



REPORT TO THE 40TH MEETING
OF THE TRADE UNION TRAINING COMMITTEE
PROGRAMME FOR WORKERS' ACTIVITIES
2021

Report to the 40th Meeting of the Trade Union Training Committee of the ITCILO

Towards a World Class Workers' Global Education and Training Programme

This report covers the activities of the Workers' Programme in 2020 and the 2021 work plan.

This report includes information in response to the COVID 19 global pandemic that seriously affected the implementation of the Programme throughout 2020.

The report includes training activities scheduled for 2021.

Content

Section A

- Introduction
- ACTRAV ITC-ILO Turin Team
- 2020; The Year in Context
- 2020 Key Achievements
- Follow Up Comments Regarding the Conclusions and Recommendations from the TUTC meeting in 2020
- Workers' Activities Programme 2020: Key Data
- ACTRAV Training During the Global Pandemic of 2020
- New Skills, Approaches and Methodologies
- Key Aspects of the 2020 Programme
- Future Direction for the Programme

Section B

Flagship Activities

Workers' Inter-Regional Digital Academy on OHS, Living Wages and adequate working time protecting All Workers' in the World of Work

Inter-Regional Digital Workers' Academy on Trade Union Policies, Practices and Campaigns on Eliminating Violence and Harassment in the World of Work

Global Workers' Digital Academy: The Future of Work. Towards a Human-Centered Approach to a Better Future of Work, the Role of Trade Unions

Section C

Programme for Workers' Activities – Planned and Implemented Activities for 2020

Core and Tailor-Made Schedule for 2021

Section A

Introduction

The Bureau for Workers' Activities (ACTRAV) is the main link between the International Labour Organisation and the world of work through one of the three ILO constituents; workers' organisations.

The Programme for Workers' Activities is the training arm of the Bureau of Workers Activities (ACTRAV) and delivers training at the ITCILO in Turin, Italy and around the globe.

The role of the ACTRAV Programme of Workers' Activities is to:

- assist trade unions in their efforts to expand their memberships and activities;
- improve the bargaining capacity of trade unions;
- strengthen the ability of trade unions to represent workers; and
- reinforce trade union capacity to defend and promote the rights and interests of workers.

ACTRAV ITCILO based officers' work closely with ACTRAV colleagues in HQ, Geneva and in the field.

The content of the ACTRAV Programme reflects the wide range of issues that connected to the activities of workers' organisations as well as matters related to the mission and mandate of the ILO.

The Workers' Activities Programme relies on partnerships and the long-standing link across the wider global ILO and ACTRAV team. This team approach enables the programme to maintain and extend the resource base for trade union education and training activities.

In addition, ACTRAV ITCILO continues to enjoy positive professional relationships with many organisations, including trade union organisations and individuals around the globe.

ACTRAV ITCILO wishes to record its appreciation of the significant contribution made by the many colleagues, individuals, resource persons and organisations whose professionalism, dedication and commitment contributes greatly to the Programme's success.

For activities delivered in 2019, the above table illustrates where training occurred.

ACTRAV ITC-ILO Turin Team

Giulia Bertolino, Programme Secretary; Amina Boumerdassi, Programme Secretary; Inviolata Chinyangarara, Senior Programme Officer; Dana Ciot, Junior Programme Secretary; Henry Cunningham, Programme Manager; Mayada Ghulam, Programme Secretary; Ilaria Ianazzo, Programme Secretary; Jesus Garcia Jimenez, Senior Programme Officer; Daniela Klein, Programme Assistant; Mr. Rafael Mapalo, Programme Officer; Clelia Pellerino, Programme Secretary and Evelin Toth, Senior Programme Officer

Janet Johnson and Luis Miguel Monje Gutierrez provided significant levels of support to the work of ACTRAV over the period.

2020; The Year in Context

Building on the Centenary year, ACTRAV ITCILO looked forward to taking the vision of the ILO Centenary Deceleration and the work of the ACTRAV Bureau into our 2020 programme of work.

The pandemic that emerged from as early February, threw our well-designed plans off-track as ACTRAV, the ITCILO, the ILO and the wider world attempted to understand and to respond to the COVID 19 pandemic.

Faced with no possibility for international travel, the ACTRAV ITCILO programme moved online but importantly, the Programme kept the goal of supporting and strengthening workers' organisations through the delivery of effective training interventions firmly in focus.

Since those early days in 2020, the world has and is continuing to adjust to the pandemic.

ACTRAV ITCILO has responded by constantly evolving the training programme to ensure that all opportunities unleashed with the global surge in digital training tools and methodologies, is made available to the Programme and constituents.

The opportunities of 2020 also presented ACTRAV with a moment to consider how the workers' education programme might be delivered in the future as we review progress made in light of experience and the emerging expectations of ACTRAV learners.

COVID 19 also demonstrated the relevance of the ACTRAV programme in our work to support workers' organisations combat the effects of the pandemic, supporting their efforts to build back better.

Events of 2020 were not always a positive experience since we know of previous participants who we tragically lost to COVID 19 during the year and we think of those losses and reflect on many fine colleagues especially in workers' organisations, who are no longer with us.

Overall, the work of delivering an ACTRAV Programme in 2020 is a story of adaptability, creativity and success as this report will demonstrate.

2020 Key Achievements

Overview

Despite the profound challenges generated by the COVID 19 pandemic that changed the world in 2020, the Programme for Workers' Activities delivered in 2020 was another relatively successful year, building on the achievements of previous years.

In total **1459 participants** took part in the Programme across **23 training activities**.

The total number of **training days was 110** with a total of **7738 participant days**.

Women's participation across the Programme stands at **56%**.

Despite receiving their training via digital methods only, participants continue to comment highly regarding their training experiences.

The Programme offer continuous to be wide in scope. The Programme is committed to focus on quality, relevance, acting as a catalyst for further action leading to improvements for workers and for workers' organisations.

We know that the world of work in 2020 presented a rapidly challenging and complex set of situations.

The Workers' Activities Programme and the ACTRAV team in the ITCILO who deliver it, continue to provide direct support in strengthening workers organisations in meeting those challenges.

Throughout 2020, the Programme strived to ensure it remained relevant to trade unions and importantly, a vehicle for taking ILO priorities into trade union organisations and the wider world of work.

Information contained in this report provides information regarding the performance of the Programme for Workers' Activities in 2020. Furthermore, this report should facilitate a discussion concerning strategically important areas that enable the Programme to meet future challenges and opportunities, ensuring the Programme will continue to make an outstanding contribution to the work of ITCILO, the Bureau for Worker's Activities and the ILO.

Follow Up Comments Regarding the Conclusions and Recommendations from the TUTC meeting in 2020

Work-plans, Objectives and Methodologies

The TUTC:

- a) Adopts the Report of the training programme conducted in 2019 and congratulates ACTRAV Turin in implementing a comprehensive range of training activities throughout the year;
- b) Acknowledges the dedication and professionalism shown by the ACTRAV Turin team in delivering the Programme during the COVID Pandemic in 2020;
- c) Recommends that further work be undertaken to strengthen communications between ACTRAV Turin and the TUTC by ensuring a fluid and continuous interaction between ACTRAV Turin and the Workers' Group Secretariat;

Experience of 2020 has demonstrated the importance of good communications. Over the last 12 months the TUTC and ACTRAV ITCILO has met (online) several times resulting in greater support to the ACTRAV programme.

- d) Recalls its advisory role on matters related to the ACTRAV Training Programme including how the TUTC can offer support to the Programme;
- e) The TUTC stands ready to assist ACTRAV Turin in the development of partnerships with workers' organisations that further support the work of the Programme;
- f) Recommends that ACTRAV Turin adopt a standardised approach when visually presenting activities within the annual report;
- g) Recommends that when submitting core training activities for consideration, ACTRAV Turin provides additional information (such as learning aims and objectives) to enable decision making regarding the suitability of topics for inclusion in the Core Programme;

This work is ongoing.

Activity managers in particular are aware of providing as much detail as possible (through course descriptors and briefing notes) when proposing training activities.

- h) Encourages the team in ACTRAV Turin to be creative in designing and delivering training interventions;

ACTRAV ITCILO is committed to applying innovative and responsive tools and techniques in all ACTRAV training interventions.

- i) Recommends that a balance be maintained between digital training and traditional face to face training methodologies;

Currently (May 2021) international travel is not allowed to or from the ITCILO.

The Programme remains committed to applying traditional face-to-face training as and when the modality is permitted and appropriate.

- j) Would like to receive a detailed report concerning the opportunities and challenges in offering digital learning across all the regions of the globe;

This topic is currently the subject of a wider ACTRAV discussion.

Following the conclusion of this discussion, it is expected that a comprehensive report will be circulated for discussion later this year.

- k) Recommends that when developing training programmes ACTRAV Turin take into consideration that training activities should have at their heart the collective nature of trade union learning processes. This should be maintained irrespective of the chosen training methodology. While distance learning can be positive in reaching out to more participants, it might lead to engage in trainings outside working hours. Efforts should therefore be made to ensure that the design and implementation of distance learning training activities are part of the worker lifelong learning process.

Irrespective of the training methodology (F2F, Blended or online), collaborative learning remains central to ACTRAV training methodology.

- l) Would like to receive information regarding the roster of experts, the bank of key resources as well as the guidelines offered to participants designed to enable them to access key materials and resources post training activities;

ACTRAV ITCILO is currently reviewing how best to present this information. A draft format will be included as part of the interim report for the Programme covering the first half of 2021.

- m) Reiterates the importance of ensuring that International Labour Standards are mainstreamed in all training activities and that the MNE Declaration is systematically integrated in global supply chains training activities;

- n) Looks forward to receiving a detailed report regarding the digital workers academies implemented in 2020;

A draft is included as part of this report. More detail will emerge as the ITCILO releases all the data for 2020 training activities.

- o) Recommends that ACTRAV Turin start a discussion on the Future of Trade Union Education with the Secretariat of the Workers' Group, in order to prepare a survey to be conducted with the education departments of national trade union centres and trade union training centres. The goal of the survey is to collect information to serve as a basis for an in depth analysis of the trade union training needs.

ACTRAV ITCILO is committed to undertaking this survey. We need to schedule meetings with relevant experts to progress this matter.

- p) Recommends to the Director of the ITCILO that measures are put in place that will increase the number of workers' in ITCILO Academies; and
- q) Looks forward to receiving from the Director of the ITCILO, an invitation to take part in structured discussions concerning the ITCILO Strategic Plan for 2022-2025.

Activities for 2020-2021

The TUTC:

- I. Endorses the draft Core Programme for 2021 and calls an extraordinary meeting in March in 2021 in light of the exceptional situation in order to assess the situation and decide on the format and content of the activities for the second semester.

Workers' Activities Programme 2020: Key Data

Activities, Participants, Days of Training and Participant Day 2016 to 2020

The 2020 Programme, because of the COVID pandemic and the need to move the programme online, saw a fall in the number of training activities, days of training and number of participant days. The Programme however did see an increase in the number of participants

GROWTH OF ACTIVITIES, PARTICIPANTS, DAYS OF TRAINING AND PARTICIPANT DAYS					
Year	2016	2017	2018	2019	2020
No. training activities	49	37	43	31	23
No. participants	1,641	1,419	1,373	1,233	1,459
No. days of training	311	209	244	207	110
No. participant days	12,893	9,027	8,667	9,290	7,738

Participants by Region 2016 to 2020

Region	Participants 2016	Participants 2017	Participants 2018	Participants 2019	Participants 2020
Africa	290	162	246	354	555
Americas	693	700	548	371	546
Asia - Pacific	347	187	212	236	226
Europe and Central Asia	26	15	28	257	79
Arab States	284	343	339	15	53

Overall, the programme continues to address regional priorities with a training offer that is truly global in outreach.

Participants by Age (Core Programme)

Age (% of all core courses)	33 years or below	36 - 45 years	46-55 years	Over 55 years
2017	28%	53%	15%	4%
2018	27%	46%	19%	8%
2019	27%	45%	24%	4%
2020	29%	35%	23%	12%

The age of participants receives great consideration when reviewing applications to the Programme.

Data indicates that the online offer is attracting greater amounts of older participants to the core programme.

Financial Report 2020

	2016	2017	2018	2019	2020	Difference vs previous year
Italian contribution	€360,000	€210,000	€240,000	€280,000	€265,000	€15,000
RBTC/TC/ACTRAV	€775,855	€674,935	€787,610	€582,797	€877,706	€294,909
RBTC/TC/REGIONAL	\$284,000	\$173,513	\$299,220	\$180,318	\$144,924	€35,394
ILO Various	€340,738	€56,063	€99,078	€88,728	€52,676	€36052
Captive (special allocation ACTRAV/ACTEMP) including Surplus	€90,000	€240,712	€140,000	€160,000	€0	€160,000
Additional allocation from training Department	€180,000	None	€28,730	€30,000	€0	€0
Contribution from projects	€451,276	€497,549	€358,488	€511,500	€522,825	€11358
Self-paying	€18,301	€7,500	€15,000	€8,280	€0	0

	2015	2016	2017	2018	2019	2020
Total income	€2,497,372	€2,558,575	€1,834,576	€2,004,417	€1,865,503	€672,110
Total CFC	€811,465	€719,490	€567,780	€606,472	€531,896	€401,019
%CFC vs Target	85%	91.1%	71%	93.3%	77.1%	62%
Target	€950,000	€790,000	€800,000	€650,000	€690,000	€650,000

Allocation of captive funds

Italy MAE	
2013	
2014	
2015	
2016	
2017	
2018	
2019	
2020	

Allocation of regional RBTC

RBTC/TC	
2013	\$182,000
2014	\$234,000
015	\$263,000
2016	\$284,000
2017	\$173,513
2018	\$299,220
2019	\$180,318
2020	\$177,619

**Including allocation from the Training Department.*

Ensuring a Gender Balance

The ITCILO collects gender-disaggregated data that shows the level of women's participation in training activities.

Along with ACTRAV, the Centre places great emphasis on achieving a gender balance in all areas of its work.

ACTRAV ITCILO contributes to this goal by:

- Prioritising the selection of women participants
- Prioritising the involvement of women as resource persons
- Promoting the empowerment and development of women trade union leaders
- Mainstreaming a gender approach in all ACTRAV activities; and
- Maintain a gender equality and diversity focal point within the team.

Overall Participation of Women to the Programme

	%		Total Number
Women	56%		814
Men	44%		645

Women Participation 2020 by Region (on total number of women)

Region	Africa	Americas	Asia	Europe	Arab States
Women participation	29%	44%	17%	8%	2%

Women Participation 2020 by Region (on total of regional participants)

Region	Africa	Americas	Asia	Europe	Arab States
Women participation	43%	65%	60%	81%	34%

ACTRAV Training During the Global Pandemic of 2020

Early in 2020 and inspired by the ILO Centenary Declaration of 2019, ACTRAV ITCILO continued to deliver a scheduled comprehensive training programme.

In February 2020, however, all face-to-face learning activities were stopped with some pre-scheduled activities converted to digital learning.

Throughout 2020, ACTRAV ITCILO never stopped working at any point during the pandemic.

From March to mid-May, ACTRAV ITCILO, following in the footsteps of the wider ACTRAV Bureau, took a moment to listen to workers' organisations as they faced the effects of the pandemic with a focus on protecting lives and safeguarding jobs and businesses. This resulted in the design and implementation of new technical topics in response to the new reality created by the pandemic.

As part of this process rescheduling, work took place across the team and with the wider ACTRAV Bureau to position the programme as a global leader in delivering an online workers' education training and education programme.

With the assistance and guidance of the TUTC, key elements of the Programme were reoriented to focus on new and emerging challenges. This process set the future direction of the Programme, especially for the second half of 2020.

The human cost of the pandemic was and continues to be great, disproportionately striking the most vulnerable and disadvantaged. Throughout 2020, ACTRAV ITCILO was mindful of the real cost of COVID in everything the Programme tried to achieve.

Except for a few weeks at the start of the pandemic in 2020, ACTRAV staff continued to operate out of the ITCILO, serving the needs of the programme even during the harshest conditions when the city and region was in the most severe form of lockdown.

Indeed, during the year, many staff faced personal sacrifices as they witnessed the effects of the pandemic on family members without having the ability to travel home.

Every member of the team has responded by making extra ordinary efforts to keep the programme on track, delivering effective training interventions that further strengthen workers' organisations during their greatest need.

What ACTRAV ITCILO faced together throughout 2020 and the manner in which the team responded is testament to the commitment, and resilience of ACTRAV and the wider ITCILO is serving the needs of constituents.

New Skills, Approaches and Methodologies

In response to the collapse of face-to-face learning opportunities, ACTRAV ITCILO, building on previous distance learning successes, designed and implemented a new methodology to ensure the programme continued to offer training for workers' organisations.

In addition and throughout 2020, the ITCILO provided support in the form of HRS programmes designed to support staff acclimatise to the new demands thrown up by the rapidly changing training conditions.

Operating against a backdrop of the freezing of non-essential ITCILO budgets and vacant staff positions remaining unfilled as the Centre attempted to realign expenditure with income. This meant that staff often had to work beyond the normal in a concerted attempt to mitigate the effects of the pandemic on the wider organisation and the ACTRAV Programme.

In this respect, each ACTRAV staff member applied the highest commitment and professional standards to their work in order that the Programme continued to support workers' organisations as they faced the immense front line challenges presented by COVID.

Work in supporting workers' organisations during 2020 required new training methodologies, new approaches and work routines. Teleworking was mandatory during some critical periods throughout 2020 and ACTRAV staff managed to ensure the continuing operational effectiveness of the programme and at the same time, minimise any sense of isolation by holding regular and inclusive online meetings

All of this was achieved with a backdrop of personal sacrifices as ACTRAV staff constantly ensured the safeguarding of themselves, families ensuring the ability to continue to deliver the ACTRAV Programme in the most challenging set of operating conditions in living memory.

Key Aspects of the 2020 Programme

In facing the effects of the pandemic, the Programme witnessed even further, pre-existing decent work deficits, increasing levels of poverty and inequality for many workers around the globe

In response to this and throughout 2020, ACTRAV Turin invited considerable numbers of workers' organisations into our online programme, a programme that sought to present sustainable solutions within the context of delivering training using digital solutions all within the every present shadow of often changing COVID conditions.

ACTRAV ITCILO throughout 2020, implemented a programme of activities focussed on the immediate and most important aspects of the pandemic that union organisations were reporting as priorities for them and their members.

A comprehensive set of activities focussed on supporting unions to protect workers through OSH safeguards and decent working conditions during the pandemic were implemented on-line, taking the form of one global digital academy followed by four regional academies

In addition, and to ensure that the work of the ILO continued despite the pandemic, ACTRAV ITCILO implemented a global academy and four regional academies that took forward the ILO's mission, to eliminate violence and harassment in the world of work.

The implementation of both these programmes required a high level of collaborative work involving all colleagues in ACTRAV ITCILO and across the ACTRAV Bureau. This collaboration was combined with a new digital methodology to deliver training, drawing inspiration and knowledge from online distance training activities previously implement over many years by ACTRAV ITCILO.

In addition, regional online training based on the articulated needs of workers' organisations, were offered throughout 2020 complementing the 'flagship' activities related to OSH and Violence and Harassment.

Participants embraced the online training offer, collaborating with each other and building collective strength. Such has been the commitment of ACTRAV participants; they often join training activities from their offices and homes, when traveling on public transport and sometimes engaging in webinars whilst in their cars.

Working methods to bring training to constituents have been transformed with activity managers and resource persons delivering two or more webinars covering different time zones in a single day, often rising early in the morning and working late into the evening to provide training around the globe.

Throughout 2020, the safety of ACTRAV staff was to the utmost, across the team and the wider ITCILO including ACTRAV resources persons, as everyone connected to the Programme ensured the continuity of the programme, visibility and relevance of the programme to workers' organisations and their representatives.

Over the year, the Programme, realising the importance of securing decent working conditions as the pandemic raged around the globe, implemented a global and region training programme to strengthen workers' organisations capacity to protect workers at a time when they were most vulnerable.

Except for a few weeks at the start of the pandemic in 2020, the ACTRAV team continued to operate from the ITCILO, serving the needs of the Programme even during the harshest conditions when the City of Turin, the region and Italy faced COVID and the most severe forms of lockdown.

Indeed, during the year, many staff faced personal sacrifices as they witnessed the effects of the pandemic on family members.

Every member of the team has responded by making extra ordinary efforts to keep the programme on track, delivering training interventions that further strengthen workers' organisations during their greatest need.

Finally but not least, the safety and security of participants was throughout 2020 in the forefront of everything ACTRAV did when designing and implementing activities. Unfortunately, we are aware that several previous participants to ACTRAV training activities have sadly been taken by COVID. Our thoughts are with them, their families and colleagues.

Future Direction for the Programme ?

What lessons can we take from 2020?

ACTRAV ITCILO has demonstrated extraordinary levels of:

- commitment and resilience
- professional capacities and technical skills
- collaboration leading to the application of a common purpose in strengthening the technical capacity of workers' organisations

In carrying out a substantive programme of work, in many ways, 2020 demonstrated the very best of what can be offered.

The Programme created new opportunities as we discovered 'a new normal', adapting working processes and arrangements to what was unpredictable and often a rapidly changing and complex set of circumstances.

ACTRAV is also a learning organisation as we learn to do things better, identify what is good and beneficial and what needs to be permanent in our everyday work.

The programme continued to be both transformative and innovative as we ensured we met the needs of workers' organisations.

The excellent work done in developing an effective and sustainable online training methodology gives the programme an excellent opportunity to go further.

As a recap, the key features of the ACTRAV online training methodology are:

- Applying a uniform digital training methodology (in response to the COVID Pandemic);
- Systematically making use of a modular design in training activities, each module sharing essential training elements;
- Making use of a dedicated module to prepare participants to learn online;
- Ensuring continued collaboration and mutual support (internally) across the ACTRAV Turin team;
- Remain committed to a participant centred focus that supports, encourages and engages with participants;
- Applies an innovative use of a range of digital tools and online methods in digital learning activities: for example, webinars, break-out rooms, digital graduations, games and quizzes;
- Ensure the programme continues to be innovative, adaptable and creative.

On Programme finance, experience gained in 2020 has shown that online activities can sometimes (but not always) be around 50% of the cost of face-to-face training. It is however difficult to make direct correlations since online learning can attract a greater number and a more diverse set of participants.

Any savings are being reinvested back into future training activities to ensure the development of a standardised modular format to the programme with an increased focus on the quality of the participant's online experience. This focus will enable participants to make use of a greater intuitive feel to their online training; promoting, aiding and encourage successful learning outcomes.

Additional learning materials, specifically designed to support the online participant are also being developed. This will include guides to enable participants to get the best use from ACTRAV designed modules.

Online implementation also supports actions that will strengthen the programme. For example, online methodology makes easier a systematic and regular post course evaluation of training which will capture the impact and outcome of training activities.

An every present challenge is to develop operational and practical methodologies that offer real solutions to issues such as the 'digital divide', enabling every potential participant that wishes to access the ACTRAV programme, the ability to do so.

This means that the Programme must identify ways of improving access through sustainable and practical solutions. This should be a central objective of the Programme given the unlikely return to face-to-face training in the coming period.

2020 saw the successful implementation of a much-needed programme in a rapidly moving and challenging environment. Everyone associated with the Programme should take a degree of satisfaction and a sense of pride in 2020 achievements.

The programme that has emerged from the lessons learnt in 2020, provides a high degree of confidence in the future. This confidence has been earned by everyone linked to the Programme including our participants.

There is a sense of real optimism about ACTRAV digital training, building a shared vision and mission that will steer the programme forward. There is further work to do, the journey continues.

That said, the Programme continues to face enormous challenges and despite these and at the time of writing, ACTRAV Turin is implementing an ambitious online programme for 2021. Better times are ahead as we continue to ensure connectivity and relevance with workers' organisations.

We must continue to progress our work sowing the seeds for the successful implementation of the Programme for Workers' Activities into the future.

Section B

This section of the report gives a brief snap shot of three key flagship activities delivered in 2020.

Workers' Inter-Regional Digital Academy on OHS, Living Wages and adequate working time protecting All Workers' in the World of Work

In total 435 participants took part in this thematic activity composing of one inter regional activity and four regional activities.

In brief, this activity was designed to be a direct response to the COVID pandemic and focussed on:

- Getting a better appreciation of union actions on OSH, living wages, and working hours in the context of the COVID-19 crisis;
- Developing an improved understanding of the challenges and benefits, and application of CLS and OSH conventions;
- Building stronger trade union responses to the COVID-19 crisis and recovery, particularly in the areas of OSH, incomes, and work hours;
- Developing proposals for improved and responsive policies at the national and enterprise levels; and
- Generating trade union strategies to promote and protect the rights and health of specific categories of workers.

The outcomes for the training were to enable participants to:

- Acquire knowledge on emerging trends on workers organizations' involvement in social dialogue during a crisis in general and within the COVID-19 context in particular, based on key principles of social dialogue focused on the relevant ILS (C.144 and R.205).
- Discuss the benefits and challenges of applying ILO Conventions on OSH, specially C.155, C.161, and C.187 in the context of COVID-19.
- Discuss the importance of strengthening the capacity of trade union organization on OSH in the context of the COVID-19 Pandemic.
- Discuss the importance of developing research skills and policy analysis in trade union organizations, at the national and sectoral levels.
- Discuss the importance of applying ILO Conventions on special working arrangements linked to adequate working time (C.168, employment promotion, and protection against unemployment), living wages (C.95, protection of wages), access to health and paid leave (C.121, employment injury benefits), and decent work conditions within the COVID-19 crisis.
- Analyze possible special measures for specific categories of workers (gender approach, young workers and migrant workers among others) and sectors in light of COVID-19, such as the health and care sector, among others.

Inter-Regional Digital Workers' Academy on Trade Union Policies, Practices and Campaigns on Eliminating Violence and Harassment in the World of Work

In total 399 participants took part in this thematic activity composing of one inter regional activity and four regional activities.

In brief, this activity was designed to take forward actions concerning the ILO Convention 190 and Recommendation 206:

The outcomes for the training were to enable participants to:

- Discuss the strengths and challenges of ratifying and applying ILO Convention 190, and its Recommendation 206
- Discuss the importance of strengthening the capacity of trade union organization on Preventing and Eliminating Violence and Harassment in the World of Work in the context of the COVID-19 Pandemic.
- Improve workers' skills on policy analysis and legislative advocacy to enable them come up with policy proposals and programmes that are harmonized with C190 and R206 for submission and consideration of tripartite partners and legislators.
- Analyze possible special measures for specific categories of workers (gender approach, young workers, migrant workers among others) and sectors such as health and care workers, domestic workers, and migrant workers, among others.
- Identifying Trade Union Policies, Practices and Campaigns linked to prevent and eliminate violence and harassment in the world of work, including work places and assist trade unions to upscale and innovate for better impact and outcomes at the workplace.
- Explore the establishment or strengthening of a regional trade union platform for cooperation, communication, and knowledge sharing on preventing and eliminating violence and harassment in the world of work.
- Acquire knowledge on workers' organizations involvement in social dialogue

Global Workers' Digital Academy: The Future of Work. Towards a Human-Centered Approach to a Better Future of Work, the Role of Trade Unions

In total 99 participants took part in this thematic activity composing of one inter regional activity.

The outcomes for the training were to enable participants to:

- Promote the application of the Centenary Declaration in the national context
- Develop trade union initiatives to put in practice the recommendations of the Global Commission's report and Centenary Declaration in the national context
- Analyse the impact of COVID-crisis on different groups of workers in the country or sector
- Compare experiences on trade union strategies and new avenues for organising/new services in the context of the pandemic
- Analyse positive and negative aspects of flexibilization of workplaces
- Develop ideas for action to support workers in voluntary and involuntary teleworking arrangements
- Identify the environmental challenges affecting their countries/sectors
- Develop proposals for the application of the Guidelines for a just transition
- Analyse four scenarios for the future of the unions: (i) Marginalization; (ii) Dualization, (iii) Replacement and (iv) Revitalization
- Develop ideas for action aimed at better inclusion, participation and representation of women, youth, diversity groups, migrants including workers in non-standard or new and emerging forms of work etc. in trade union activities and decision-making bodies

Section C

Programme for Workers' Activities – Planned and Implemented Activities for 2020

COORD CODE	TITLE	VENUE	DATES	DUR	LANG	TOT DOT	TOT PART	TOT DAYS
A1713392	Understanding Workers Rights in the context of COVID-19	D	22-JUN-20 17-JUL-20	4 w	EN FR	4	131	524
A1713602	Programme de formation à distance sur l'économie informelle et la protection sociale	D	28-SEP-20 06-NOV-20	6 w	FR	6	105	630
A1713557	Africa Regional Digital Academy on OHS, Living Wages and adequate working time protecting All Worker in the World of Work	D	12-OCT-20 06-NOV-20	4 w	EN FR	4	35	140
A1712741	Africa Regional Digital Workers Academy on Trade Union Policies, Practices, and Campaigns on Eliminating Violence and Harassment in the World of Work	D	09-NOV-20 04-DEC-20	4 w	EN FR PT	4	89	356
A1712742	Tools and Strategies for Strengthening Tripartism, Social Dialogue and Collective bargaining in Times of Crisis	D	16-NOV-20 11-DEC-20	4 w	EN	4	34	136
A1713983	Programme de formation à distance pour les responsables syndicaux sur la Déclaration de principes tripartite sur les entreprises multinationales et la politique sociale	D	16-NOV-20 11-DEC-20	4 w	FR	4	37	148
A1713289	Formation syndicale sur élimination de la violence et le harcèlement dans le monde du travail Sous-région de Afrique centrale	D	25-NOV-20 26-NOV-20	0.5 w	EN FR	1	16	16
AFRICA Total						27	447	1,950
A2712744	Déficits de trabajo decente en la economía rural; retos para la organización sindical	D	09-MAR-20 27-MAR-20	3 w	ES	3	13	39
A2713275	Formación a distancia para la promoción del trabajo decente I	D	20-APR-20 03-JUL-20	11 w	EN ES	11	145	1,595
A2713560	OHS, living wages and adequate working time Protecting Workers in the World of Work	D	19-OCT-20 13-NOV-20	4 w	EN ES	4	149	596

A2713406	Formación a distancia sobre economía del cuidado	D	26-OCT-20 11-DEC-20	7 w	ES	7	42	294
A2712743	Ending violence and harassment at work / Formacion sindical sobre violencia y acoso en el lugar de trabajo	D	09-NOV-20 04-DEC-20	4 w	EN ES	4	150	600
E2014110	Servicios en tecnologías digitales	C	03-DEC-20 31-DEC-20	4.5 w	ES	0	0	0
AMERICAS Total						29	499	3,124
A3513134	Developing Union Strength through Skills and Learning; A Training Workshop for Trade Union Leaders (Dhaka)	F	24-FEB-20 26-FEB-20	0.5 w	EN	3	26	78
A3713288	Education for Trade Union Strength	D	18-MAY-20 26-JUN-20	6 w	EN	6	47	282
A3713558	Regional digital academy on occupational safety and health, living wages and adequate working time - protecting workers in the workplace	D	12-OCT-20 13-NOV-20	5 w	EN	5	50	250
A3713556	Eliminating Violence and Harassment in the World of Work	D	26-OCT-20 20-NOV-20	4 w	EN	4	39	156
A3713544	Building an Inclusive Future through Social Dialogue, Tripartism, and Collective Bargaining	D	23-NOV-20 18-DEC-20	4 w	EN	4	45	180
ASIA Total						22	207	946
E4013076	Strengthening Young Workers Voices for the Future of EU Industry	C	20-JAN-20 31-DEC-20	50 w	EN	0	0	0
E4013059	To cover the costs of organizing training on IndustriAll-Europe Youth Academy - linked to P4513057	C	02-MAR-20 05-MAR-20	1 w	EN FR IT	0	0	0
A4713559	OHS, living wages and adequate working time Protecting Workers in the World of Work	D	26-OCT-20 20-NOV-20	4 w	EN RU	4	19	76
A4712747	Tackling violence and harassment in the world of work	D	07-DEC-20 11-DEC-20	1 w	EN RU	5	38	190
EUROPE Total						9	57	266
A5713410	Using International Labour Standards to achieve Decent Work and Social Justice in the Arab States	D	15-JUN-20 07-AUG-20	8 w	EN AR	8	69	552
ARAB STATES Total						8	69	552

E9013194	ILO PSI and revenue adjustments for ACTRAV	C	01-JAN-20 31-DEC-20	52.5 w	EN	0	0	0
E9713481	TUTC information sharing meeting	D	19-JUN-20 19-JUN-20	0.5 w	EN ES	0	0	0
E9713501	TUTC information sharing meeting 2	D	29-JUN-20 29-JUN-20	0.5 w	EN ES	0	0	0
A9713562	Global Workers' Digital Academy: OHS, Living Wages and adequate working time Protecting All Workers in the World of Work	D	31-AUG-20 02-OCT-20	5 w	EN ES FR	5	51	255
A9713561	Global Workers' Digital Academy: Trade Union Policies, Practices and Campaigns on Eliminating Violence and Harassment in the World of Work	D	14-SEP-20 16-OCT-20	5 w	EN ES FR	5	67	335
A9712738	Global Workers' Digital Academy: The Future of Work. Towards a Human-Centered Approach to a Better Future of Work, the Role of Trade Unions	D	02-NOV-20 04-DEC-20	5 w	EN ES FR	5	62	310
INTERREGIONAL Total						15	180	900

Core and Tailor-Made Schedule 2021

COORD CODE	TITLE	VENUE	DATES	DUR	LANG	TOT DOT	TOT PART	TOT DAYS
A1714336	Universal Social Protection	D	22-MAR-21 23-APR-21	5 w	EN FR	5	50	250
C1013261	ACTRAV Trade Union Guide: How to develop a strategic plan for trade union development	C	13-APR-21 06-JUL-21	12.5 w	EN	0	0	0
A1714381	Acabar com a violência e o assédio no mundo do trabalho: sensibilização com vista a melhorar as estratégias e políticas sindicais	D	26-APR-21 30-APR-21	1 w	PT	2	50	100
A1714337	International Labour Standards: strengthening workers' priorities in the context of the pandemic	D	14-JUN-21 09-JUL-21	4 w	EN FR	4	50	200
A1714198	Unions in Transition: Developing Union Policies, Strategies and Actions	D	05-JUL-21 06-AUG-21	5 w	EN FR	5	50	250
A1714191	Digitalisation of the Workplace and Platform Mediated Jobs: Developing Union Policies, Strategies and Actions	D	12-JUL-21 13-AUG-21	5 w	EN ES	5	60	300
A1714192	Using Technology to Strengthen Trade Union Actions: Developing Union Policies, Strategies and Actions.	D	06-SEP-21 08-OCT-21	5 w	EN FR PT	5	60	300
A1714205	Skills Development and Lifelong Learning: Developing Union Policies, Strategies and Actions	D	01-NOV-21 03-DEC-21	5 w	EN FR	5	60	300
AFRICA Total						31	380	1,700
A2713953	Estrategias Digitales para Líderes Sindicales. Experiencia Piloto en Realidad Virtual	D	15-FEB-21 26-MAR-21	6 w	ES	9	25	225
A2713951	Formación a distancia para la promoción del trabajo decente	D	22-MAR-21 23-APR-21	5 w	ES	5	53	265
A2713955	E-learning Methodologies to Promote Decent Work Agenda	D	12-APR-21 14-MAY-21	5 w	EN ES	5	50	250
A2714331	ILS and workers' priorities in the context of the pandemic. Special focus on OSH Standards (as a fundamental right) and on C. 190	D	12-APR-21 14-MAY-21	5 w	EN ES	5	50	250
A2714492	Digital strategies for trade union leaders, Virtual Reality experience II	D	19-APR-21 16-JUL-21	13 w	ES	13	45	585
A2714190	Digitalisation of the Workplace and Platform Mediated Jobs: Developing Union Policies, Strategies and Actions	D	12-JUL-21 13-AUG-21	5 w	EN ES	5	60	300
A2713952	Regional course on Decent Work for a Just Transition	D	13-SEP-21	4 w	ES	4	50	200

			08-OCT-21					
A2714200	Unions in Transition: Developing Union Policies, Strategies and Actions	D	13-SEP-21 15-OCT-21	5 w	ES	5	50	250
A2714202	Skills Development and Lifelong Learning: Developing Union Policies, Strategies and Actions	D	01-NOV-21 03-DEC-21	5 w	ES	5	50	250
AMERICAS Total						56	433	2,575
A3714235	Continuing education for paralegals(Dhaka, Bangladesh)	B-F	20-JAN-21 05-MAR-21	6.5 w	EN	6	27	162
E3714236	Assessment and certification of TU Paralegals	D	25-JAN-21 20-FEB-21	4 w	EN	0	0	0
A3714237	Transforming the paralegal complaints form into an electronic format	D	15-FEB-21 31-MAR-21	6.5 w	EN	4	27	108
A3714261	Online course on Collective Bargaining	D	18-FEB-21 31-MAR-21	6.5 w	EN	7	48	336
A3714262	Online course on Trade Union Administration	D	18-FEB-21 31-MAR-21	6.5 w	EN	7	48	336
A3714335	International Labour Standards with a special focus on Freedom of Association and Collective Bargaining	D	28-JUN-21 23-JUL-21	4 w	EN	5	50	250
A3714189	Digitalisation of the Workplace and Platform Mediated Jobs: Developing Union Policies, Strategies and Actions	D	12-JUL-21 13-AUG-21	5 w	EN	5	60	300
A3514529	Application of the Bangladesh Labour Law and Industrial Relations Policies in Workers' Case Handling (Dhaka Bangladesh)	F	15-JUL-21 16-JUL-21	0.5 w	EN	2	35	70
A3514530	Training on Representation of Workers in the Labour Courts (Dhaka, Bangladesh)	F	27-JUL-21 29-JUL-21	0.5 w	EN	3	35	105
A3714199	Unions in Transition: Developing Union Policies, Strategies and Actions.	D	09-AUG-21 10-SEP-21	5 w	EN	5	50	250
A3714196	Future of Work: Developing Union Policies, Strategies and Actions Leading to the Workers' Rights	D	27-SEP-21 29-OCT-21	5 w	EN	5	50	250
A3714204	Skills Development and Lifelong Learning: Developing Union Policies, Strategies and Actions	D	01-NOV-21 03-DEC-21	5 w	EN	5	50	250
ASIA Total						54	480	2,417
E4013076	Strengthening Young Workers Voices for the Future of EU Industry - linked to P4513057	C	01-JAN-21 30-JUN-21	26 w	EN	0	0	0

E4014287	Build trade union power to create a fairer Europe - linked to P4714285	C	01-JAN-21 31-DEC-21	52.5 w	EN	0	0	0
A4714326	Gender Equality and Diversity - linked to P4714285	D	22-MAR-21 16-APR-21	4 w	EN ES FR	4	27	108
E4014469	Backstopping of the ACTRAV project Unions Say 'Yes' to Revitalization - Building Union Power through Intergenerational Partnership	C	06-APR-21 31-DEC-21	39 w	EN	0	0	0
A4714325	Migrant and Domestic Workers - linked to P4714285	D	03-MAY-21 28-MAY-21	4 w	EN ES FR	4	50	200
A4714470	Kick-off meeting: Unions Say 'Yes' to Revitalization - Building Union Power through Intergenerational Partnership	D	17-MAY-21 17-MAY-21	0.5 w	EN	1	24	24
A4714324	Workers in Non-Standard Forms of Employment and Workers on Digital Platforms - linked to P4714285	D	17-MAY-21 11-JUN-21	4 w	EN ES FR	4	50	200
A4714338	The key role of OSH to face the Pandemic	D	14-JUN-21 09-JUL-21	4 w	EN RU	4	50	200
A4514323	Gender Equality and Diversity - linked to P4714285 (Brussels)	F	30-AUG-21 31-AUG-21	0.5 w	EN ES FR	2	25	50
A4714193	Digitalisation of the Workplace and Platform Mediated Jobs: Developing Union Policies, Strategies and Actions	D	13-SEP-21 15-OCT-21	5 w	EN RU	5	60	300
A4514322	Migrant and Domestic Workers - linked to P4714285 (Zagreb)	F	15-SEP-21 16-SEP-21	0.5 w	EN ES FR	2	25	50
A4714201	Unions in Transition: Developing Union Policies, Strategies and Actions	D	04-OCT-21 22-OCT-21	3 w	EN RU	5	50	250
A4514321	Workers in Non-Standard Forms of Employment - linked to P4714285 (Madrid)	F	12-OCT-21 13-OCT-21	0.5 w	EN ES FR	2	25	50
A4714203	Skills Development and Lifelong Learning: Developing Union Policies, Strategies and Actions	D	01-NOV-21 03-DEC-21	5 w	EN RU	5	50	250
EUROPE Total						38	436	1,682
A5714073	Building Union Strength in Palestine through Social Dialogue and Collective Bargaining	D	18-JAN-21 26-FEB-21	6 w	AR	6	66	396
A5714379	Impact of Austerity Measures on Decent Work and Workers' Organisations	D	06-APR-21 14-MAY-21	6 w	EN AR	6	50	300
A5714187	Occupational Safety and Health, Living Wages and Adequate Working Time: Protecting at Workers' in the World of Work.	D	03-MAY-21 05-JUN-21	5 w	EN AR	5	50	250

A5714194	Trade Union Policies, Practices and Campaigns on Eliminating Violence and Harassment in the World of Work	D	13-SEP-21 15-OCT-21	5 w	EN AR	5	50	250
ARAB STATES Total						22	216	1,196
E9014244	ACTRAV technical and organizational input to technical programmes	C	01-JAN-21 31-DEC-21	52.5 w	EN	0	0	0
E9014245	ILO PSI and revenue adjustments for ACTRAV	C	01-JAN-21 31-DEC-21	52.5 w	EN	0	0	0
A9714339	Promoción del Trabajo Decente	D	01-MAR-21 09-APR-21	6 w	ES PT	6	82	492
A9714186	Global Workers' Academy on Just Transition and Green Jobs	D	05-APR-21 30-APR-21	4 w	EN ES FR	4	50	200
E9014497	Online training modules for ACTRAV	C	03-MAY-21 31-DEC-21	35 w	EN	0	0	0
A9714188	Digitalization of the Workplace focused on Digital Labour Platforms: Developing Trade Union Policies, Strategies and Actions	D	24-MAY-21 25-JUN-21	5 w	EN ES FR	5	60	300
A9714503	Decent Work Promotion with Gender Approach	D	31-MAY-21 16-JUL-21	7 w	ES	7	60	420
A9714197	Global Workers' Digital Academy: Unions in Transition: Developing Union Policies, Strategies and Actions	D	13-SEP-21 15-OCT-21	5 w	EN ES FR	5	60	300
A9714508	Fortalecimiento de las capacidades de los representantes sindicales para el diálogo social institucionalizado y la negociación colectiva sobre formación profesional	D	18-OCT-21 03-DEC-21	7 w	ES PT	7	60	420
A9714195	Global Workers' Digital Academy: Skills Development and Lifelong Learning: Developing Union Policies, Strategies and Actions	D	30-DEC-21 31-DEC-21	0.5 w	EN ES FR	5	60	300
INTERREGIONAL Total						39	432	2,432

In Yellow: Core courses
In Blue: Project activities

End.

