



Background to the programme



As part of its mandate to empower Trade Unions, the ILO responded to the requirements of the TUs to facilitate improving access to finance for their members. This response manifested in the assemblage of experts in microfinance and trade unions related matters to develop a programme for training of Union Leaders in various ways to facilitate access to finance for their members.

The ILO believes that developing a training programme on *Inclusive Finance for Workers: How Trade Unions Can Facilitate Financial Inclusion of Workers* will improve capacity and enhance financial inclusiveness. By training senior management of trade unions, this initiative aims to empower trade unions to improve access to finance for their members and potential members, either by managing financial institutions or by creating partnerships and through advocacy towards the existing specialized service providers.

Because of the complexity of both the world of the Trade Union and the rigorous demands and standards in the provision of financial services, it is envisaged that future workshops will be co-delivered by Trade Unionists and trainers that have expertise in the delivery of financial services.

Learning Objectives

There are learning objectives written for each session. These objectives are written as outputs and provide an indication of what the participants are expected to do in each session. It is helpful to identify the learning objectives at the beginning of the session or day and during the summary of each activity or session they can be referred to. This provides a route map for participants to follow the programme and it enables participants to keep track of their learning progress.

The Key messages note is a reminder to the trainers and facilitators to stress or make sure the key learning point is understood either through the activities or the reflections of the activities.

The size of the group should allow an appropriate balance of the following needs:

Each participant should have sufficient time to contribute to the discussion, provide facts, share personal experiences.

The groups and the plenary need to consider facts, discuss the inputs, elaborate output, agree on results.

The activities should not be too long to be boring, nor too short to be a rushed; the group dynamics should be respected and a reasonable time should be given for drawing conclusions.

Taking into account the points above, **the recommended number of participants** in a workshop should be not less than 8 and no more than 24. The times suggested are estimated for a group of about 14 - 20 people. For larger groups the times for feedback and group activities may need to be reviewed to ensure there is enough time for all participants to share their ideas and for each group to be fully heard.

Inclusive Finance for Workers

Time	Monday	Tuesday	Wednesday	Thursday	Friday
9:00	Welcome				
10:30	Introductions - What is Social Finance	Understanding your market	Prioritising products	Protecting workers in their financial decisions	Communication and Engaging Stakeholders
		10:30	10.45	Coffee break	
10.45	Introduction to financial inclusion & workers	Regulatory Framework	Linking financial & non financial Services	Institutional Delivery mechanisms	Action Planning
12:30		12:30	14.00	Lunch	
14.00	Benefits and Obstacles	Open Space Financial product options	Advocacy	Assessing Institutional readiness	
15:15		15:15	15:45	Coffee break	
15:30	Examples of TU interventions	Open space Financial product options	Protection	How Strategies Evolve	
17:00					