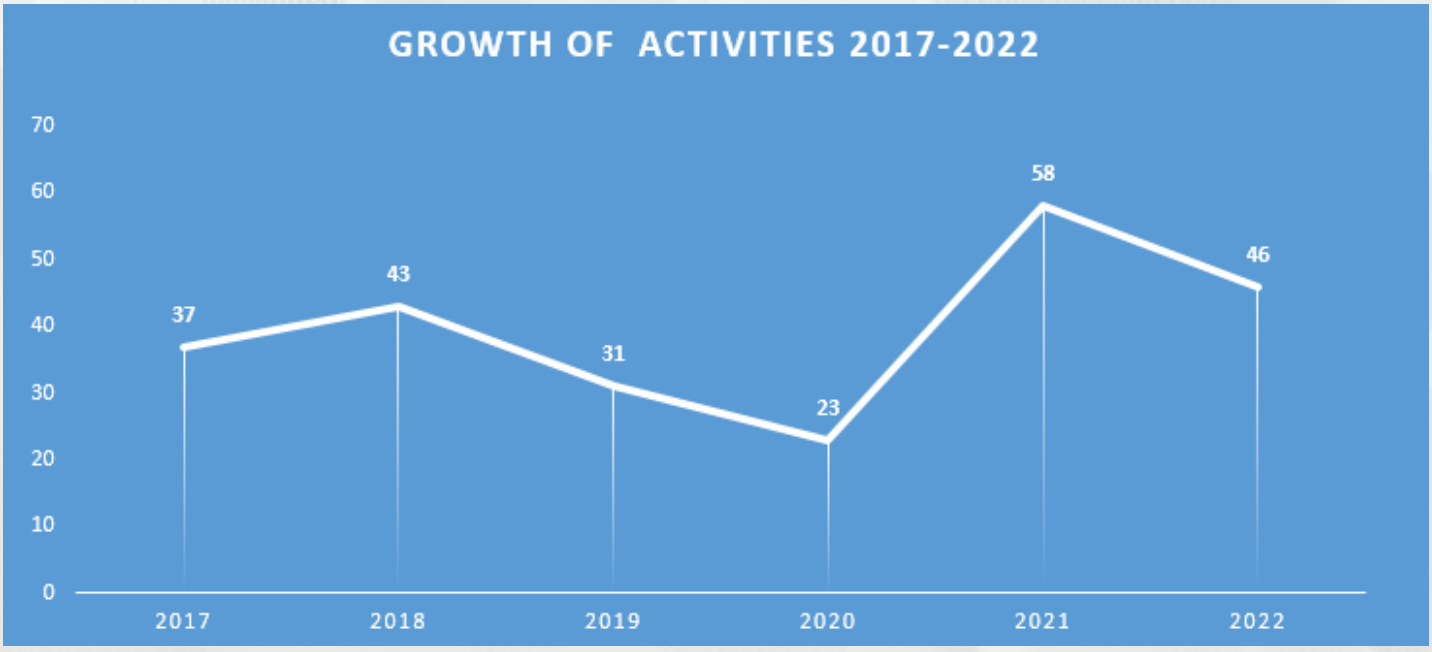
with and without participants

Title of activity	Place	No. of participants*
1. Development of training materials on information and communication technologies	Field	-
2. Decent work in trade and investment agreements: role and actions of trade unions in Africa	Field	-
3. Role of trade unions in dealing with political transitions, conflicts, and disasters in West Africa	Field	-
4. Strengthening trade union capacities on climate change and just transition for Egypt, Tunisia, and Morocco	Distance	-
5. Joint ACTRAV/DTDA methodology workshop on trade union guide on climate change and just transition	Field	27
6. Global Survey on Trade Union Education and Training	Distance	-
7. Validation workshop/IRToolkit INwork -SPGT	Field	-
8. Harnessing new approaches to Trade Union education: Book Project	Campus	-
9. Study visit of the Institute of Professional Development of the Federation of Trade Unions of Uzbekistan	Campus	10
10. Equal Pay	Distance	54
11. Build trade union power to create a fairer Europe - linked to P4714285	Campus	-
12. Backstopping of the ACTRAV project Unions Say 'Yes' to Revitalization - Building Union Power through Intergenerational Partnership linked to P4714463	Campus	-

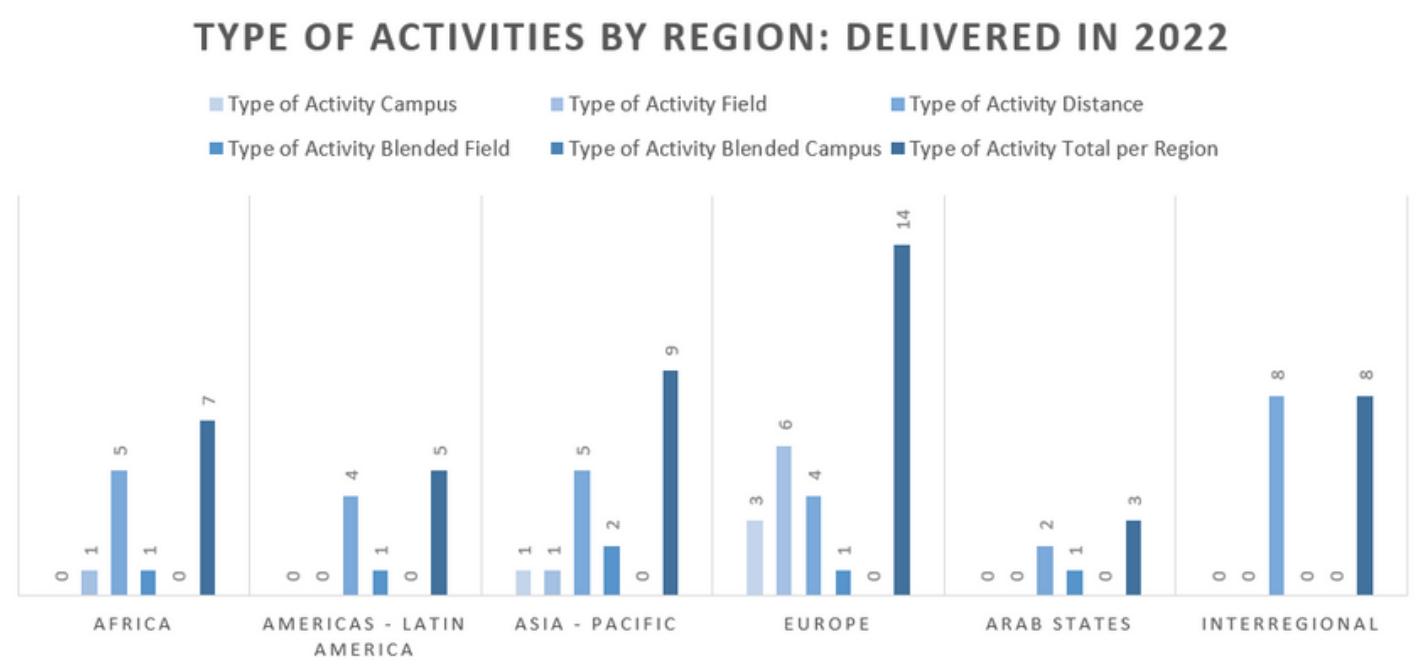
*registered on the eCampus

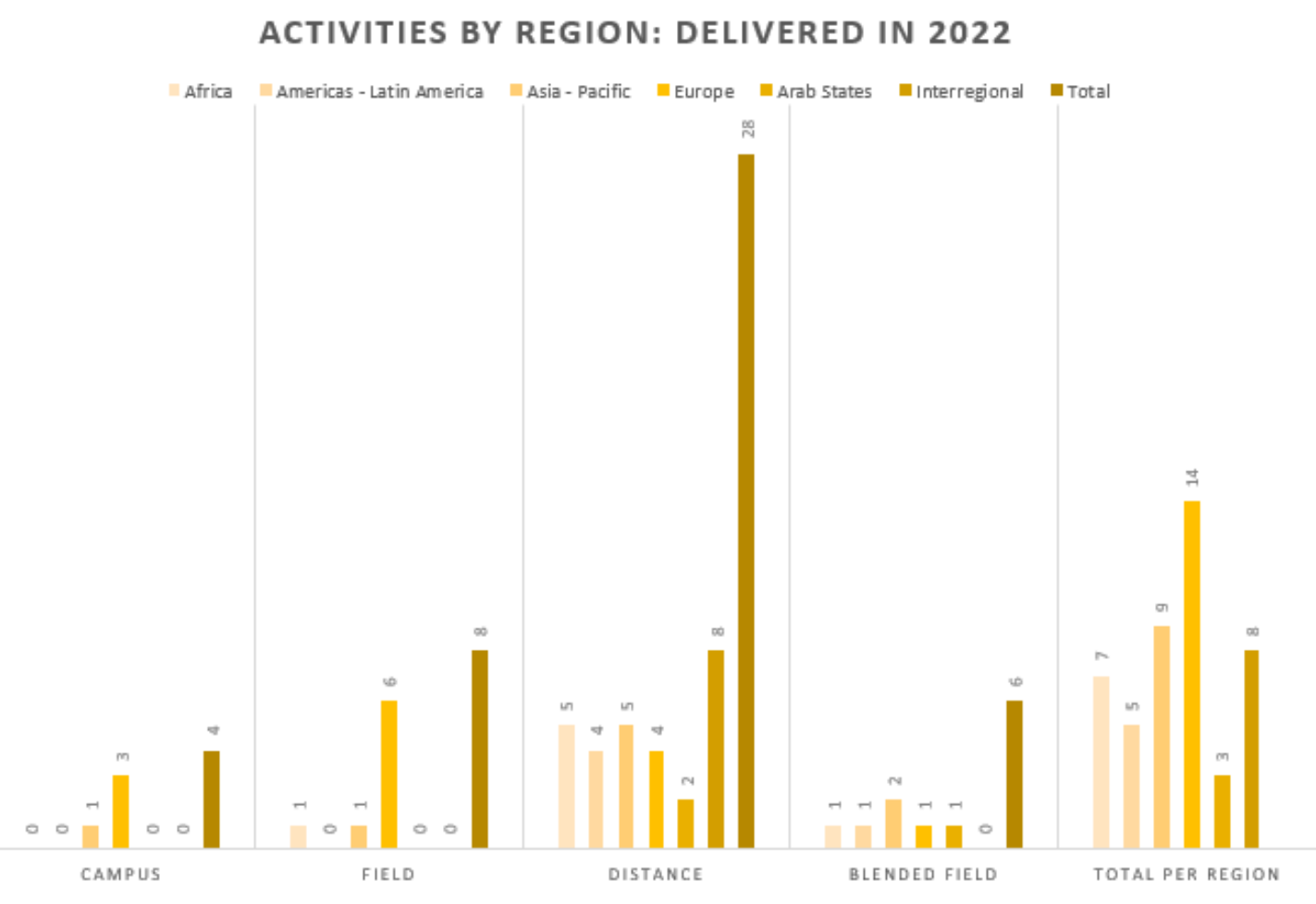
GROWTH OF ACTIVITIES, PARTICIPANTS, DAYS OF TRAINING, AND PARTICIPANT DAYS 2017–2022





TYPE OF ACTIVITIES BY REGION
2022

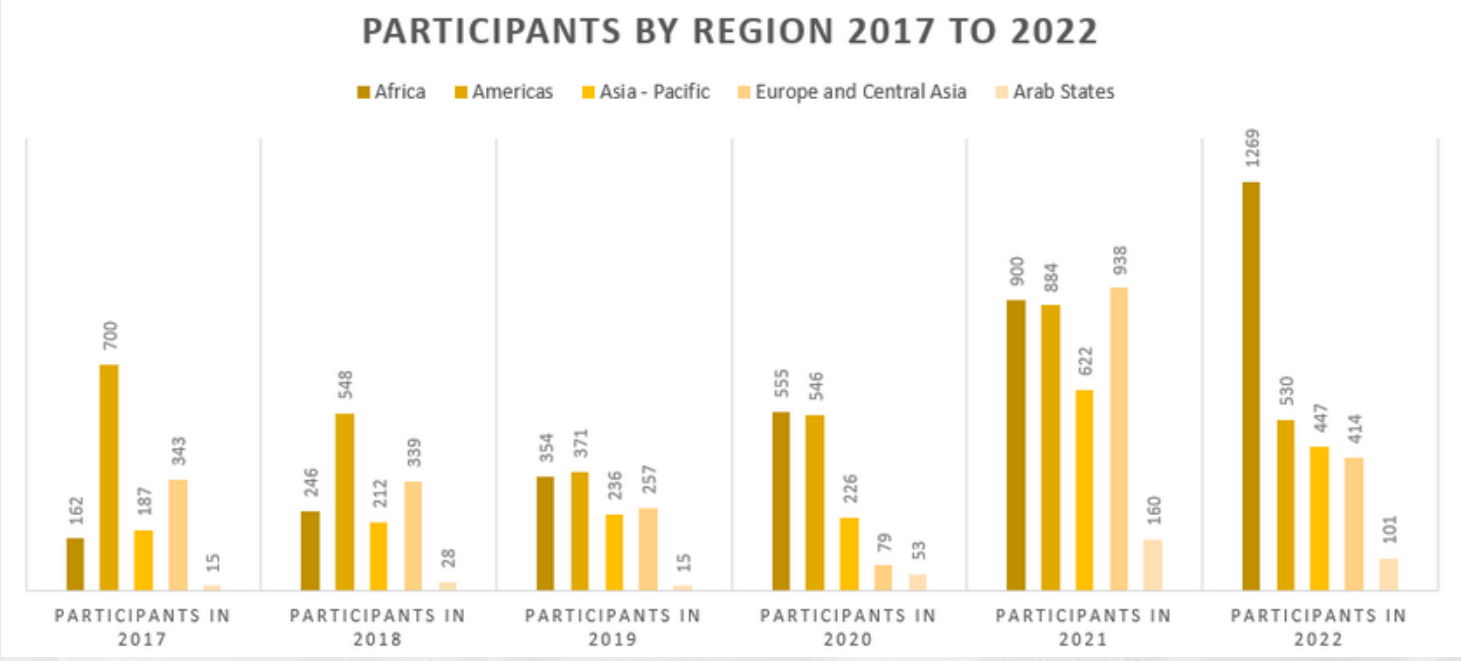




*no Blended Campus activities delivered in 2022

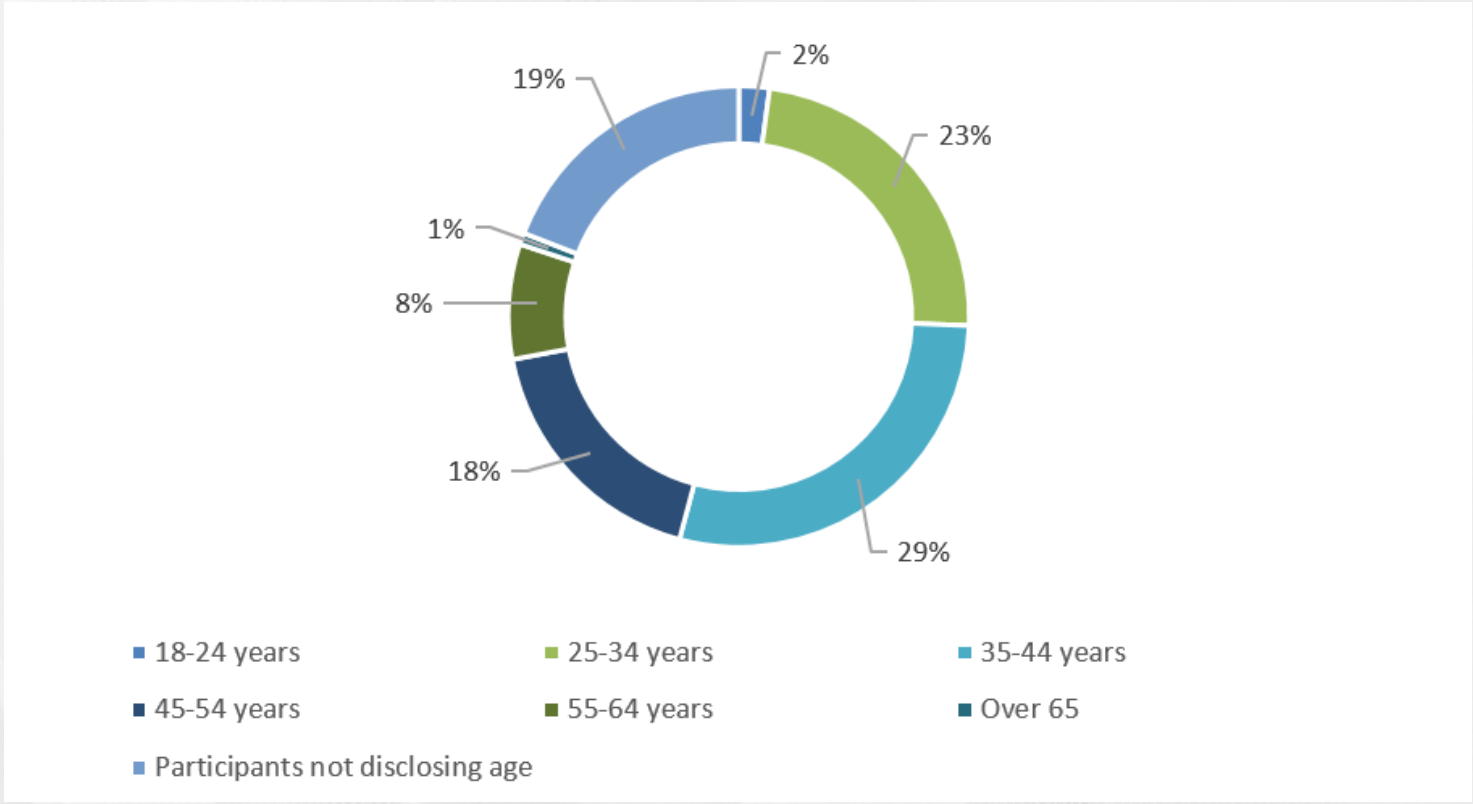
PARTICIPANTS BY REGION
2016 TO 2022

Region	Participants in 2017	Participants in 2018	Participants in 2019	Participants in 2020	Participants in 2021	Participants in 2022
Africa	162	246	354	555	900	1269
Americas	700	548	371	546	884	530
Asia - Pacific	187	212	236	226	622	447
Europe and Central Asia	343	339	257	79	938	414
Arab States	15	28	15	53	160	101
International Civil Servants						23
TOTAL						**2784**



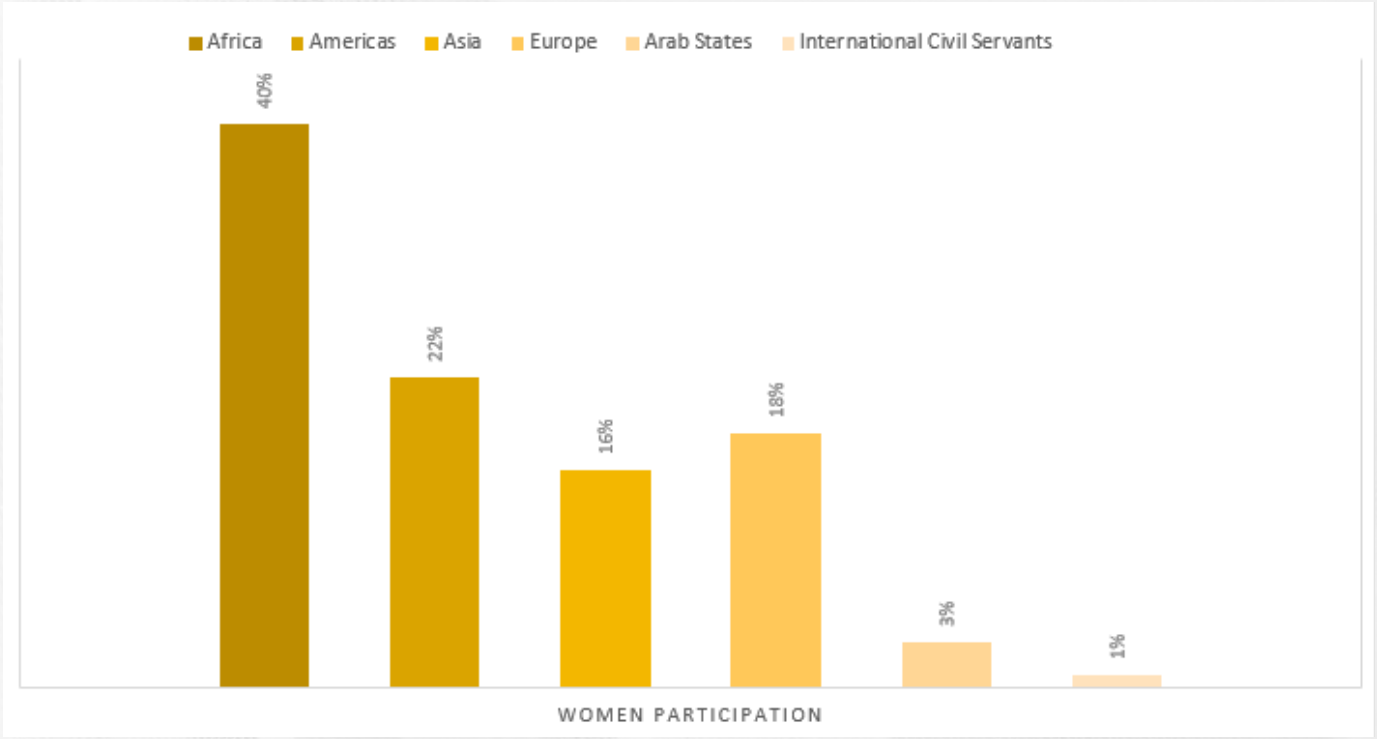
WORKERS' PARTICIPATION BY AGE GROUPS 2022

Workers' Participation by age groups in 2022 Training Activities

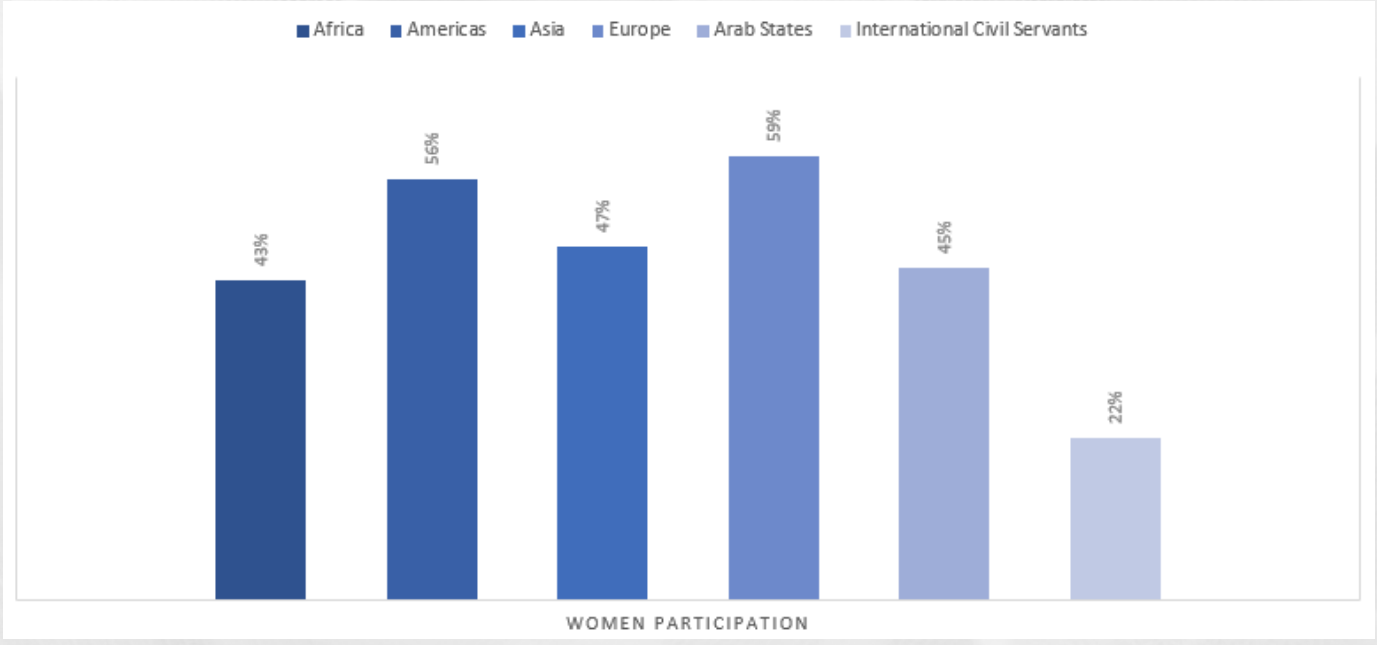


WOMEN PARTICIPATION BY REGION 2022

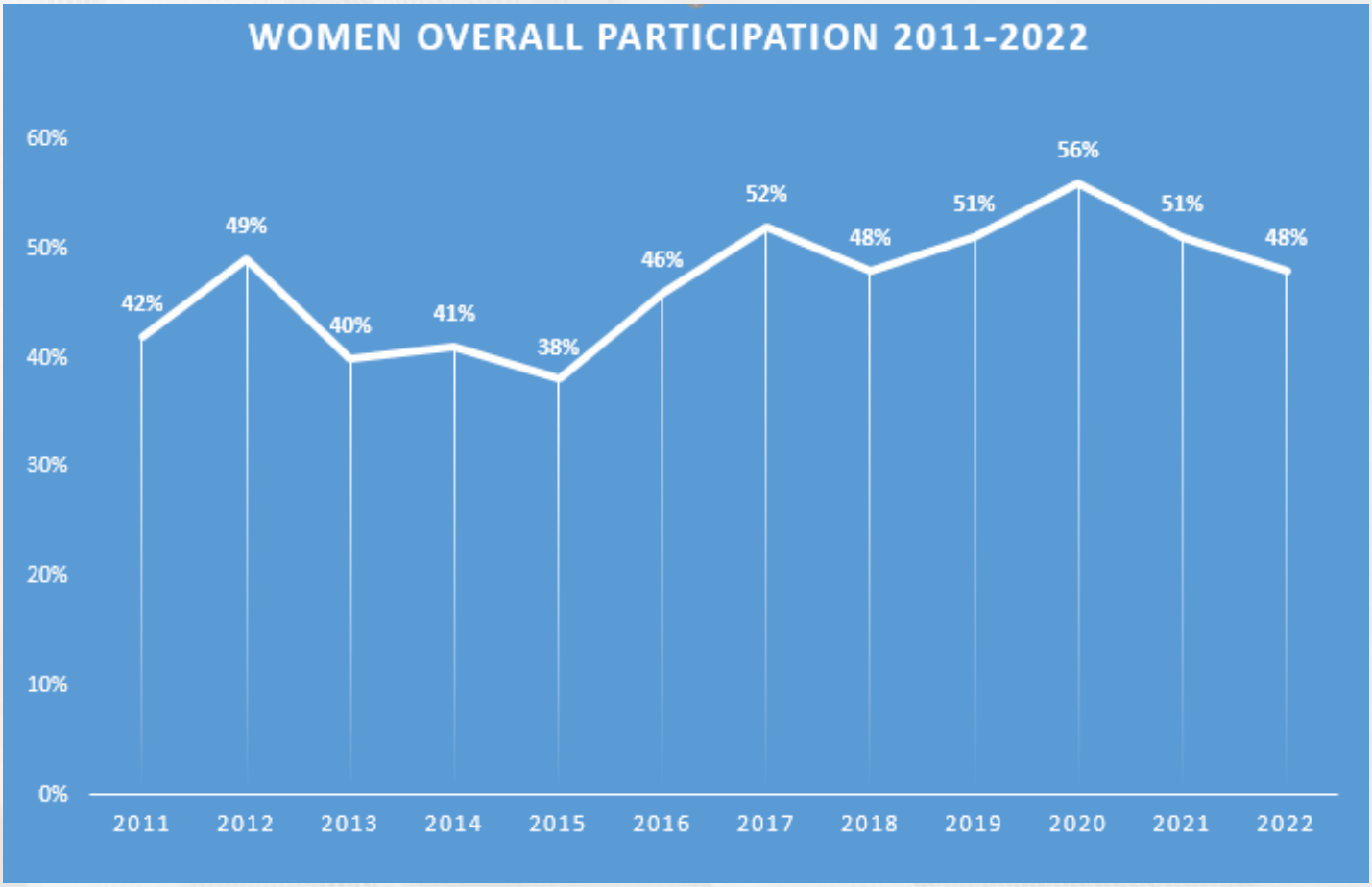
Women Participation by region, 2022 (as percentage of total women registered)



Women participation by region, 2022 (as percentage of total registered participants)

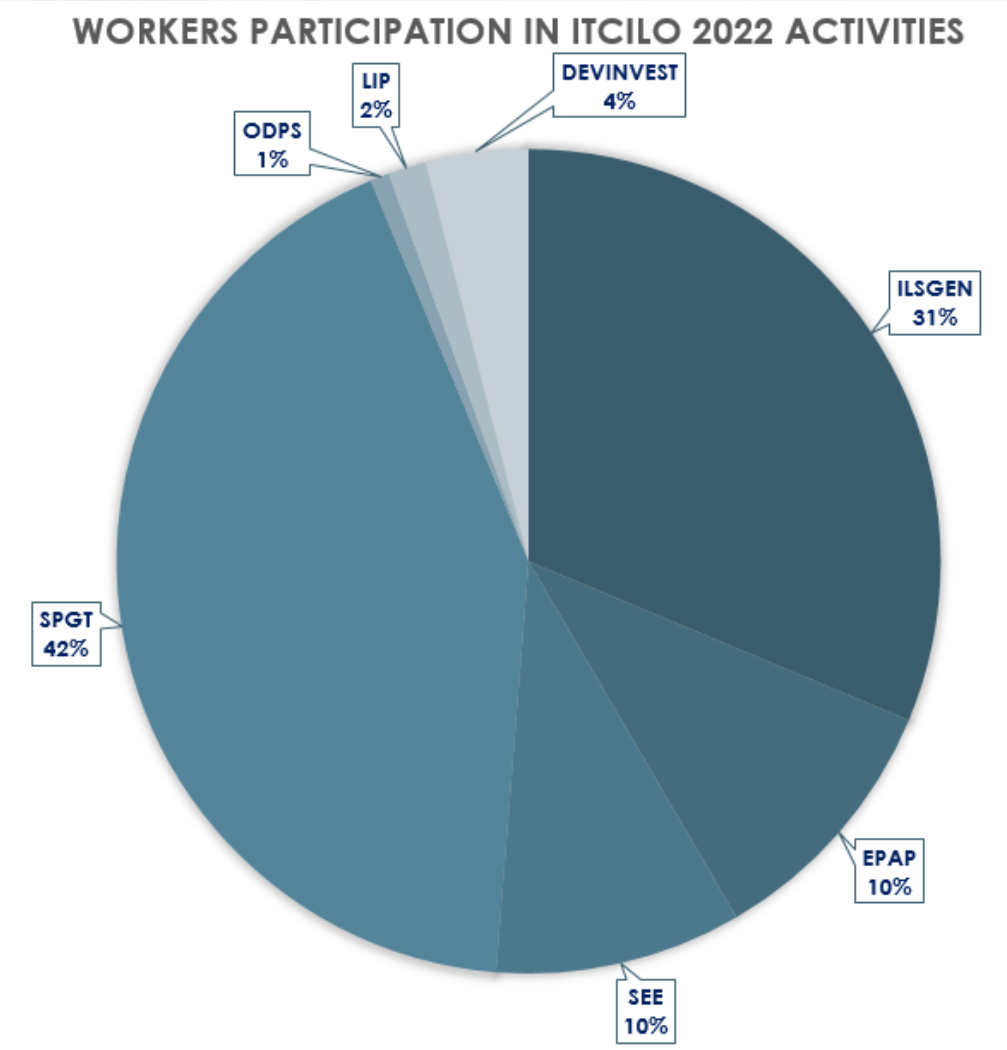


WOMEN OVERALL PARTICIPATION
2011 – 2022



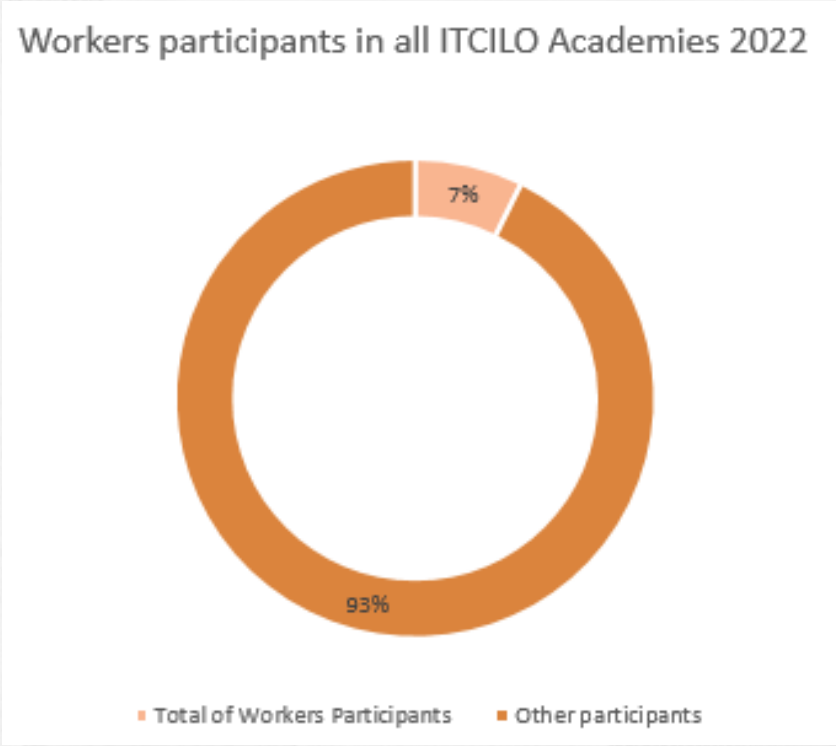
WORKERS' PARTICIPATION IN ITCILO 2022 ACTIVITIES

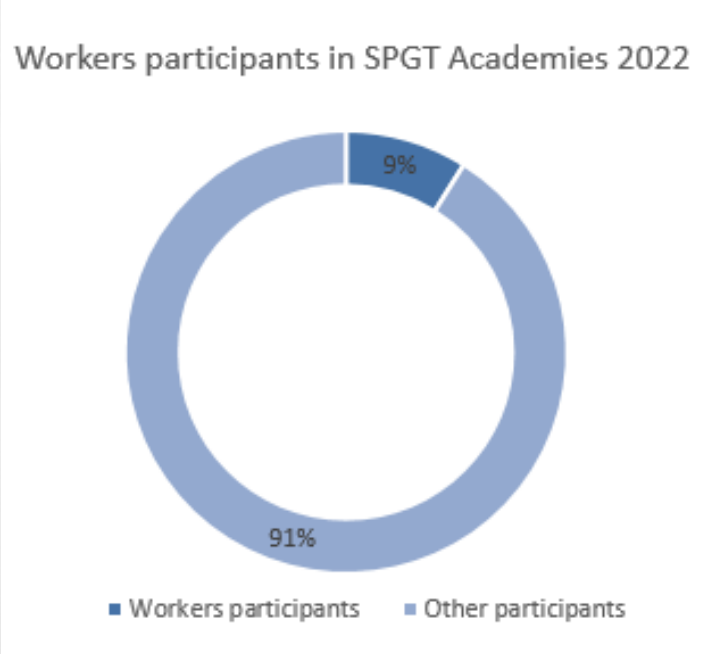
by programmes

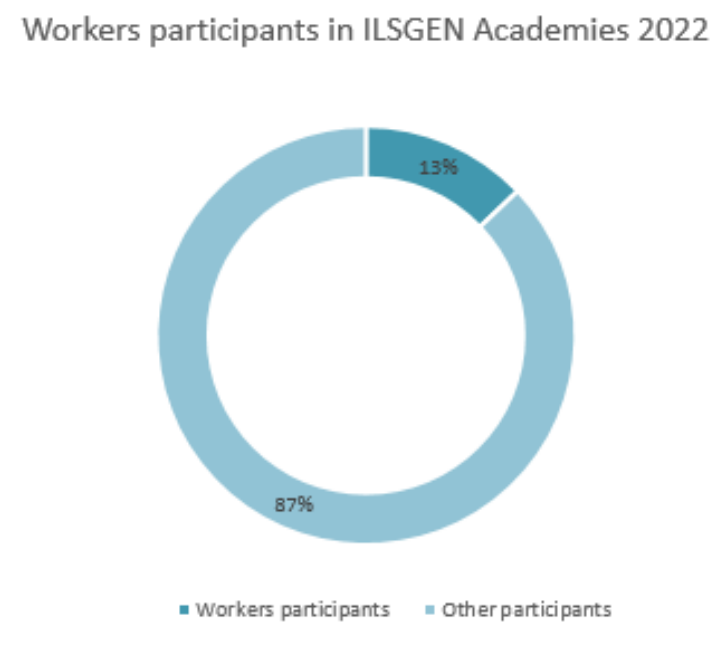


Respopnsible Unit	Number of Workers participants
ILSGEN	210
EPAP	69
SEE	65
SPGT	285
ODPS	5
LIP	10
DEVINVEST	27
Total	671

WORKERS' PARTICIPATION IN ITCILO
2022 ACADEMIES







FINANCIAL REPORTING 2016–2022

III. Financial Reporting, 2016–2022

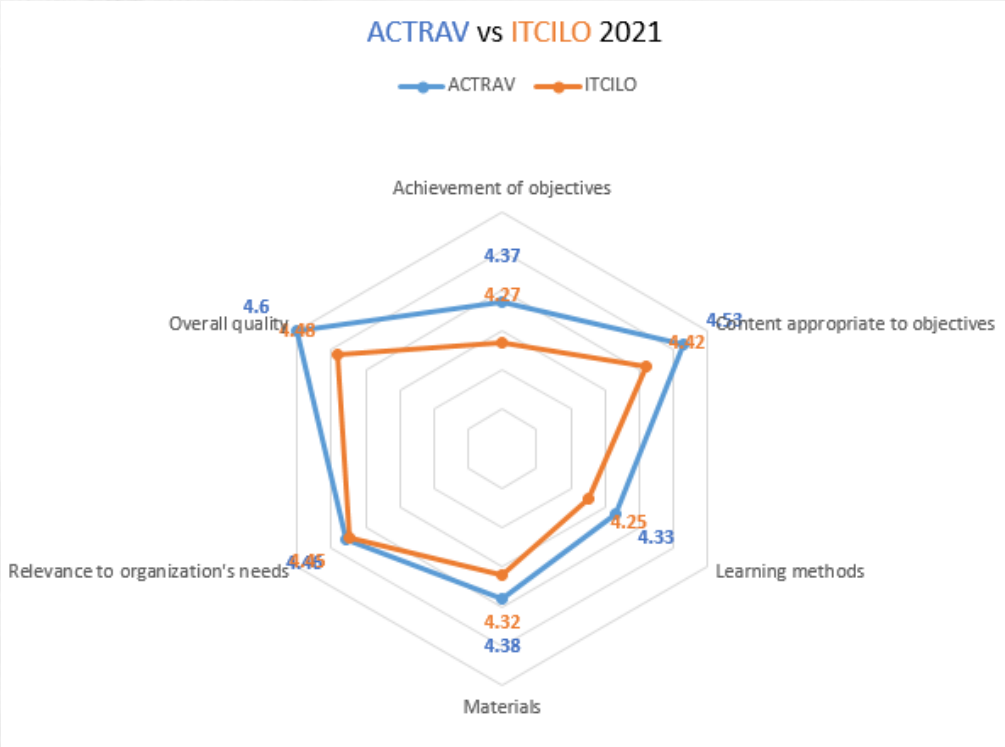
	2016	2017	2018	2019	2020	2021	2022
Italian contribution	€360,000	€210,000	€240,000	€280,000	€265,000	€185,000	**€150,000**
RBTC/TC/ACTRAV	€775,855	€674,935	€787,610	€582,797	€877,706	€1,200,266	**€860,000**
RBTC/TC/ REGIONAL	$284,000	$173,513	$299,220	$180,318	$144,924	$106,665	**$187,000**
Various	€340,738	€56,063	€99,078	€88,728	€52,676		**€83,000**
Special Captive Allocation, including Surplus Fund	€90,000	€240,712	€140,000	€160,000	€0	€0	**€250,000 Fellowship Fund**
Additional allocation from Training Department	€180,000	None	€28,730	€30,000	€0	€0	**€0**
Contribution from projects	€451,276	€497,549	€358,488	€511,500	€522,825	€210,474	**€263,109**
Self-paying	€18,301	€7,500	€15,000	€8,280	€0	€0	**€0**
Total income	**€2,558,575**	**€1,834,576**	**€2,004,417**	**€1,865,503**	**€672,110**	**€2,018,610**	**€1,561,000**
Target CFC	€790,000	€800,000	€650,000	€690,000	€650,000	€650,000	**€650,000**
Total CFC	€719,490	€567,780	€606,472	€531,896	€401,019	€844,744	**€501,000**
% CFC vs Target	**91.1%**	**71%**	**93.3%**	**77.1%**	**62%**	**130%**	**77%**

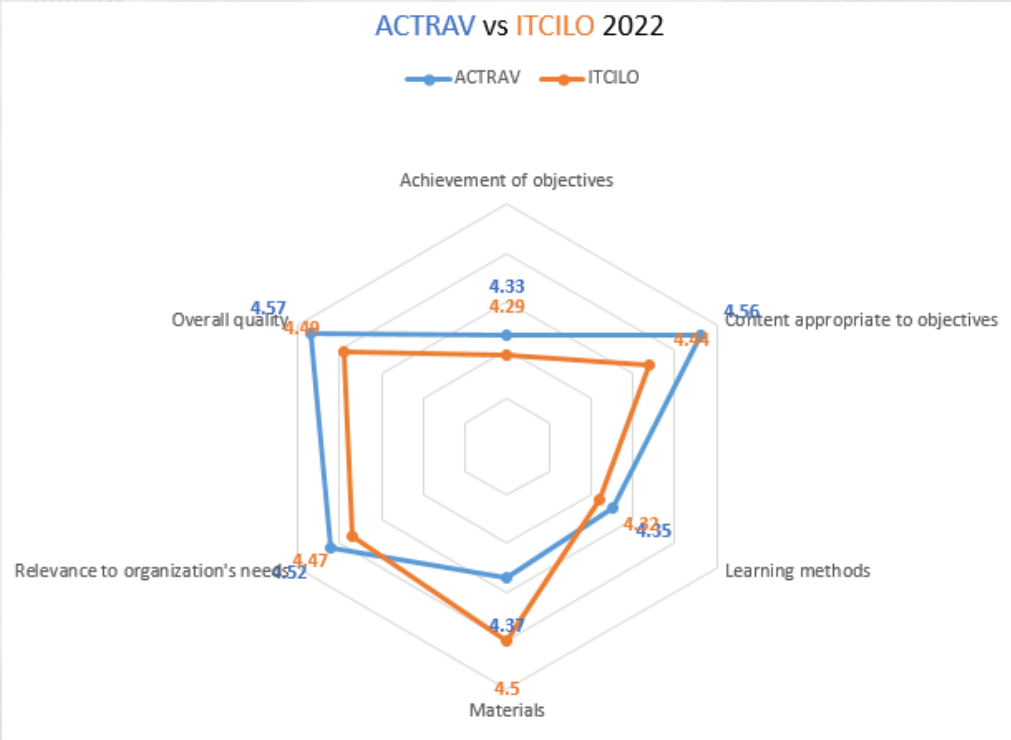
EVALUATION BY PARTICIPANTS (ACTRAV VS ITCILO)

2021 AND 2022

IV. Evaluation by participants – ACTRAV vs ITCILO 2021 and 2022

As a measure of the quality of training, we can observe that the ACTRAV Programme has scored above the benchmark of the ITCILO, in almost all prioritized areas. However, participants in the Programme scored lower on materials compared to the ITCILO in 2022.





EVALUATION RESULTS:
ACTRAV 2021 VS 2022

Evaluation Results	2021	2022
Preliminary Information	3.65	3.73
Achievement of objectives	4.37	4.33
Content appropriate to objectives	4.53	4.56
Learning methods	4.33	4.35
Resource persons	4.83	4.60
Group working relations	4.75	4.50
Materials	4.38	4.37
Organization	4.50	4.63
Secretariat	4.75	4.69
Relevance to participant's job	4.53	4.55
Relevance to the organization's needs	4.46	4.52
Overall quality	4.60	4.57

OUTLOOK OF ACTIVITIES
2023

OUR GLOBAL WORKERS' ACADEMIES 2023

1. The role of trade unions towards a new social contract
2. Health and safety at work as a fundamental right: implication for trade union policies and strategies
3. The future of trade unions
4. Policy coherence to reduce inequalities and create decent jobs

OUR CORE REGIONAL WORKERS' ACADEMIES 2023

AFRICA
English
French
Portuguese

1. Strengthening Trade Union Capacities to Actively Participate and Influence the United Nations Sustainable Development Processes
2. Strengthening the Role of Trade Unions to Promote Labour Provisions and Decent Work in Trade Agreements
3. OSHE as a Fundamental Right
4. Advancing Women and Leadership in Trade Unions

ARAB STATES
Arabic

1. OSHE as a Fundamental Right
2. Advancing Women and Leadership in Trade Unions

ASIA and THE PACIFIC
English

1. Health and Safety at Work as a Fundamental Right
2. Strengthening Trade Unions' Strategies to Promote Decent Work in Supply Chains
3. Decent Work in Free and Preferential Trade Agreements
4. Strengthening Trade Union Capacities to Promote Labour and Social Clauses in the Design, Implementation, and Monitoring of FTAs and Preferential Trade Agreements in Asia
5. Digital Transition and Decent Work: Inclusive Digital Economies

LATIN AMERICA and THE CARIBBEAN
Spanish
English

1. Equal Pay, Equal Opportunities, and Equal Treatment in the World of Work
2. Health and Safety at Work as a Fundamental Right: Implication for Trade Union Policies and Strategies
3. Transition of People Working Informally and Precariously towards the Formalization of Employment through Just Transition.
4. Social and Solidarity Economy, Sustainable Development Model and Fundamental Rights.

EUROPE and CENTRAL ASIA
English
Russian

1. Socio-Economic Integration of Groups in Vulnerable Situations
2. Addressing the Challenges and Opportunities Arising from Future Work Trends (including telework, flexible working arrangements, care and leave policies, remote work, and work sharing)

ACTRAV TURIN TEAM

DECEMBER 2022

OUR TEAM

Mwamadzingo Mohammed - Programme Manager
Jimenez Garcia Jesus - Senior Programme Officer
Toth Mucciacciaro Evelin - Senior Programme Officer
Mapalo Rafael - Senior Programme Officer
Chakanya Naome - Senior Programme Officer
Klein Daniela - Programme Assistant
Pellerino Clelia - Senior Programme Secretary (on secondment 2022)
Ciot Daniela - Senior Programme Secretary
Bona Emanuela - Programme Secretary
Perrone Claudia Emily - Programme Secretary
Smyk Anna - Programme Secretary
Cammarata Mariarosa - Programme Secretary
Boumerdassi Amina - Programme Secretary

APPENDICES

Appendix 1

Proposed Core Courses for 2024

Appendix 1

Proposed Core Courses for 2024

Global Workers' Academy

1. Advancing Social Justice through Decent Work: Role of Trade Unions
2. Achieving Policy Coherence for Sustainable Development
3. Global Digital Compact and its Implications for Workers' Organizations
4. New Approaches for Trade Union Education

Africa

1. The Future of Trade Unions in Africa
2. The Role of Trade Unions in a New Social Contract
3. Policy Coherence to Reduce Inequalities and Create Decent Jobs
4. E-learning for Trade Union Educators (French Version)
5. Strengthening Trade Union Capacities to Actively Participate and Influence the United Nations Sustainable Development Processes (focus on reporting countries for 2024 & 2025)

Arab states

1. Regional Workers' Academy on Social Protection
2. Course on Labour Migration

Americas

1. Sustainable Development, Productivity, and Trade Agendas in the Americas.
2. Trade Union Education: Challenges and Prospects for Emerging Sectors and Non-Traditional Forms of Work.
3. The Sexual Division of Labour, the Organization of Care, and Feminist Economics.
4. Promoting the Inclusion of Vulnerable Groups in the World of Work from the Perspective of Formalization.
5. Trade Union Alliance with Indigenous People in the Face of Climate Change.
6. Protection against Biological Risks.

Asia and the Pacific

1. Revitalizing Trade Union Roles in Labour Market Policies, Productivity Growth, and Skills Development.
2. Enhancing Trade Union Engagements in Multilateral Processes and Decent Work Country Programmes.
3. Unions as Actors of Change: Advancing Social Justice and Decent Work.
4. Addressing Workforce Diversity and Decent Work Deficits in New Forms of Work and Employment Relationships.

Europe and Central Asia

1. Regional Workers' Academy on Green and Digital Transitions.
2. Course on Promoting and Protecting Workers' Rights in Green, Blue, Orange, Purple and Platinum Economies.

Appendix 2

Summary report of the Global Survey of Trade Union Education and Training Programmes, Practices and Experiences

Global Survey on Trade Union Education and Training - 2022

Preliminary Findings

Objective of the survey

To determine the state of trade union education and training at the global level in order for ILO ACTRAV to strengthen the capacities of trade unions to be strong independent organizations able to effectively fulfil their mandate and build back better.

1

Specific Objectives

- Content, curricula, pedagogical, innovative approaches
- Efficiency and effectiveness of trade union education structures
- Internal and external factors
- Funding modalities of education and training programmes
- Inclusiveness and diversity
- Mechanisms and approaches for evaluation

2

Scope of coverage

All Regions:
- Africa
- Arab States
- Asia and the Pacific
- Latin America and Caribbean
- Europe and Central Asia

6 Languages
- English
- French
- Spanish
- Portuguese
- Arabic
- Russian

Target Group
- Trade union centres
- Regional trade union organizations

3

Methodology

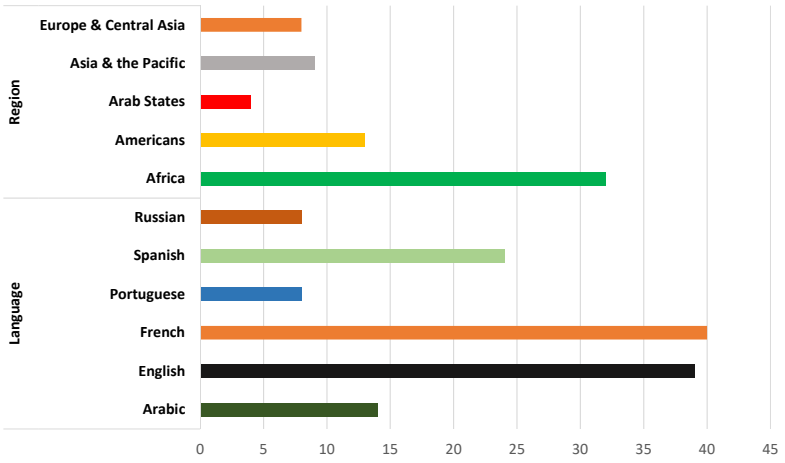
1. ***Online questionnaire*** (via surveymonkey)
2. ***Dropbox -*** repository for sharing trade union policies, manuals, curriculum, reports, and other key education and training documents

4

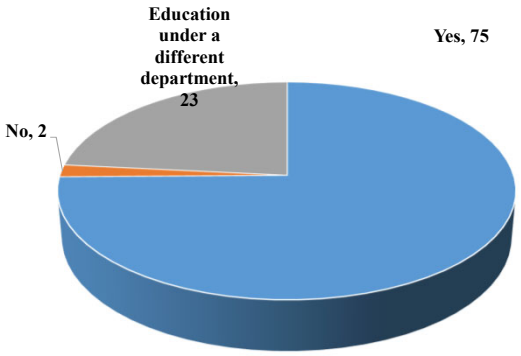
Designation of respondents

- General Secretaries /Assistant General Secretaries
- Deputy Secretary Generals
- Vice Presidents
- Chairpersons
- Deputy Directors
- Deputy General Secretaries
- Directors of Education and Training
- Head of Education and Gender / International Affairs / Social Affairs
- National Gender Coordinators
- National Youth Secretaries
- Presidents
- Research Officers
- Treasurers

133 responses



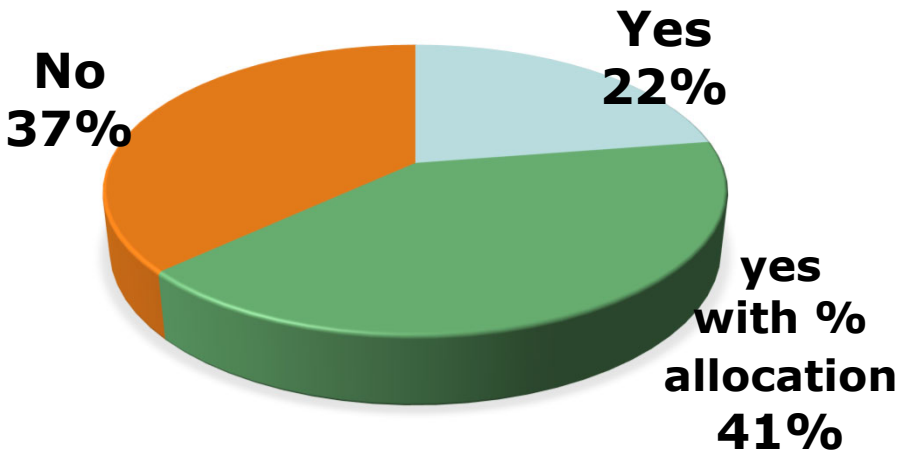
Percentage of Trade Unions with a dedicated education and training department



Well established education and training departments make implementation of education and training programmes seamless

7

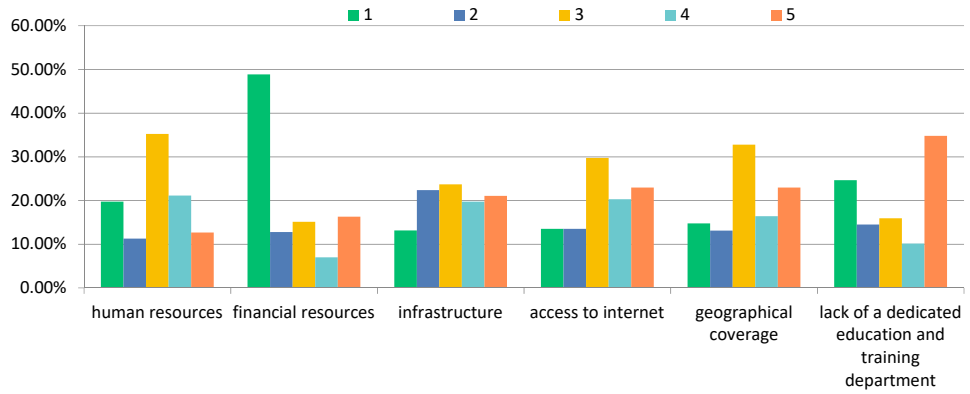
Budgeting for education and training



8

Internal limiting factors affecting the implementation of trade union education and training programmes

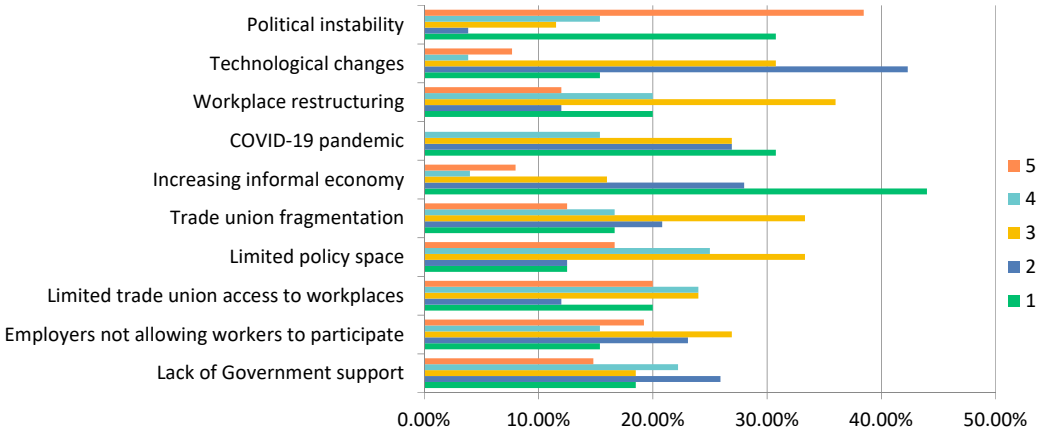
Scale 1-5 on importance



9

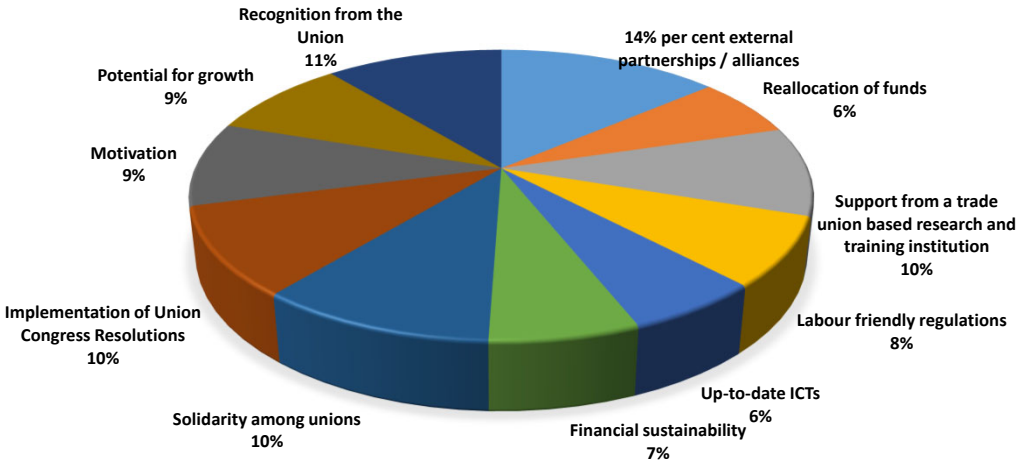
External limiting factors affecting the implementation of trade union education and training programmes

Scale 1-5 on importance

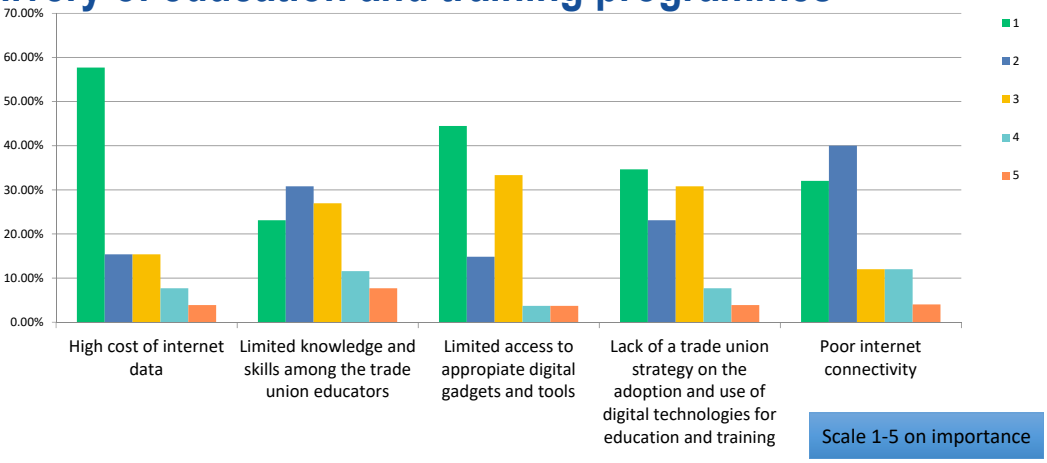


10

Enabling Factors for Education and Training Programmes

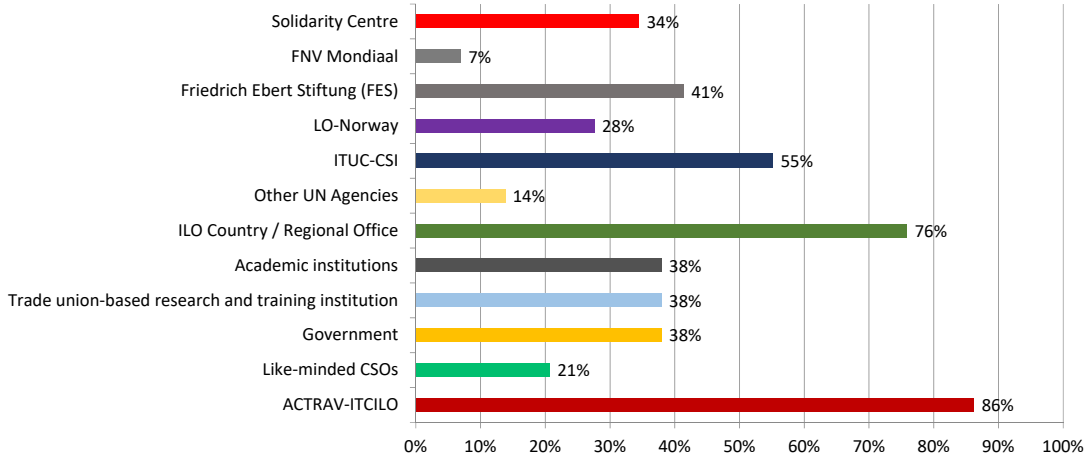


Limitations in the adoption of digital technologies for delivery of education and training programmes



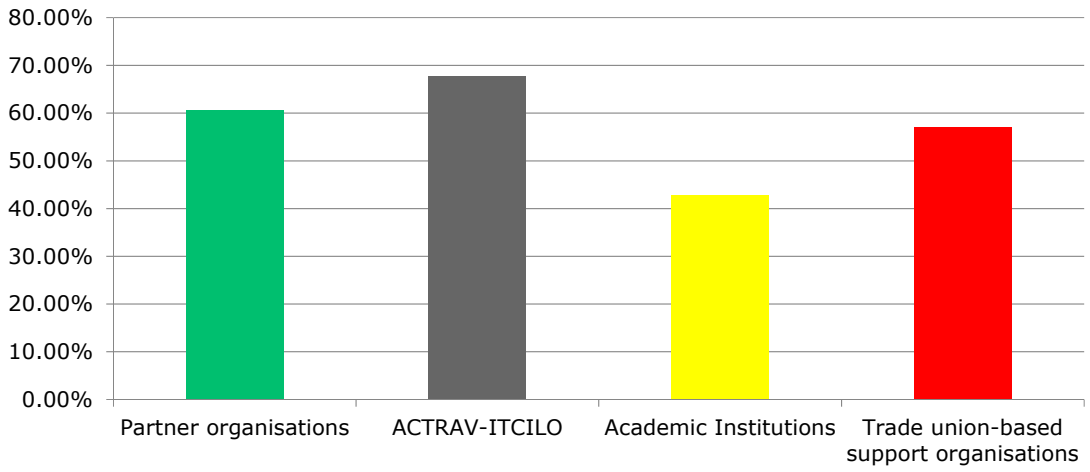
Scale 1-5 on importance

Other Actors in the provision of education and training services to union members



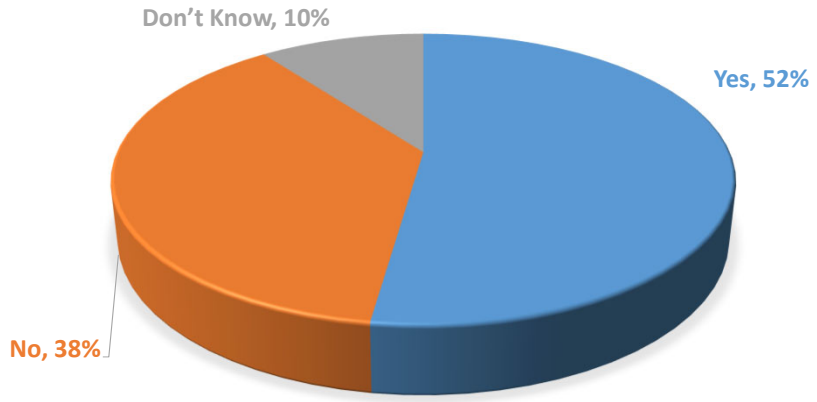
13

Who trains the trade union trainers?



14

Trade Unions with sustainability plan for education and training programmes



15

Preliminary Conclusions and Recommendations

Conclusion:

- Workers' education and training remains an important tool for continued existence and growth of trade unions

Recommendations:

- Inclusive education and training policies, which have a clause on budgetary allocation to education and training;
- Dedicated education and training departments optimally resourced;
- Well developed and implemented sustainability plans and strategies on education and training;
- Increased funding and self-reliance in implementing education and training programmes; and,
- Development of annual scheduled programming for education and training.

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Appendix 3

Table of operational activities for 2022 (by region)

Table of operational activities for 2022 (by region)

TITLE	VENUE	DATES	DUR	LANG	BT	GM	STAFF	SPONSOR FUNDS
Skills Development and Lifelong Learning in Africa	D	09-MAY-22 10-JUN-22	5 w	EN FR	N	2	Chakanya N. Bacconi L. Perrone Claudia E.	Fellowship Fund [Italy]
Development of Training Material on ICTs (In the field)	F	09-MAY-22 31-JUL-22	12.5 w	EN	N	2	Chakanya N. Klein D.	ITALY MAE
Decent work in trade and investment agreements: role and actions of trade unions in Africa (Windhoek)	F	25-JUL-22 26-JUL-22	0.5 w	EN	N	2	Mwamadzingo M. Klein D.	ILO RBTC TC ACTRAV
Elearning for Trade Union Educators(Kisumu, Kenya)	B-F	08-AUG-22 09-SEP-22	5 w	EN	N	2	Chakanya N. Bona E.	ILO RBTC TC AFRICA International Labour Organization (ILO)
Creating Adequate and Effective Social Security and Protection for All Workers: Strengthening the Role of Workers' Organisations	D	15-AUG-22 16-SEP-22	5 w	EN FR PT	N	2	Chakanya N. Cammarata M. Perrone Claudia E.	ILO RBTC TC AFRICA International Labour Organization (ILO)
Role of trade unions in dealing with political transitions, conflicts and disasters in West Africa (Conakry, Guinea)	F	29-AUG-22 31-AUG-22	0.5 w	EN	N	2	Mwamadzingo M. Klein D.	ITALY MAE
Promoting full productive and freely chosen employment	D	17-OCT-22 18-NOV-22	5 w	EN FR PT	N	2	Chakanya N. Cammarata M.	International Labour Organization (ILO)
Young workers and Trade Union revitalisation in Africa	D	14-NOV-22 16-DEC-22	5 w	EN FR PT	N	2	Chakanya N. Perrone Claudia E.	ILO RBTC TC AFRICA International Labour Organization (ILO)
Strengthening Organising Capacities of Trade Unions in a changing World of Work (East Africa)	D	28-NOV-22 16-DEC-22	3 w	EN	N	2	Chakanya N. Bona E.	International Labour Organization (ILO)
Strengthening TU capacities on Climate Change and Just transition for Egypt, Tunisia and Morocco	D	28-NOV-22 16-DEC-22	3 w	EN AR	N	2	Mwamadzingo M. Chakanya N. Ciot D. Boumerdassi A.	International Labour Organization (ILO)
Methodology workshop on ACTRAV/DTDA (Nairobi, Kenya)	F	15-DEC-22 17-DEC-22	0.5 w	EN	N	2	Mwamadzingo M. Ciot D.	International Labour Organization (ILO)

Africa

TITLE	VENUE	DATES	DUR	LANG	BT	GM	STAFF	SPONSOR FUNDS
Reforzar los sindicatos para ampliar los derechos y la democracia	D	14-MAR-22 15-APR-22	5 w	EN ES	N	2	Jimenez Jesus G. Perrone Claudia E.	ILO RBTC TC ACTRAV
Promocion del trabajo decente	D	09-MAY-22 10-JUN-22	5 w	ES	N	2	Jimenez Jesus G. Ciot D.	Fellowship Fund [Italy] ILO RBTC TC AMERICAS AND THE CARIBBEAN
Creating Adequate and Effective Social Security and Protection for All Workers: Strengthening the Role of Workers' Organisations	D	05-SEP-22 30-SEP-22	4 w	EN ES	N	2	Jimenez Jesus G. Perrone Claudia E.	ILO RBTC TC AMERICAS AND THE CARIBBEAN ITALY MAE
Ending discrimination and boosting measures that establish Equality, Equity and Fairness at Work	D	24-OCT-22 18-NOV-22	4 w	EN ES	N	2	Jimenez Jesus G. Perrone Claudia E.	ILO RBTC TC ACTRAV ILO RBTC TC AMERICAS AND THE CARIBBEAN
Promoting full, productive and freely chosen employment, decent work and income-generation opportunities(Montevideo)	B-F	31-OCT-22 25-NOV-22	4 w	EN ES	N	2	Jimenez Jesus G. Bona E.	Fellowship Fund [Italy] ILO RBTC TC AMERICAS AND THE CARIBBEAN International Labour Organization (ILO)
Latin America and the Caribbean								
Skills Development and Lifelong Learning: Developing Trade Union Policies, Strategies and Actions	D	14-FEB-22 25-MAR-22	6 w	AR	N	2	Cunningham H. Boumerdassi A.	International Labour Organization (ILO)
Creating Adequate and Effective Social Security Protection	D	05-SEP-22 30-SEP-22	4 w	AR	N	2	Jimenez Jesus G. Cammarata M.	International Labour Organization (ILO)
Trade Union Policy and Actions on Sustainable Development(Beirut, Lebanon)	B-F	07-NOV-22 30-NOV-22	3.5 w	AR	N	2	Toth E. Boumerdassi A.	International Labour Organization (ILO)
Arab States								
Workers' Online Community of Practice and Learning Platform. ILO ACTRAV | ACFTU South-South Cooperation Project Learning Platform	D	01-JAN-22 30-JUN-22	26 w	EN	N	2	Mapalo R. Boumerdassi A.	International Labour Organization (ILO)

TITLE	VENUE	DATES	DUR	LANG	BT	GM	STAFF	SPONSOR FUNDS
Social Dialogue for Solutions	D	11-APR-22 13-MAY-22	5 w	EN	N	2	Mapalo R. Perrone Claudia E. Boumerdassi A.	International Labour Organization (ILO)
Learning Cloud	C	23-MAY-22 24-MAY-22	0.5 w	EN	N	0	Cunningham H. Klein D.	International Labour Organization (ILO)
Economics at Work: Trade Unions Building Forward Better	D	23-MAY-22 17-JUN-22	4 w	EN	N	2	Mapalo R. Perrone Claudia E.	International Labour Organization (ILO)
Regional Workers' Digital Academy: Creating adequate and effective social security protection	D	15-AUG-22 16-SEP-22	5 w	EN	N	2	Mapalo R. Cammarata M.	Fellowship Fund [Italy] ILO RBTC TC ASIA AND THE PACIFIC
Training of Online Trainers for Trade Unions in Asia and the Pacific. ILO ACTRAV-ACFTU South-South Cooperation Project(In the field)	B-F	12-SEP-22 12-OCT-22	4.5 w	EN	N	2	Mapalo R. Ciot D.	ILO RBTC TC ACTRAV International Labour Organization (ILO)
Training on digital communication for trade unions	D	17-OCT-22 18-NOV-22	5 w	EN	N	2	Mapalo R. Perrone Claudia E.	International Labour Organization (ILO)
Regional Workers' Digital Academy: Decent Work in Digital Labour Platforms(Seoul (Glad Hotel Yeouido Seoul))	B-F	31-OCT-22 25-NOV-22	4 w	EN	N	2	Mapalo R. Cammarata M.	ILO RBTC TC ASIA AND THE PACIFIC International Labour Organization (ILO)
Economics and statistical analysis for wage negotiations and collective bargaining (Bangkok)	F	07-NOV-22 11-NOV-22	1 w	EN	N	2	Mapalo R. Bona E.	Fellowship Fund [Italy] Japan International Labour Foundation (JILAF)
Promoting full, productive, and freely-chosen employment	D	21-NOV-22 16-DEC-22	4 w	EN	N	2	Mapalo R. Boumerdassi A.	ILO RBTC TC ASIA AND THE PACIFIC
Asia and the Pacific								
Build trade union power to create a fairer Europe - linked to P4714285	C	01-JAN-22 31-DEC-22	52.5 w	EN	N	2	Toth E. Ciot D.	European Federation of Food, Agriculture and Touri [Belgium]
Backstopping of the ACTRAV project Unions Say 'Yes' to Revitalization - Building Union Power through Intergenerational Partnership - linked to P4714463	C	01-JAN-22 31-DEC-22	52.5 w	EN	N	2	Toth E. Klein D.	International Labour Organization (ILO)

TITLE	VENUE	DATES	DUR	LANG	BT	GM	STAFF	SPONSOR FUNDS
Distance training course on Project Design for EFFAT Affiliates - linked to P4714285	D	28-FEB-22 29-APR-22	9 w	EN ES FR IT	N	2	Toth E. Ciot D.	European Federation of Food, Agriculture and Touri [Belgium]
Project National Dialogue in Romania - Unions Say Yes to Revitalization - linked to P4714463 (Brasov, Romania)	F	18-MAR-22 18-MAR-22	0.5 w		N	2	Toth E. Lavrynovych V.	
Workshop on Gender Equality and Diversity - linked to P4714285 (Madrid, Spain)	F	28-MAR-22 29-MAR-22	0.5 w	EN ES	N	2	Toth E. Ciot D.	European Federation of Food, Agriculture and Touri [Belgium]
Skills Development and Lifelong Learning: Developing Trade Union Policies, Strategies and Actions	D	04-APR-22 29-APR-22	4 w	EN RU	N	2	Toth E. Lavrynovych V.	Fellowship Fund [Italy]
Unions Say 'Yes' to Revitalization - Sub-regional workshop for the Mediterranean countries - linked to P4714463 (Rome, Italy)	F	21-APR-22 22-APR-22	0.5 w	ES FR PT IT	N	2	Toth E. Lavrynovych V.	ILO - TRUST FUNDS
Workshop on Domestic Workers - linked to P4714285 (Brussels, Belgium)	F	09-MAY-22 10-MAY-22	0.5 w	EN ES FR IT	N	2	Toth E. Ciot D.	European Federation of Food, Agriculture and Touri [Belgium]
Unions Say 'Yes' to Revitalization Workshop on Strengthening Youth Representation and Resource Mobilization - linked to P4714463 (Ljubljana, Slovenia)	F	24-MAY-22 25-MAY-22	0.5 w	EN	N	2	Toth E. Lavrynovych V.	ILO - TRUST FUNDS
Building Trade Union Power in HRCT Sector - linked to P4714285 (Zagreb, Croatia)	F	31-MAY-22 01-JUN-22	0.5 w	EN ES FR	N	2	Toth E. Ciot D.	European Federation of Food, Agriculture and Touri [Belgium]
Study visit of the Institute of Professional Development of the Federation of Trade Unions of Uzbekistan	C	25-AUG-22 26-AUG-22	0.5 w	EN RU	N	0	Mwamadzingo M. Toth E. Smyk A.	Fellowship Fund [Italy]
Knowledge-sharing event: 'Breaking the Age Wall' - linked to P4714463	C	15-SEP-22 16-SEP-22	0.5 w	EN ES FR IT	N	2	Toth E. Smyk A. Bona E.	ILO - TRUST FUNDS
Build Trade Union Power to Create a Fairer Europe Final conference - linked to P4714285	C	26-SEP-22 28-SEP-22	0.5 w	EN ES FR IT	N	2	Toth E. Bona E. Cammarata M.	European Federation of Food, Agriculture and Touri [Belgium]
Trade Union Policy and Actions on Sustainable Development(Baku, Azerbaijan)	B-F	07-NOV-22 24-NOV-22	3 w	EN RU	N	2	Toth E. Smyk A.	ILO RBTC TC ACTRAV ILO RBTC TC EUROPE

TITLE	VENUE	DATES	DUR	LANG	BT	GM	STAFF	SPONSOR FUNDS
Youth in the Labour Market and in Trade Unions	D	14-NOV-22 09-DEC-22	4 w	EN RU	N	2	Toth E. Smyk A.	International Labour Organization (ILO)
Equal Pay	D	17-NOV-22 16-DEC-22	4.5 w	ES	N	2	Jimenez Jesus G. Ciot D.	International Labour Organization (ILO)
Europe and Central Asia								
Reforço das capacidades dos representantes sindicais nos âmbitos de diálogo social	D	21-FEB-22 18-APR-22	8.5 w	PT	N	2	Jimenez Jesus G. Perrone Claudia E.	IEFP - Portugal (Contribution) ITALY MAE
Global Workers' Digital Academy: Ending Discrimination and boosting measures that establish Equality, Equity and Fairness at work	D	07-MAR-22 08-APR-22	5 w	EN ES FR	N	2	Chakanya N. Ciot D. Perrone Claudia E.	ILO RBTC TC ACTRAV
Global Workers' Digital Academy on Ensuring Adequate and Effective Social Security and Protection for All Workers: Strengthening the Role	D	04-JUL-22 05-AUG-22	5 w	EN ES FR	N	2	Jimenez Jesus G. Perrone Claudia E.	Fellowship Fund [Italy] ILO RBTC TC ACTRAV
ACTRAV Team Meeting (La Thuile)	F	28-JUL-22 29-JUL-22	0.5 w	EN	N	2	Mwamadzingo M. Klein D.	ILO RBTC TC ACTRAV
Global Survey on Trade Union Education and Training	D	22-AUG-22 21-NOV-22	13.5 w	EN ES FR PT RU AR	N	0	Chakanya N. Ciot D.	Fellowship Fund [Italy]
Global Workers' Digital Academy on Trade Union Policy and Actions on Sustainable Development: How to Accelerate Agenda 2030 during the Decade of Action	D	29-AUG-22 30-SEP-22	5 w	EN ES FR	N	2	Toth E. Smyk A. Perrone Claudia E.	ITALY MAE
Promoting full, productive and freely chosen employment, decent work and income-generation opportunities	D	05-SEP-22 07-OCT-22	5 w	EN ES FR	N	2	Jimenez Jesus G. Ciot D.	Fellowship Fund [Italy] ITALY MAE
Global Workers' Digital Academy: Decent Work in Digital Labour Platforms. Coherent policy framework, establishing workers' rights and developing trade union strategies	D	26-SEP-22 28-OCT-22	5 w	EN ES FR	N	2	Mapalo R. Perrone Claudia E.	ILO RBTC TC ACTRAV
Validation workshop/IRToolkit INwork -SPGT	F	11-OCT-22 12-OCT-22	0.5 w	EN	T	2	Chakanya N. Smyk A.	International Labour Organization (ILO)

TITLE	VENUE	DATES	DUR	LANG	BT	GM	STAFF	SPONSOR FUNDS
Harnessing new approaches to Trade Union education: Book Project	D	24-OCT-22 10-DEC-22	7 w	EN ES FR	N	2	Mwamadzingo M. Ciot D.	International Labour Organization (ILO)
ELearning Course on the United Nations Sustainable Development Cooperation Framework and the Decent Work Agenda (MOOC)	D	07-NOV-22 22-DEC-22	7 w	EN	N	2	Mapalo R. Ciot D. Boumerdassi A.	International Labour Organization (ILO)
Global Dialogue on Trade Union Education 2022	D	14-NOV-22 09-DEC-22	4 w	EN ES FR	N	2	Mwamadzingo M. Cammarata M.	International Labour Organization (ILO)
Interrigional								

Legend:

- Core Activities
- Non-training activities without participants
- Non-training activities with participants
- Community of Practice