

Bureau for Workers' Activities (ACTRAV)
**NEW APPROACHES TO WORKERS' EDUCATION
FOR TRADE UNION REVITALIZATION**
18-20 September 2023 (online)

Agenda

(Day 1.)

**WORKERS' EDUCATION AS A VEHICLE FOR WORKERS' CONSCIOUSNESS AND CAPACITY
BUILDING DURING DRAMATIC TRANSFORMATIONS IN THE WORLD OF WORK**

18 September 2023 | Monday | 13:00 – 15:00 CEST | Zoom

Brief description

Sixteen years after the last ACTRAV-led Global Symposium on Labour Education in 2007, many developments have transformed and continue to change the world of work, hence also the way trade unions need to organise and function in order to provide relevant representation and services for their members. For example, technological development significantly influences production and work processes, requiring new negotiation skills and competencies. For example, many traditional skills and jobs have been faced with redundancies and new and emerging jobs like digital labour platforms still have provided job opportunities for many, but gaps in labour and regulatory policies and are not easy to represent under classic labour relations.

In addition, climate change, demographic shifts, industrialization 4.0, and the COVID-19 pandemic, among others, are driving dramatic transformations in the world of work.

Key questions for the symposium:

1. How has workers' education become a vehicle upon which workers' organizations have built their capacities and influence their work in the ever-changing world of work?
2. How have the new approaches in workers' education contributed to building the trade union capacities towards the evolving labour market and industrial relations environment?
3. What is the future of workers' education in ensuring trade unions to be strong, independent, democratic and representative organizations of all workers?

Opening session:

This session will highlight the pivotal place of workers' education in building the capacity of union leaders, activists and members. Education and training are essential long-term responses to the multiple transformations in the context of dynamic global transformations and are a precursor to achieving decent work, ecological preservation guided by just transition principles and social justice for all. The agreed principles though are facing multiple challenges, linked to those currently faced by the labour movement. The idea of the symposium is then to have a honest conversation on how to build or rebuild the necessary tools for strengthening workers' organizations.

13:00 – 13:30	Opening ceremonies Welcome remarks and messages Celeste DRAKE, (Ms), ILO DDG (video) Luc TRIANGLE (Mr), General Secretary, ITUC Maria Helena ANDRE (Ms), Director, ILO ACTRAV <u>Moderator: Anna BIONDI (Ms), Deputy Director ILO Actrav</u>
13:30 – 13:35	Short video presentation Workers' education and the changing times <i>(Highlights from the regional symposia)</i>
13:35 – 14:40	Session 1 Workers' education for capacity building of trade unions: Key milestones, historical perspectives and current trends Key questions: 1. 1 What are trade unionists' education needs? 2. 2 How are trade unions' organizations at various levels responding to these needs? 3-What can the ILO do to support trade unions' efforts? <u>Panellists:</u> Chris ROBERTS (Mr), Canadian Labour Congress (CLC) Canada Dr Mohammed MWAMADZINGO, Former Programme Manager, ITCILO ACTRAV Turin Hannah LIEPMANN (Ms), ILO Research Department Lucilene BINSFELD (Ms), Secretary-General, Instituto Observatorio Social, Brazil Jeff BRIDGFORD (Mr), Founding Director, European Trade Union College <u>Moderator: Ariel Castro, ILO ACTRAV Desk Officer, Asia-Pacific</u>
14:40 – 14:50 14:50-15:00	Open space Q&A Closing (summary in graphic illustration)

(Day 2.)

NEW APPROACHES TO TRADE UNION EDUCATION: ADAPTING TO FUNDAMENTAL CHANGES IN THE LABOUR MARKETS AND IMPLICATIONS TO LABOUR RELATIONS

19 September 2023 | Tuesday | 13:00 – 1:600 CEST | Zoom

Brief description

This session will focus on how union organizers, negotiators and educators, shop stewards, and the rank and file can continuously address newer ways of tackling new challenges of work conditions, such as issues of work transformations, changing employment relationships such as platform work, pandemics and other emerging issues affecting the function of unions. The newly re-defined workers must also be included in labour education programmes.

13:00 – 14:00	Session 2: Evolution of workers' education in the world Key questions: 1. How is workers' education evolving to support more robust trade union functions and counter persistent, new and emerging challenges to workers' rights and freedoms? 2. What transformative developments in workers' education should unions subscribe to in order to generate vibrancy and dynamism in the labour movement? <u>Panellists:</u> Franklin KIMBIMBI (Mr), European Trade Union Institute (ETUI) Cicero Ferreira DA SILVA (Mr), Confederación Sindical de Trabajadores/as de las Américas (CSA) Hind BENAMMAR (Ms), Executive Secretary, Arab Trade Union Confederation (ATUC) Michael AKUUPA (Mr), Labour Resource and Research Institute (LaRRI), Namibia <u>Discussants:</u> Tom WAMBEKE (Mr), Programme Manager, Learning Innovation Programme (LIP-ITCILO) Saliem PATEL (Mr), International Federation of Workers Education Association (IFWEA) <u>Moderator: Amanda Villatoro, ILO ACTRAV Desk Officer, Americas</u>
14:00 – 14:30	Open space Q&A

14:30 – 15:30	Session 3 Modern perspectives to workers' education: Case studies on new strategies and innovative pedagogies in building workers' solidarity Key questions: 1. How have new pedagogical approaches reinforced the indispensability and pertinence of labour education and sustained workers' interests in learning? 2. What meaningful governance practices and innovations in labour infrastructures can serve as benchmarks for sound and responsive workers' education programmes? 3. How can partnership with academic and like-minded training institutions elevate the accreditation, certification, and accord higher value to trade union education and learning? <u>Thematic areas:</u> (1) New pedagogical approaches to labour education and financial mechanisms for sustainable trade union education – Council of Nordic Trade Unions Marc WIGGAM(Mr), Senior Advisor, Studieforbundet AOF, Norway (2) Governance of trade union education infrastructure Bruno OTIATO (Mr) Coordinator Training and Education Programs, TOM MBOYA LABOUR COLLEGE, Kenya (3) Accreditation and certification processes and linkages with academic institutions and connections with the grassroots Gustavo GANDARA (Mr), Confederación General del Trabajo (CGT) Argentina <u>Moderator: Hilma MOTE, ILO ACTRAV Desk Officer , Africa</u>
15:30 – 16:00	Open space Q&A Closing (summary in graphic illustration)

(Day 3)

THE FUTURE OF WORKERS' EDUCATION: POLICY DEBATES AND PERSPECTIVES

20 September 2023 | Wednesday | 13:00 – 16:00 CEST | Zoom

Brief description

This session will bring to the fore the discourse on sustainable trade union education programmes, what workers want, future monitoring mechanisms of workers' education programmes, collaboration on workers' education vis-à-vis other trade union activities, the balance between online and face-to-face learning, trade unions and life-long learning, non-traditional approaches to workers' education, financing future programmes on workers' education, standardization and compliance, management, future of e-learning and distance education.

13:00 – 14:00	Session 4: Workers' education for trade unions in transformation: Lessons learned so far Key questions: 1. What key lessons can propel workers' education enabling unions to revitalize, innovate and adapt to the future workplace transformations? 2. What collective actions are needed to promote sustainable and transformative workers' education programmes, policies and activities? <u>Resource persons:</u> Todd BROGAN (Mr), Director Global Organising Academy, International Trade Union Confederation (ITUC), Dominic MSIYA (Mr), Workers' College, Durban Tos ANONUEVO (Mr), Workers' Education, Building and Wood Worker's International (BWI) Toni MOORE (Ms), Chairperson, Trade Union Training Committee Vera DOS SANTOS COSTA (Ms), Director, European Trade Union Institute (ETUI) Education Department <u>Moderator: Anna BIONDI (Ms), Deputy-Director, ILO ACTRAV</u>
14: 00- 14:30	Open space Q&A
14:30 – 15:00	Summary in graphic illustration Concluding remarks Maria Helena ANDRE (Ms), Director, ILO ACTRAV