

The nominating organisation is strongly urged to place a special emphasis on the nomination of women candidates who may have the subject area as part of their responsibilities or will have in the future.

Organizations and their leaders are expected to provide full support to their participants in carrying out pre-course preparations as well as post-course exercises, particularly in relation to the implementation of the individual work-plans that participants will have created during the training course.



## Languages

The course will be conducted in English, Spanish and French



## Duration and starting date of the course

The course will last for two week and is scheduled to take place at International Training Centre of the ILO from 4th to 15th of July

## BACKGROUND OF THE PROGRAM FOR WORKERS' ACTIVITIES OF THE INTERNATIONAL TRAINING CENTRE OF THE ILO

The Program for Workers' Activities of the International Training Centre of the ILO (ACTRAV - Turin) is an integral part of the Bureau for Workers' Activities based at the ILO Geneva. It has the specific task of assisting trade unions in strengthening their training capacity. To this effect, it develops and provides a series of training activities at the International Training Centre of the ILO in Turin, in the field and through distance/online education.

### For further information, please contact

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Design Luca Fiore – Printed by the International Training Centre of the ILO, Turin, Italy

Made of paper awarded the European Union Eco-label, reg.nr FR/011/002, supplied by International Paper.

International Labour Standards

Normes internationales du travail

Normas internacionales del trabajo

A909002

# Interregional Academy on international labour standards with focus on freedom of association and collective bargaining

4 – 15 July 2016  
Turin, Italy



www.itcilo.org

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## Background

The ILO standards, articulated in conventions, protocols and recommendations, contain the essence of international labour rights that need to be promoted in order to realize social justice in the world of work and economic growth in tandem with social progress and sustainability. While ILO recommendations provide technical or general guidance to Member States in policy and practice, ILO conventions are binding on the member countries that ratify them and once ratified, they have to be implemented. They represent benchmarks of strong labour standards towards which countries can strive by promulgating and enforcing national laws consistent with their provisions.

In a rapidly changing world of work, workers' organizations are critical to upholding workers' rights and promoting social justice, decent workplaces and more inclusive societies. In many countries, actions by workers' organizations to exercise freedom of association, collective bargaining and policy advocacy are seriously hampered. Trade unions across the world face severe challenges, both in terms of establishing and sustaining their rights. The capacity of workers' organizations to effectively represent, defend the rights of and service the needs of their members must be continuously strengthened, not only where previous capacity has been weak, but also where it might be at risk of getting more vulnerable.

Knowledge of international labour standards, the ILO's supervisory mechanism and relevant jurisprudence in national jurisdictions contributes significantly to strengthening the capacity of workers' organizations in their fundamental task of protecting and promoting workers' rights, reducing inequalities and improving employment quality and income security in a context of social peace. International labour standards have helped workers' organizations to organize, engage in collective bargaining and campaign for the elaboration and revision of labour laws.

As it was highlighted in several reports, increased capacity building, through training to trade union activists and union friendly lawyers on the understanding of ILS and how ILO Supervisory Mechanism jurisprudence can be used in national courts, has proven positive for the promotion of workers' rights and for a better position for national trade unions. In order to foster continued positive impact, the capacity building activities are modified and adjusted regularly.

The focus and the priority of supporting trade unions in relation to ratification and implementation of standards must continue, in total coherence with the main role of the ILO regarding the different dimensions of the standards agenda. To that effect, to training in the use of the ILO supervisory mechanisms is important.

In a continuation of the work conducted in recent years by ACTRAV, this activity will provide new and existing tools to workers' organizations so that they can rely on ILS in their daily struggle to better defend workers' rights.

Cooperation with relevant departments/units such as the International Labour Standards Department (NORMES), the

Fundamental Principles and Rights at Work (FUNDAMENTALS), the Labour Administration, Labour Inspection and Occupational Safety and Health Branch (LABADMIN/OSH) is foreseen.

Work will be organized around three main areas:

- 1 ILS as practical tools for trade unions**  
This area of work will focus on strengthening the capacity of trade unions to rely on ILS to support submissions before national tribunals; to actively participate in the context of labour law reform processes and to obtain relevant recommendations from the ILO supervisory mechanisms.
- 2 Promotion of ratification and implementation of freedom of association conventions**  
Freedom of association and collective bargaining are enabling rights and an essential means for trade unions to foster and defend all other labour rights. These rights are enshrined in Freedom of Association and Protection of the Right to Organise Convention, 1948 (N°87) and the Right to Organise and Collective Bargaining Convention, 1949 (N°98). However, these two conventions have the lowest rate of ratification of the fundamental conventions. Ratification of C87 stands at 153 and C98 at 164 ratifications. Hence, despite the importance of these instruments, as many as 35 countries have not yet ratified Convention N°87 and/or Convention N°98.
- 3 Promotion of ratification and implementation of other ILS, taking into account gender implications.**  
Under this component, ACTRAV will support the work of trade unions regarding the ratification and implementation of some specific international labour standards in particular concerning Occupational Safety and Health (OSH), minimum wages and the eradication of forced labour.

There is consensus regarding the role of the ILS as key for contributing to overcome the gaps of inequality: Conventions 100, 111, 87, 98, 156 and so on are very relevant for this goal. In addition, Conventions and Recommendations represent benchmarks of strong labour standards towards which countries can strive by promulgating and enforcing national laws consistent with their provisions, but usually there is a gap concerning the gender mainstreaming when a country move the contents from the Convention to the national laws.



## Objective

This activity aims at contributing to achieving the objectives under outcome 10 by strengthening the capacity of workers' organizations to use International Labour Standards (ILS) as tools to defend workers' rights. It is particularly related to Indicator 10.1: *Number of national workers' organizations that, with ILO support, achieve greater respect for fundamental workers' rights and international labour standards through their participation in policy discussions at national, regional and international levels.*



## Course structure and contents

The course will comprise of the following sessions:

- ILS as practical tools for trade unions**
  - The ILO, Decent Work and gender mainstreaming
  - The Challenges Confronting International Trade Unionism in Promoting Decent Work
  - Fundamental Principles and Rights at work from the Gender Equality and Non-discrimination Perspective
  - The ILO and the international labour standards system
  - The ILO supervisory system: overview on the different mechanisms and their inherent challenges
  - The ILO regular supervisory mechanism: CEACR and CAS
  - The participation and role of trade unions in the ILO supervisory mechanisms: Strategic use of the results of all ILO supervisory mechanisms' conclusions and recommendations
- Promotion of ratification and implementation of freedom of association conventions**
  - Opportunities and challenges concerning the strategic use of the regular supervisory mechanism
  - The ILO special supervisory mechanism: Committee on Freedom of Association, representation, complaint and other "de facto" mechanism (direct intervention)
  - FOA and CB: ILO Constitutional Preamble and related Conventions including but not limited to ILO C.87 and C.98
  - Countries' Cases of violations of the rights of FOA; How to write a CFA complaint;
- Promotion of ratification and implementation of other ILS, taking into account gender implications.**
  - The Gender Gap in the Implementation of the ILSs: the role of the gender
  - Gender challenges I: Gender pay gap - Work-life balance - Training and development - Gender audits - Health and safety and - gender based violence.
  - International Standards and Equality Challenges
  - Tools to ensure that collective bargaining is gender sensitive
- Strategies and Action Plans**
  - Strategies of reinforcing networking and solidarity action for the promotion and defence of workers' and trade union rights
  - Action Plans
  - Conclusions and Recommendations



## Methodology

Active learning methods will be employed throughout the course, which will encourage the participants to take part in group discussions and to be fully involved in all aspects of training. Interactive final session will be held at the end of the second week to review and to render conclusions operational.



## Course prerequisites: Country reports

Each participant will be required to prepare beforehand and bring with her/him a country report (both a hard and a soft copy which can be e-mailed beforehand too). The report, no longer than 3 - 5 pages or in power-point format (7-10 slides), should include information on:

- Structure and organisation of their own trade union, including changes in membership with gender information, with a focus on organizing and collective bargaining situations;
- Description of national labour legislations and situations of labour standards. Comparison should be made between national legislations and international labour standards, and specific problems are to be identified.
- Which are the legal challenges in the implementation of International Labour Standards?
- Specific examples/cases of violations of internationally recognized workers' rights, and analyses of causes of the violations;
- Description of their union's use of, and participation in, the supervisory mechanism of international labour standards;
- Are there equality clauses in national Labour Codes?, Could do the participants identify them?
- Description of trade union training programmes in the field of labour legislations and labour standards
- Presentation of experiences or good practice in this area of Trade Union work

The country report should be sent by e-mail to the following address: [actrav\\_turin@itcilo.org](mailto:actrav_turin@itcilo.org) or by fax (+39-011-693-6589)



## Participants

The participants' job profile within their organizations must be as such to allow them to fully participate in the delivery of this training programme, and also to immediately apply the experience, knowledge and skills acquired in their day-to-day work after their completion of this training programme. It is important therefore that the process of nomination of the candidates ensures that the officials who have been selected have the qualifications and aptitude to transfer their knowledge and experiences for the benefit of their union centres and of the international network.

The participants, with a special attention to a true gender balance should be 45 years or under and also:

- A member of national executive committee (or equivalent) of national or industrial level union who are or may be responsible for trade union policy and strategy in the field of international labour standards and workers' rights at national or regional level; or
- Officials who are or may be responsible of training programmes in the field of international labour standards and workers' rights at national or regional level.