
REPORT OF ACTIVITIES CINTERFOR/ILO 2005/2006

(to April 2007)

International Labour Office



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The Inter-American Research and Documentation Centre on Vocational Training (Cinterfor/ILO) is an ILO technical service, set up in 1964 with the aim of encouraging and coordinating the action of the Latin American and Caribbean institutes, organisations and agencies involved in vocational training.

The Centre publications can be obtained through ILO local offices in many countries, or direct from Cinterfor/ILO, Casilla de correo 1761, e-mail: dirmvd@cinterfor.org.uy. Fax 902 1305, Montevideo, Uruguay

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I. PRESENTATION

This book contains the Report of Activities that Cinterfor/ILO has prepared for analysis and discussion at the 38th Technical Committee Meeting, to be held in Cartagena de Indias, Colombia, from 19 to 21 June, 2007, at the invitation of SENA, the National Training Service of that country, in the framework of events commemorating its fiftieth anniversary.

The Report provides a detained account of Cinterfor/ILO activities and the results obtained between August 2005 and April 2007, as part of the action plan approved at the 37th Technical Committee Meeting in Santo Domingo.

It is organized in line with the Centre's activities in the following areas:

- To strengthen training as a means to provide more opportunities for access to employment and decent work
- To develop the competencies of unemployed young people and adults of both sexes
- To strengthen social interlocutors and develop social dialogue in training
- To produce knowledge and disseminate information.
- Activities in Uruguay, the host country of Cinterfor/ILO.
- The integration of Cinterfor/ILO into ILO strategies.
- Alliances with national and international organizations.
- Administration and Finance.

II. INTRODUCTION BY THE DIRECTOR

This Report covers the work done by Cinterfor/ILO in the two years since the 37th Technical Committee Meeting, which was held in October 2005 in the Dominican Republic. For most of that period Cinterfor/ILO was headed by Pedro Daniel Weinberg, who became Director in April 1995 and went into retirement on 1 December 2006.

In December 2006 the Director General of the ILO considered that since a new head of Cinterfor/ILO was to be appointed, it would be opportune to reflect in depth about Cinterfor's future prospects at a time when vocational training has again become important in the region and in the world. The region of the Americas is moving towards putting into practice the Decent Work Agenda for the Hemisphere that was adopted at the 16th ILO Regional Meeting in Brasilia. In Latin America and the Caribbean, and indeed in the whole world, there is a new determination to give priority to vocational training, to invest in people's abilities and competencies, and to generate knowledge to help meet the new challenges in the world of work.

So as to prepare for this new cycle, the Director General decided to entrust me with the responsibility of heading Cinterfor/ILO's work and preparing a strategic plan. The fruit of this effort is reflected in the "Proposed Strategic Plan for the Future Action of Cinterfor/ILO", which gives a brief analysis of the current situation of vocational training and education for work institutions in the region, the challenges they face, and the possible contributions Cinterfor/ILO could make.

The proposed strategic plan is the outcome of a wide-ranging process of verbal and written consultations with Cinterfor/ILO member institutions, representatives from ILO tripartite constituents, the various ILO offices and departments and the staff at the Centre itself involved in putting the Decent Work Agenda for the Hemisphere into practice. In this introduction to the Report of Activities, I only wish to point out that the consultation process made it very clear that three critically important conditions have been verified for the Centre's work to continue to be effective.

The first condition is that the subject of vocational training and employability continues to be a priority concern in public policies in Latin America and the Caribbean. There is a growing conviction that the lasting and inclusive economic and social development of the countries in the region depends to a large extent on considerable investment in the abilities of the workforce, and this includes male and female entrepreneurs, the self-

employed and paid workers. Investment of this kind is the basis for productive systems that are sustainable and competitive, and for success in the fight to eradicate poverty.

The second condition is that institutions that are active in the field of training and employability are very interested in continuing to share their experiences and learn about good practices, tools and methodologies that can feed the development of innovative national policies and programmes. In spite of the fact that the Cinterfor/ILO network has intensified its efforts to foster horizontal cooperation, or rather because of this, the demand and the offer of information and assistance is still growing steadily, so much so that perhaps it is outrunning the Centre's effective capability to respond effectively.

The third condition is that Cinterfor/ILO's work enjoys great recognition and credibility among its member institutions. There is general agreement on the need to maintain a mechanism to drive and facilitate the processes of information sharing, reciprocal learning, and the systematization and critical analysis of information and knowledge. The member institutions have also made it clear that they trust Cinterfor/ILO to continue to carry out this task in the region, and in fact they are asking the Centre to become more involved and participate more to support the processes of technical and institutional strengthening and international cooperation with other institutions.

The consultation process for the formulation of the strategic plan also yielded greater insight into the complex institutional reality of vocational training in the Americas. The countries in this region have made and are making different institutional and programme responses to a challenge they all face, which is how to integrate their education and labour systems so as to respond not only to the demands of the productive context but also to the aspirations of the active population to have a job and decent work, to social and economic inclusion for the poorest and most vulnerable groups, and to the need to anticipate what vocational profiles society will demand in the long term. This great diversity of institutional and programme approaches might seem surprising bearing in mind the process of information sharing that has been going on for more than forty years through Cinterfor/ILO; it is due to the fact that, in spite of the development of inter-American cooperation, there are still great socio-economic, cultural and political differences between the countries in the region.

This diversity is also a source of wealth and a challenge for renewed action by Cinterfor/ILO. When the Centre was established in 1964, its member institutions were young or newly born and hence in great need of assistance, but they were relatively homogenous. Today the Centre coordinates and facilitates a network of full grown institutions that are at different levels as regards abilities, scope and solidity, and many of them are national, subregional or regional leaders. This means that Cinterfor/ILO has to not only continually demonstrate its added value through practical, methodological and technological excellence, but also increasingly take advantage of the competencies and

experiences accumulated in the national institutions so as to foster horizontal cooperation. This added value also consists in promoting information sharing about experiences between the American region and other regions, a role which is very much within the vocation of the ILO as a global agency.

This Report gives an account of what has been achieved in the last two years in line with the mandate and guidance the Centre received at the 37th Technical Committee Meeting in 2005. The activities are presented from the triple perspective of thematic priorities, geographic coverage and action instruments. As always, this Report also covers the Centre's human and financial resources and its effort to channel its activities within the framework of the ILO global agenda for decent work and to make important alliances with other international cooperation agencies.

One of the most significant points in the new proposal for a strategic plan is the suggestion that Cinterfor/ILO's activity should be reoriented to a results-based management approach, as the ILO itself has been doing in recent years. Therefore perhaps it would be useful to try to briefly summarise, albeit in a not very rigorous way, what can be seen as Cinterfor/ILO's main achievements up to now.

Today in Latin America and the Caribbean there is a genuine regional community of learning about vocational training. This community is not fully sustainable and it needs outside support and development. However, it is extraordinary how managers and professionals in institutions in countries with different political and institutional orientations can show such openness and willingness to communicate, share information and assist each other in ways that transcend all ideological, linguistic, cultural and geographical barriers.

This learning community has been imbued with many of the ILO's values and principles and it is committed to helping in the fight against poverty, inequality and social exclusion by fostering decent and productive employment, gender equity and social dialogue.

New approaches have been tried, critically analyzed and adapted, and also tools geared to strengthening the capability and impact of national education and work systems to support economic and social policies in the member countries.

There is now general acceptance of the idea that it is necessary to go ahead with the construction of supra-national standardization and skills certification frameworks as a contribution that training and employment policies can make to regional integration processes.

Many people in the region - managers, professionals, public officials, entrepreneurs, union leaders, academics, researchers and students – have had access to and been able to take advantage of a vast amount of information, studies and critical documentation about many aspects of training for work, and this has helped them to develop and feed their vocational and institutional projects.

It goes without saying that Cinterfor/ILO cannot take all the credit for these achievements, but it is doubtful whether the same results would have been obtained without an institution like the Centre to work patiently on the collective production of knowledge. The current situation is the starting point for a new effort in imagination and action to promote the development of vocational training policies and institutions.

In conclusion, I should like to thank the ILO Director General and Regional Director for the Americas for giving me this extraordinary opportunity to play a leading role in such an important process. I would also like to thank the managers of the Cinterfor/ILO member institutions for their support, friendship, frankness and guidance in the process of formulating the Centre's new strategies, and our ILO colleagues, who have actively cooperated to help build a successful future for the Centre.

I would also like to extend my very warmest thanks to my predecessor and friend, Pedro Daniel Weinberg. He worked in the service of the ILO, Cinterfor/ILO and the whole vocational training community in the Americas from 1974, when he first came to the ILO, until 2006. In that time he was head of two technical cooperation projects, in Montevideo and in Mexico, he was an independent consultant for the Buenos Aires Office and for Cinterfor/ILO, and he went on to become Director of this Centre, a position he held for more than ten years. Pedro Daniel always showed great vision and leadership, he made important contributions to developing vocational training in the Americas and he led Cinterfor/ILO to a consolidated position in training in the region. All his colleagues at the Centre will remember him for his professional competence and his human warmth, his work ethic, his dedication and loyalty to the cause of training and to the ideals of Cinterfor/ILO and the ILO, and for his generous friendship.

I would like to give special thanks to all the Cinterfor/ILO staff for their constant support and cooperation, their generosity and their devotion to their work. I must also thank Elisa de León who took early retirement in November 2005 after thirty years in different services at the Centre. In her last position she made an outstanding contribution to the development of the Cinterfor/ILO web site.

ANTONIO GRAZIOSI
Director in Charge

III. ACTIVITIES CARRIED OUT AND RESULTS OBTAINED

1. STRENGTHENING TRAINING AS A MEANS TO INCREASE OPPORTUNITIES FOR ACCESS TO EMPLOYMENT AND DECENT WORK

- **Quality assurance, relevance and equity**

This area is geared to assisting vocational training institutions (VTIs) to improve their administrative and educational management. In the present period, the Centre has guided their efforts and facilitated horizontal cooperation and experience sharing in the development and implementation of quality assurance systems in training.

Over the last five years or more, a number of vocational training institutions have initiated and/or consolidated a quality assurance policy following the guidelines laid down in the ISO standards. The scope of this quality policy ranges from individual training centres to institutions as a whole, and in some cases training centres are being progressively incorporated into the system so that eventually they will all be in it. In the previous two-year period more than 250 training centres in the region adopted the quality approach to management and obtained certification. This does not only mean obtaining recognition, since the quality approach involves making a series of improvements that yield results in education itself, in the way teaching is executed in classrooms and workshops, and in administrative and operational processes, so the institution as a whole becomes more effective and efficient.

Another approach that involves this commitment to quality can be found in the efforts of Ministries of Labour to improve the quality of training providers. Various countries have constructed a quality standard specifically adapted to vocational training, and one example of this is the Chilean 2728 Standard. Certification under the criteria laid down in this standard is now compulsory for training organizations which are contracted by the State through the SENCE. The SENCE directly assists training providers to adopt and apply the guidelines, and this makes for an effective improvement in the quality of the services they offer.

Another facet of this trend is exemplified in the policy of the Ministry of Labour, Employment and Social Security in Argentina, which has incorporated the quality ap-

proach with the aim of strengthening institutions that execute vocational training. A permanent evaluation, monitoring and technical assistance system has been set up, which contributes to the process of improving quality and facilitating decision-making in VTIs, in the framework of the different vocational training programmes this Ministry implements. One of the measures involved in this initiative has been the creation of an Evaluation, Monitoring and Technical Assistance Unit (UEMAT).

Other initiatives involving the quality approach have emerged from research. In 2006 the Centre published *Modelos de Calidad en la Formación Profesional y en la Educación* (Quality Models in Vocational Training and in Education) by Carlos Patiño, which gives an in-depth analysis of the different models of national quality awards and of evaluation and accreditation systems.

TRAINING INSTITUTIONS WITH CERTIFIED TRAINING QUALITY ASSURANCE PROGRAMMES

- SENAC of Brazil
- SENAI of Brazil
- SENAR of Brazil
- SENCE of Chile
- SENA of Colombia
- INA of Costa Rica
- INTECAP of Guatemala
- DGCFT-SEP of Mexico
- SENATI of Peru
- INFOTEP of the Dominican Republic

The training quality area is included in the ILO Decent Work Agenda for the Hemisphere, which is aimed at helping to improve access to training and employment. This Agenda is geared to enhancing the ability of national training institutions and other training providers so they can improve in terms of quality, relevance and equity.

Recent activities in which the Centre has led the way include its “Institutional strengthening for quality and equity in training policies distance programme” (QEP), executed in the framework of the project to strengthen its web site and knowledge production, financed by The Swiss Agency for Development and Cooperation (SDC). The above Programme is aimed at multi-disciplinary technical teams in Cinterfor/

ILO member institutions and in public and private organizations in the training for work area that are committed to reflection and innovation in their practices in function of continually improving the work and contribution of vocational and technical training to promote inclusive economic and social development and to foster decent work. This initiative has facilitated the integration of different technical assistance tools and content from all the Centre’s areas and specialists through the development of an inter-learning model for the collective production and strategic management of knowledge, which co-ordinates training services, a materials bank, experience monitoring, instruction, technical assistance, feedback and networking.

The execution of the QEP has been an important distance education experience in the Centre because to implement it Cinterfor/ILO has developed an e-learning platform whose main tool and teacher training support is its web portal (see Point 4 in this Report). Similarly, a teamwork system in didactic design and instruction for the participants is in place.

There have already been two editions of the QEP. The first ran from November 2004 to October 2005 and, in line with the principle of continual improvement, the evaluations and lessons learned in this first experience were incor-

porated into the revised and restructured 2006 edition. The systematization of the new orientations was applied and also the latest reference material about employability, quality, decent work, labour competency certification, etc. The current proposal has an effective duration of 8 months and involves an estimated 360 hours. It started in July 2006 and it will run until the end of June 2007. From the beginning it has employed the new e-learning platform, which facilitates management of the programme, the participants, and all the resources, materials, activities, etc.

As regards the training-action service, a Curricular Design of Institutional Intervention Projects has been developed, which is aimed at improving quality and equity in training policies (curricular network and structure). The objective of the training process is to develop the competencies needed to design, monitor and evaluate an **Institutional Intervention Project (IP)**, which is based on a common reference model proposed in the QEP and expresses the emphasis and strategies that are most correct and suitable for each different institutional situation. The **IP** is aimed at strengthening the role of training as a pro-active tool to coordinate and guide actors and resources in function of generating and/or promoting alternatives for the insertion and equitable labour development of men and women.

OBJECTIVES OF THE QUALITY AND EQUITY IN TRAINING PROGRAMME

- a) To strengthen training for work policies methodologically and strategically, proposing a new perspective built around a systematic and integrating approach, dual relevance to context and people, the gender perspective and social equity, and training by competencies and for employability and citizenship.
- b) To extend and give dynamism to learning and good practices systematized with a methodology that facilitates the socialization and collective production of knowledge.
- c) To promote the creation of a learning community among participating VTIs and Cinterfor/ILO to progress jointly, minimizing efforts and resources, to continually improve the training system in the region.

The response to the 2006 edition of the QEP from the training institutions in the region is coming up to and even exceeding expectations both quantitatively and qualitatively, as can be seen in the box below.

QEP COVERAGE

In the first edition of the Programme 16 institutional teams took part, 127 people in all, from 9 countries in the region, namely Argentina, Bolivia, Brazil, Colombia, Chile, Nicaragua, Paraguay, Peru and Uruguay. The participating organizations included Ministries of Labour, national and sectoral training institutions, local training organizations, NGOs, etc., so they were a fair representation of the many modalities whereby training is administered in Latin America, of the diverse productive contexts and of the differing target groups. Some 57% of the teams taking part passed the four phases of the QEP: this amounted to 15 teams with a total of 74 people. Of these, 56% were teachers, 24% managers, and the other 20% planners and evaluators.

In the current edition there are 123 registered participants in 17 teams. They are from the SENAI and SENAR of Brazil, the SENA of Colombia, the INA of Costa Rica, the SENCE of Chile, the CAPLAB Programme and the Ministry of Labour of Peru, the INTECAP of Guatemala, the INFOTEP of the Dominican Republic, and the PROIMUJER Programme of the National Employment Council of the Ministry of Labour and Social Security of Uruguay. The VTIs taking part are national or regional leaders in terms of their commitment to pro-actively promoting innovation and continual improvement in the quality of training, and they are representative of the training systems in the region as regards population and economic sector coverage and organization modalities, which has made for a sizeable network for sharing experience and knowledge. The members of the different teams have responsibilities in both in the planning and implementation of policies.

• **Financing vocational training**

Cinterfor/ILO's role in this sphere is to analyze the modalities whereby vocational training in the region is financed, and how traditional and new sources of funding for vocational training have evolved and are applied.

One distinctive characteristic of the institutional structure of training in Latin America and the Caribbean is that vocational training has a solid financial base. A model of payroll-based contributions from enterprises generates a substantial flow of resources that makes it possible to provide training for millions of workers. Very often, this payroll-based model was introduced at the same as time as training institutions were founded. This is what happened in the case of the SENAI (1942) and SENAC (1946) of Brazil, the SENA (1957) of Colombia, the SENATI (1961) of Peru, the INA (1965) of Costa Rica, the INTECAP (1972) of Guatemala, the INSAFORP of El Salvador (1993) and

the INCE (1959) of Venezuela, and it has facilitated the formation and consolidation of the main institutional model for human resources development in the region.

One institution with its own distinct system is the National Vocational Training Institute for Human Development (INADEH) of Panama, which was set up in 2006. It is based on the structure and functions of the old INAFORP, and it is financed not only from the financial resources previously allocated to INAFORP but also from public funds allocated to training in the national budget. The plan is to extend training coverage to 10% of the active population as a response to the challenges of development and improved productivity in Panama, in areas like widening the Panama Canal and fostering growth in agro-industry, tourism and the telecommunications sector.

In some cases the basic model of payroll-based finance has been modified with a series of alternative mechanisms to provide resources for training, including tax schemes that allow enterprises to deduct from their tax payments training costs incurred in a specific fiscal period up to a ceiling calculated as a percentage of the payroll. The country that makes the most use of this system is Chile.

Funds can also come from direct allocations in the national budget, and these are mainly channelled through the Ministry of Education and used to finance technical and technological education. This system is employed most in Argentina and Mexico.

In some national experiences payroll-based contribution schemes operate alongside other sources of funds administered by the Ministry of Labour and built around specialist bodies that finance training, like the Worker Protection Fund in Brazil and the Labour Retraining Fund in Uruguay.

This is an outline of what a basic financing system can consist of, a wealth of knowledge about it has been accumulated, and one trend that stands out is that now there is a considerable diversification in the sources of funds for training. There are contributions from international development banks, which in recent years have been geared to financing specific projects in areas like training for young people and the development of the competence-based training model, and in Mexico and Chile the functioning and coordination of training for employment and education have been reformed in what have been called lifelong education models.

Cinterfor/ILO's task is to disseminate information and good practices in this field, and in this two-year period it has concentrated on carrying out five national studies (with technical and financial support from the SKILLS Department at ILO Head Office) of how training is financed. The training finance models covered are those employed in Brazil, Chile, Colombia, Jamaica and Mexico, and the findings will be published in a single book.

One of the outstanding components in this research is a comparative analysis of payroll-based models and tax incentive models. One point to note is how in Mexico the

sources of finance are very diverse, and there is also great variety in institutional systems involved in vocational training. Another aspect is the development of mechanisms to assure quality and to improve the ways that resources are allocated and how their use is evaluated. Without doubt this subject merits more in-depth treatment in future research.

This study includes a complete analysis and classification of the main sources of finance for training, and it gives a wider view since it deals not only with how funds are collected but also brings in the concept of the “profitability” of training from the public and private points of view. Thus the study opens the door to an analysis of investment by workers in the financing of training, and describes some experiences in the world that have taken this route. This is another subject area that merits more in-depth research.

Along with the study there is an interesting analysis of indicators of investment in vocational training. This makes international comparisons in this sphere possible by using reference mechanisms such as purchasing power parity. The book, *The Financing of Vocational Training in Latin America and the Caribbean: a Comparative Study of Good Practices* will be published by Cinterfor/ILO in English and Spanish versions at the same time.

This book is the first stage of the follow-up and analysis that the Centre will conduct into the subject of financing, and we realize how important this area is in the ILO Decent Work Agenda for the Hemisphere. The objectives on this Agenda include making human resources more competitive and increasing training coverage among the most vulnerable population groups, and a target has been set to increase investment in vocational training by the equivalent of one half of a percentage point of GDP in the region in the next ten years, and to double the effectiveness of investment in skills development.

• Vocational training and productivity

In this area, the focus has been on analyzing the relationship of vocational training with, and its influence on, improvements in productivity, based not only on national experiences of VTIs but also on the tools used, under the leadership of the ILO, such as the System for the Measurement and Improvement of Productivity (SIMAPRO).

The greatest support effort is centred on applying and disseminating the SIMAPRO methodology that was developed in Mexico, and extending it in other sectors of the economy and other countries in the region (Cuba, Guatemala and the Dominican Republic). The activities carried out in this context are presented in a separate box. So as to disseminate this methodology in countries in the Americas that might be interested, the Centre (with the help of the ILO Office in Mexico) has drawn up a project prospectus to

be distributed to international cooperation agencies that might be interested in this subject.

VTIs in the region have expressed interest in the impact that training can have on productivity. Many of these institutions are implementing programmes aimed at improving the productive equation not only by training competent workers but also through a variety of activities in the areas of consultancy services for enterprises, support for technological development, care for the environment, quality assurance and other aspects of improving administration in enterprises.

A number of institutions in the region like the INTECAP of Guatemala and the INFOTEP of the Dominican Republic have implemented specific experiences to develop an evaluation system that measures the impact of worker training on productivity. Besides this, various enterprises in Mexico, Cuba and Chile have worked on improving productivity and providing training in the workplace.

In this system, indicators of objectives agreed among the social partners are systematically measured. In a process of dialogue and analysis, the social partners are invited to commit themselves to raising productivity and improving working conditions. This is a tool for organizational learning based on non-formal training, and it involves a combination of practical and theoretical knowledge.

Improvements are analyzed, and this can be applied not just to production processes but also to working conditions, which include on-the-job safety and health control, and attitudes to subjects like tidiness, cleanliness and absenteeism. The indicators in each case are regulated in line with one single standard – effectiveness.

SIMAPRO is smoothing the way towards a change in work culture. It creates a work atmosphere of cooperation and trust through efficient and continual communication between management and employees and workers in middle-level positions, which is geared to attaining objectives in different areas.

This is in harmony with the ILO policy of promoting decent work in the region and at the same time facilitating the application of many of the points laid down in ILO Recommendation 195 about Human Resources Development: Education, Training and Lifelong Learning. What is more, it is a mechanism for social dialogue about knowledge, focused on raising productivity and improving working conditions, which the ILO promotes as a method to improve communication inside organizations by establishing joint commitments to pursue objectives that the social partners and productive organizations both share.

One result of this accumulated information and experience is that the Centre and the ILO Office in Mexico have drawn up a *SIMAPRO Guide to Training and Productivity* to assist in disseminating and training people in SIMAPRO methodology. This guide book is being published by Cinterfor/ILO.

Every day there are new activities in vocational training aimed at raising productivity and improving competitiveness, such as the sectoral committees set up by the SENA in 66 sectors of economic activity. One of the aims of these committees is to facilitate the updating of labour competency standards, which are needed to ensure that training programmes are up to date and relevant. There is general agreement among employers that it is important to have training programmes that are up to date, relevant, and that contribute to better productivity and competitiveness in productive sectors by enhancing the contribution that human talent makes.

Other training institutions are undertaking activities directly or indirectly connected to national productivity and competitiveness. A number of training institutions have technological development centres that execute training but also provide support services for product development, metrology, quality control and access to information networks, all

of which are vital if enterprises are to have not only skilled human resources but also access to technological innovations and improvements that are crucial in the productive equation.

Vocational training institutions are becoming increasingly connected to national development and competitiveness plans so as to be able to provide inputs for the development of skills and competencies, and also basic technology for innovation, through training. This trend is apparent in efforts like the work of the INA in Costa Rica with the tourism sector, the INTECAP of Guatemala with its specialized centre in Santa Lucia which includes innovative technologies in the industrial sector to support the local economy, the SENATI in Peru with its services for industries, or the INFOTEP in the Dominican Republic with its support for the development of productivity in the clothing export sector.

SUPPORT FOR SIMAPRO ACTIVITIES

7th SIMAPRO Meeting to commemorate its tenth anniversary. Subject: "Social dialogue and the new labour culture for productivity and improved working conditions", Guadalajara, May 2005.

8th SIMAPRO Meeting. Subject: "Decent work in sugar mills", Guatemala, 30 September to 1 October 2005.

9th SIMAPRO Network and Decent Work in the Sugar Industry Meeting. Subject: SIMAPRO Network and Decent Work in the Sugar Industry Meeting, Vera Cruz, Mexico, April 2006.

10th SIMAPRO Meeting "A tool for knowledge management in the organization" in the framework of the 11th National Entrepreneurial Productivity and Competitiveness Conference. INFOTEP. Santo Domingo. 18 and 19 October 2006.

11th SIMAPRO Meeting - TLCAN 2008 and Human Resources: HACCP, RESPONSABILIDAD SOCIAL EMPRESARIAL, BIOCOMBUSTIBLE, Vera Cruz, Mexico, 19-20 April 2007.

- **The application of information and communication technologies in vocational training**

Because vocational training institutions are becoming increasingly interested in this area, the Centre has continued with the work it began in the previous two-year period to analyze and diffuse information about experiences and to promote cooperation and the sharing of good practices in the use of ICTs in training. This is due to the marked development in the use of Internet to execute vocational training courses, a trend that has been on the rise in the region in recent years.

During the period of reference, the Centre provided technical assistance and promoted horizontal cooperation geared to supporting its member institutions to launch and/or improve their training programmes that utilize the Internet.

In 2005, in response to uncertainty about the use of e-learning that was building up in VTIs, Cinterfor/ILO carried out a qualitative study of experiences in the region based on visits to training institutions and meetings with e-learning and distance learning development teams. The results of this study later took the form of a book, *Learning and Teaching in the Internet Age. Distance Learning and New Technologies for Vocational Training*, which was prepared by Gabriel Kaplún. This book provides the basic conceptual elements to plan, implement and evaluate the incorporation of e-learning into institutions as a new training offer. It was translated into English and circulated in the English-speaking Caribbean region in mid 2006.

In December 2005, Cinterfor/ILO and ECLAC held a workshop on “Information and Communication Technologies (ICTs) in Vocational Training” and staff from fourteen training institutions participated. The workshop was based on the results of a questionnaire designed by the Centre and circulated among distance learning teams at training institutions. Sixteen institutions responded, and the information they provided was analyzed by ECLAC. As a result of the workshop it was possible to set up a community in the Cinterfor/ILO virtual space for discussions and experience-sharing about different aspects of distance learning and e-learning.

In the framework of the space for cooperation that the Centre created and promoted in the region, Cinterfor/ILO has promoted the organization of technical meetings about ICTs in vocational training, and the institutions involved have shared their information and experiences. The main national and regional technical events on this subject that were supported by the Centre are shown in a separate box. One of these was the Seminar on Prospects for E-learning in Vocational Training in Latin America, which was held in Cartagena, Colombia, in April 2006, supported by InWent and sponsored by the SENA. As a result of this seminar InWent set up a space in its e-learning platform for training institutions in the region, and in this the chat modality has been used for various

conferences and for sharing materials for use in the ICT, e-learning and vocational training area.

In Mexico, the Centre cooperated with the General Board of Training for Work Centres of the Secretariat of Public Education to support an International Course on Quality Assurance in Vocational Training in Pachuca. This provided technical training for teachers to design e-learning courses, and Cinterfor/ILO provided technical support for the preparation, organization, coordination and execution of the course. In September 2006, in the Dominican Republic, the Centre cooperated with the INFOTEP to run a workshop course on “The Conceptual and Practical Bases of Distance Learning with E-learning”, and the course was executed by a Cinterfor/ILO consultant.

It is noteworthy that the initiatives described above and the technical cooperation the Centre has provided for its member institutions has led these institutions to begin to exchange and share their information and experiences, and to cooperate horizontally. One example of this is that the SENA in Colombia provided support for the INFOTEP in the Dominican Republic.

The Centre is preparing a special edition of the Cinterfor/ILO Bulletin devoted to the utilization of ICTs by vocational training institutions, and it has cooperated with InWent to produce a manual for the didactic design of e-learning training programmes, which is in the final stages of publication. It has also prepared a reference document dealing with the impact of the incorporation of technologies in training institutions and the experience of Cinterfor/ILO in this area. This will be presented at the Cartagena meeting on e-learning and training.

NATIONAL AND REGIONAL EVENTS ABOUT ICT

- Workshop: “Applying Information and Communication Technology”. HEART/NTA, Kingston, Jamaica, 5 to 9 September, 2005.
- Course: The Application of ICT in Training, to support the Turin Centre. Lima, Peru, 3 to 7 October, 2005.
- International Workshop: Information and Communication Technology (ICT) in Vocational Training. ECLAC. Cinterfor/ILO. Montevideo, Uruguay, 5 and 6 December, 2005.
- Seminar: Prospects for E-learning in Vocational Training in Latin America. InWent-SENA. Cartagena, Colombia, 4 to 6 April, 2006.
- Workshop: Conceptual and Practical Bases of Distance Learning with E-learning. INFOTEP, Santo Domingo, Dominican Republic, 11 and 12 September, 2006.
- Workshop on the use of Information and Communication Technologies in TVET for Training Institutions of the ESCC. NTA, Trinidad and Tobago, 13 to 17 November, 2006.

ICT in VTIs in the English-speaking Caribbean

To strengthen the use of ICT by vocational training institutions in the English-speaking Caribbean, the Centre has provided technical and financial support, in the framework of technical cooperation with the Swiss Agency for Development and Cooperation (SDC), to help institutions in the region hold two events. The first was a workshop on “Applying Information Communication Technology: A Technical Workshop for TVET Practitioners”, organized by the HEART/NTA in Kingston, Jamaica, in September 2005, and information about this appeared in the previous edition of the Cinterfor/ILO Report. The second was a workshop on “Using Blended Learning Strategies in Competency Based Training. A Technical Workshop for TVET Practitioners in the Development of Caribbean Vocational Qualifications (CVQs)”, organized by the National Training Agency of Trinidad and Tobago, in Port of Spain, from 13 to 17 November 2006.

The objectives of this second workshop were: i) to increase the participants’ knowledge about how ICT can be integrated into and used in the provision of vocational training, ii) to strengthen ICT-based training in the institutions taking part, and iii) to promote the use of ICT by national training agencies as a regular component of national education systems.

At the workshop there were representatives from national training agencies in the following Caribbean countries: Antigua and Barbuda, Guyana, St. Lucia, Suriname and Trinidad and Tobago. An instructor from the VTDI of the HEART Trust/NTA in Jamaica played an important role in the workshop, and in fact this institution was co-organizer of the two previous workshops on the use of ICT in vocational training. This was possible largely thanks to the VTDI’s accumulated experience in organizing this kind of event, and it is another example of the Centre’s efforts to promote horizontal cooperation among training institutions in the region.

The Centre is also in the process of defining the kind of technical assistance it will provide to help the CANTA (Caribbean Association of National Training Agencies) develop its web site, in accordance with the provisions of a letter of understanding that Cinterfor/ILO signed with the CANTA in the framework of the project mentioned above.

• Vocational training with the gender perspective

One of the most forceful and definitive lessons learned by Cinterfor/ILO and by training bodies committed to incorporating the gender perspective into their work is that this is in itself a condition for quality and equity in policies and that it fosters innovation in educational technology. Therefore the Centre undertook to disseminate through distance

training what has been learned in this area, particularly the great potential of coordinated inter-institutional efforts towards establishing good practices and creatively producing new knowledge.

This is why the Programme for Quality and Equity in Training described above was set up. One of the main objectives of this programme is to strengthen people's and institutions' competencies by mainstreaming gender and social equity and by focalizing action in the design and management of training policies to tackle discrimination against women. The methodology of the PCvEF and the new didactic materials that have been elaborated have had their effect in that the national teams participating have not only been trained in this area but have themselves helped to disseminate the gender perspective and have made plans to incorporate it into their institutional practices. They have also been able to collectively construct strategies to strengthen the progress they have made through a forum on "Gender in Vocational Training", which is devoted to sharing experiences, and discussing and going deeper into the concrete application of the gender perspective in the different components and dimensions of policy such as linkages to the productive context, labour guidance, the adoption of the Occupational Project as a training methodology to improve employability and gender equity, in curricular development, etc.

One example of this commitment by institutions to disseminating the QEP approach is that the team from the national department of the SENAI in Brazil ran a video conference about "Women in the World of Work". The participants included the Operational Director of the SENAI, the Director of the ILO Office in Brasilia, the Cinterfor/ILO specialist and coordinator of the QEP, and the Minister for the Condition of Women in Brazil. This was transmitted to all SENAI regional offices, and more than 120 teachers, planners and technical teams of all kinds took part. The video conference was accompanied by a special edition of the Bulletin "Ellas avanzan" (Women are making progress).

In addition, the Centre's direct relationship with the SENAC gave rise to an article entitled "The gender perspective to improve the quality, relevance and equity of vocational and technical education policies" for the SENAC Technical Bulletin No. 32 (May/August 2006). The aim of this article was to promote analysis in the field of gender, technical vocational education and work as a scenario to produce intersections and fertile interconnections for the design and management of training and employment policies. The Cinterfor/ILO specialist and the Gender and Race specialist from ILO Brazil also gave a video conference for the whole network of SENAC and SESC centres. This was received at more than 270 points all over Brazil, and there was dialogue with teachers, planners and managers, who sent in their questions about the content transmitted. The video conference was also a way of advertising the Cinterfor/ILO web portal and inviting people to use it as a didactic resource.

The Centre's Gender, Training and Work sub-site (both the English and Spanish language versions) has continued to expand. It has been strengthened as a tool for mainstreaming the gender perspective in vocational training policies and, through them, in strategies to fight poverty and promote decent work. The Centre is continually upgrading the section on "Employability, quality, equity and gender in the design and the management of training and employment policies" so all users can navigate the "Model of policies to improve employability and gender equity" and the toolkit, and become familiar with the approaches, successful experiences, curricular development and lessons learned in this field and accumulated by Cinterfor/ILO and the institutions in the region. This is structured by components and lines of action, which strengthens the accumulated effect of the continual incorporation of new material.

• The development of training at the sectoral, local and subregional levels

This area of activity is a recent trend in the region. It encompasses technical assistance activity in training modalities focused on the sectoral, local and/or regional levels. With regard to sectors, the Centre has assisted some training institutions and also employers' and workers' organizations that wish to examine training trends and experiences that cater to a specific economic sector. To do this, Cinterfor/ILO has fostered the sharing of information, experiences, lessons learned and cooperation among institutions in charge of training for distinct sectors of the economy.

One way in which the Centre has worked with a specific sector is its effort to help guide activity in the rural sector, which has involved organizing a meeting of institutions from the sector in each of the last three years. In the framework of these meetings, efforts to train people for rural tourism were considered. So as to facilitate and promote the dissemination of information about the activities and good practices in such an important sector, a site specialized in training for rural development has been set up in the Centre's web portal. In addition, Cinterfor/ILO published "Rural tourism: new ruralism and non-agricultural rural employment" (Training Outlines No. 32).

Cooperation for sectoral training for the hotels, catering and tourism sector was offered at the technical meeting on vocational training in the hotels, catering and tourism sector, organized by the SENAC in Natal in November 2006. The Centre also participated in other events in the area of training for this sector, which were promoted by other institutions involved in training for the sector, and this fostered the sharing of experiences and information and the development of the space created for cooperation among them.

To work on development in the printing industry, two technical meetings on training for this sector were organized in cooperation with the SENAI of Brazil and the SENA of

Colombia. The Centre supported the construction sector in previous years and it will probably do so again in the near future, depending on demand and interest among the training institutions involved. In any case, the Centre has supported other sectoral training organizations by participating in specific events of interest to them.

With regard to local development, Cinterfor/ILO has made its Head Office and logistical facilities available for the Project to Recover Employment through support for the creation and consolidation of micro and small enterprises - REDEL Uruguay. This is an ILO project from its Subregional Office for the Southern Cone, it is financed by the Italian government, its national counterpart is the Ministry of Labour and Social Security, and Italia Lavoro is also involved. It is geared to recovering employment using a local economic development approach, and it involves counselling for the National Employment Board (DINAE) and running pilot experiences in three regions in the country. The Centre has established a synergic relationship with the REDEL project, and this has made it possible to accumulate a significant body of experiences and knowledge in areas including local economic development, active employment policies, strategies to support micro and small enterprises, local social dialogue, and fostering entrepreneurship in technical education.

SOME TECHNICAL SECTORAL ACTIVITIES

- Study trip for representatives from the construction and metal-working unions in Uruguay to the SENAI in Brazil (Espiritu Santo and Rio de Janeiro), January 2006.
- National Congress on Work Conditions and Environment in the Construction Industry, and third seminar on Work Conditions and Environment in the Construction Industry in the Mercosur countries." FUNDACENTRO. Recife. October 2005.
- Third AMFORHT Conference (World Association for Training in Hotels and Tourism), SENAC, Sao Paulo, Brazil, May 2006.
- First National Meeting on VT for Rural Populations. SDC, Quito, July 2006.
- Second National Meeting of SINACATRI – National Integral Rural Technical Training and Assistance System. INCA Rural, Mexico, October 2006.
- Round table on "The Impact of Training on Sectoral Growth" in the framework of the 18th Latin American Textile Chemistry Congress. National Industrial Technology Institute (INTI), Buenos Aires, November 2006.
- Technical Meeting on Vocational Training in the Catering, Hotels and Tourism Sector. SENAC, Natal, Brazil, November 2006.
- Second International Seminar on the Development of Abilities in Rural Areas. INCA Rural, Mexico, November 2006.

Apart from its activity in sectors, the Centre has also provided technical assistance for the development of training in various subregions and in subregional integration processes, in particular in Central America, the English-speaking Caribbean, the Community of Andean Nations and the Mercosur. In addition to activities in which it actually participates, Cinterfor/ILO also contributes to regional integration through the QEP, as explained above. As part of this activity, the Centre has supported initiatives to form associations and networks such as the Caribbean Association of National Training Agencies (CANTA) and the Network of Training Institutions in Central America, the Dominican Republic and Haiti, and catered to the demands of countries in the Community of Andean Nations and the Mercosur.

SOME SUBREGIONAL TECHNICAL ACTIVITIES

- Seminar on Vocational Training and Regional Integration. DGCFT, Secretariat of Public Education, Monterrey, Mexico, 31 August to 2 September 2005.
- "Reform and governance of technical and vocational education and training in the Organization of Eastern Caribbean States -OECS". Organized by the St. Lucia Ministry of Education and UNESCO, in Castries, St. Lucia, September 2005.
- International Seminar on relations between vocational training institutions and the productive sector. SENAT, Rio de Janeiro, Brazil, 23 and 24 January 2006.
- Seminar: "Progress in labour competence certification in the framework of the repertoire of recommendations in Mercosur Resolution 59". Min. Lab. and Soc. Security, Buenos Aires, 6 June 2006.
- Second workshop on experiences of vocational training and convalidation in the Andean Countries. Bogotá, 23 June 2006.

In particular, the Centre supported the work programme of the Network of Training Institutions in Central America, the Dominican Republic and Haiti, and offered the technical support required, in coordination with the ILO Office for Central America in San José. This network is going ahead with projects that are crucially important for the sub-region, like progress in the use of ICTs and the homologation of labour competencies in the tourism sector to be applied throughout the region. The network is expanding its ability to open and run an Internet portal.

The Centre provided support for the second meeting of training institutions from the countries of the Community of Andean Nations, held under the auspices of the SENA of Colombia, which dealt with the formulation of a certification system with region-wide validity. Agreements have been made to establish the basis for possible progress to-

wards the homologation of certification. In this, it will be necessary to extend and intensify follow-up on the commitments that have been made so as to facilitate the development and concrete implementation of the results.

The Centre has maintained support for Mercosur work sub-group 10, “Labour Relations, Employment and Social Security”, in the training field. This involved discussing and designing mechanisms to deal with areas like worker mobility and its connection with certification, qualification models, the homologation of certification systems and competence-based training.

Cinterfor/ILO’s technical cooperation with vocational training institutions in the countries of the English-speaking Caribbean is reflected in technical guidance and support for strengthening the institutional dimension of training.

The Centre paid special attention to this region in the effort to improve institutions’ ability to use ICTs in vocational training, and, as mentioned above, it has expanded the dissemination of knowledge in the English language. This has taken place in the framework of the project Strengthening Cinterfor/ILO web site and Knowledge Sharing. This project is mainly geared to strengthening the English version of the Centre’s web site, translating material into English and publishing Cinterfor/ILO books, and strengthening the use of ICTs.

**SOME PERSONNEL TRAINING AND DEVELOPMENT ACTION,
Promoted and supported:**

- Course on Labour Competencies. Ministry of Labour. Havana, 22 to 29 September 2005.
- Course on the Application of ICT in Training. Turin Centre, 3 to 7 October 2005.
- International Seminar “Human Resources Management with the Competence Approach. SENA. Bogotá, 17 and 18 November 2005.
- Meeting-Workshop “Training Organizations in the Framework of Education Reform”. Association of Training Organizations. ADECA. Montevideo, 26 April 2006.
- First International Course “Totally Integrated Supervision and Automation” SENA-JICA. January to March 2006. The information was disseminated among Cinterfor member institutions that there are 15 grants for 8 countries.
- Second International Course “Totally Integrated Supervision and Automation” SENA-JICA. October to December 2006.
- Workshop on Human Resources Management by Competencies. INFOTEP. Santo Domingo, 7 to 10 de May 2006.
- Technical Meeting on Vocational Training in the Catering, Hotels and Tourism Sector. SENAC. Natal, Brazil, 8 to 11 November 2006.

For an analysis of the evolution of the English version of the web site and a list of the English language books published in the project, see the specific section in point 4 of this Report.

In the sphere of institutional strengthening, mention must be made of the technical meetings that Cinterfor/ILO has supported. These included Reform and Governance of Technical and Vocational Education and Training in the Organization of Eastern Caribbean States (OECS), organized by the St. Lucia Ministry of Education and UNESCO, in Castries, St. Lucia, in September 2005; the International Seminar on Vocational Training and Regional Integration, organized by the Mexican Secretariat of Public Education and Cinterfor/ILO in Monterrey, Mexico, in September 2005, at which a representative of VTIs in the English-speaking Caribbean was invited to speak on the process of setting up CANTA; and a Workshop on Developing a Technical and Vocational Education and Training (TVET) Operating Model for CARICOM, organized by CANTA, CARICOM and the ILO in 2005, in Trinidad and Tobago.

• **Development of VTI staff**

This area involves strengthening institutions by the technical updating of the technical and teaching staff in Cinterfor/ILO member institutions, through horizontal cooperation that contributes to facilitating information sharing, training visits and training courses. One example of the Centre's work in this area is the above-mentioned "Institutional strengthening for quality and equity in training policies distance programme" (QEP) for technical teams and teachers in VTIs.

Cinterfor/ILO has also assisted in information sharing and horizontal cooperation so teaching and technical staff in VTIs can acquire new knowledge and experience in homologous institutions in the region. Some examples of this are the INTECAP (Guatemala) mission to the SENA (Colombia) for technical cooperation in the field of organizing learning spaces and technologies for elaborating control boards; the INFOTEP (Dominican Republic) mission to the SENA (Colombia) about the e-learning project, which was later complemented with a technical mission from the SENA to the INFOTEP on the same subject; the SENAI (Brazil) mission to the SENA (Colombia) to provide technical assistance on the occupational survey model; the mission from Central American institutions to the DGCFT/SEP teacher training centre in Pachuca, Mexico; and the study mission of the INA management group to the SENCE (Chile), and the SENAI and the SENATI (Peru).

Another input for keeping the staff of institutions up to date has been the distribution of technical materials and documents in the form of specialized publications from voca-

tional training institutions. For example, after the SENAC Director of Training interviewed Pedro Daniel Weinberg about the vocational training panorama in Latin America and the Caribbean, the text was published in SENAC Bulletin No. 32, an article by Sara Silveira about quality, relevance and equity in vocational and technical training policies was published in the same issue of the SENAC Bulletin, and an article by Fernando Vargas about certification systems and their development in Latin America was published in SENAC Bulletin No. 31.

• **Lifelong training, competency certification and national qualifications frameworks**

The concept of lifelong training is increasingly reflected in the activities of training institutions in the region. As well as coordinating the training offer with secondary technical education, which is a notable feature in a number of countries including those in the English-speaking Caribbean, Brazil, Chile and Colombia, lifelong training is based on a series of pillars that make training possible from the cradle right through a person's whole lifespan.

The most important pillars that lifelong learning is based on include the coordination between education and training, competence certification and national qualifications frameworks.

In this area the Centre provided information and technical support to assist VTIs and countries to organize their national vocational training systems by integrating the role that

VTIs play with other public and private training providers in coordinated models based on the definition of national qualifications frameworks and knowledge recognition processes. This component of specific intervention policies was included in the ILO Hemisphere Decent Work Agenda 2006-2015 to promote the development of vocational training in the region.

In 2005 the Centre had already carried out research in this area, with support from the ILO Skills and Employability Department (SKILLS), and the results were published as "Core competencies and lifelong learning". Work is under way to prepare a

Publications analyzing and promoting ILO Recommendations

- Cinterfor/OIT. *La nueva recomendación 195 de OIT. Desarrollo de los recursos humanos: educación, formación y aprendizaje permanente*
- PRONKO, Marcela. *Recomendación 195 de OIT. Cuestiones históricas y actuales de la formación profesional.*
- BARRETTO GHIONE, Hugo. *Recomendación 195 de OIT. Temas, enfoques y actores de la formación profesional.*

SOME TECHNICAL EVENTS DEALING WITH LIFELONG LEARNING

- Fourth Meeting of the Inter-Ministerial Committee – National Vocational Certification System, Ministry of Labour and Employment, Brasilia and Sao Paulo, 25 to 27 April 2005.
- International Seminar “Human Resources Management with the Competencies Approach”. SENA, Bogotá, 17 and 18 November 2005.
- International Symposium: “Human Resources Management by Competencies: A Key Factor in Competitiveness”. Association of Competence Certification Bodies. AMECER, Mexico, 25 November 2005.
- Seminar: “Progress in Labour Competence Certification in the Framework of the Repertoire of Recommendations in Mercosur Resolution 59”. Ministry of Labour and Social Security, Buenos Aires, Argentina, 6 June 2006.
- Second Workshop on Experiences in Vocational Training and the Convalidation of Certification in the Andean Countries. Community of Andean Nations, SENA, 26 and 27 June 2006.
- National Meeting of Networks of Training for Work. SENA, Pereira, 24 August 2006.
- International Seminar on National Qualifications Frameworks. SENA, Bogotá, Colombia, 4 to 6 October 2006.
- Seminar “The Technical, the Technological and New Occupations”. SENA, Medellín, 25 to 27 October 2006.

guidebook about the implementation of qualifications frameworks, and this will also serve to disseminate basic concepts and experiences about these frameworks, their objectives and the rationale behind them, based on a guide elaborated by the SKILLS Department at Head Office.

Special attention has been paid to promoting and disseminating ILO Recommendation 195 among Ministries of Labour, social partners and national training institutions in the Americas. In 2005 there were three publications on this subject, and the effective dissemination of the precepts in the Recommendation was ensured through many activities in different countries, with the cooperation of the vocational training institutions in each case.

The Centre also took part in a number of technical events to disseminate information about experiences of qualifications frameworks, and about the state of the art in the field of competence certification. These were held in various countries including Brazil (SENAI), Colombia (SENA), Guatemala (INTECAP) and Panama (INADEH).

In addition, in a Cinterfor/ILO publication entitled *Educational and Training Strategies for Social and Productive Insertion*, there are many innovative experiences and

reflections about policies and strategies for broadened basic education, training for employability and training for work, for young people as well as for adults, in the different countries in the region.

• Competency-based training

For more than ten years there has been a trend in the region towards incorporating the competencies approach into vocational training. At the start of that period, information about the earliest activities in the region was first being disseminated, but in the current scenario there are hardly any training institutions that have not implemented a programme with this methodology. This has been ten years of technical assistance, guidance, horizontal cooperation and joint efforts involving a network of institutions, and the outcome is that now nearly every institution has adopted this approach.

PUBLICATIONS IN THE LABOUR COMPETENCIES AREA

- BARATO, Jarbas Novelino. *Formación profesional. ¿Saberes del ocio o saberes del trabajo?*
- SPIEGEL, Alejandro. *Recursos didácticos y formación profesional por competencias: Orientaciones metodológicas para su selección y diseño.* IDB/FOMIN (Buenos Aires) CINTERFOR/ILO.
- CATALANO, A. (Coord.) *Enseñar y evaluar en formación por competencias laborales: orientaciones conceptuales y metodológicas.* IDB/FOMIN (Buenos Aires), CINTERFOR/ILO

In this area, the Centre provides technical assistance to modernize training programmes with the labour competence approach. Labour competencies are also included among the specific intervention policies in the ILO Decent Work Agenda for the Hemisphere, along with support for innovation and continual improvement in vocational training in the region.

Technical assistance in the labour competencies area has been in operation since at least 1996, and it nearly always involves horizontal cooperation among institutions themselves since almost all of them have implemented the competencies approach to a greater or lesser extent, and have a wealth of institutional experience and lessons learned that they share with each other. The Centre has concentrated on making a wide range of documents, tools, manuals and good practices available to this network of institutions on its Internet web site. It has also used the Quality and Equity Programme to continue to promote and guide the adoption of the dual approach that combines competence-based training with the gender perspective as a methodological framework for coordination with the productive environment and for curricular development. The adoption of this approach, along with the emphasis on training for employability and citizenship and the

Occupational Project methodology, makes it possible to be relevant not only to the productive environment but also to individuals. This aspect has proved to be a condition for improving quality and equity in training policies and it makes the teaching-learning process more personalized by strengthening the protagonism of the learner. The Centre makes experiences and curricular development that has stemmed from this approach available through the QEP and also in the Gender, Training and Work section of its web site.

During the period covered by the Report, the knowledge dissemination service the Centre provides through its web page has received more than two hundred thousand visits to make consultations and access information and documents about labour competence, and the visitors are from almost all the countries in the region. Thanks to the cooperation and enthusiasm of institutions, it has been possible to expand the web site with an ever greater collection of technical documents, competence identification manuals, guides for curricular design and labour competence standards from various vocational training institutions.

SOME TECHNICAL ACTIVITIES I N THE SPHERE OF COMPETENCE-BASED TRAINING

- Seminar: Human Management by Labour Competencies. SENA, Bogotá, 31 May 2005.
- Tripartite Seminar: Qualification in Brazil and Mercosur – Progress and Prospects. Technical Cooperation Project, Min. Lab. & Ed., ILO Brasilia, July 4 and 5 2005.
- Workshop: The Development of Training by Labour Competence in the INA. Technical Assistance with the Development of the Labour Competence-based Training Approach. San José, 11 and 12 July 2005.
- Course on Labour Competencies. Ministry of Labour and Social Security, Havana, Cuba, 19 to 22 September 2005.
- International Seminar on Vocational Certification. Ministry Education, Brasilia, 7 to 9 November 2005.
- International Seminar on “Good Practices in Competence-based Vocational Training”. SENATI, Lima, 21 to 23 November 2005.
- Workshop on Human Resources Management by Competencies. INFOTEP, Santo Domingo, Dominican Republic, 7 to 10 May 2006.
- Course on Employment and Labour Market Policies with the emphasis on Competence Development. Video conference with the Turin Centre, 5 June 2006.
- Workshop to Define a Work Plan for the Adoption of the Competence-based Training Approach. SENAR, Curitiba, Brazil, 7 to 9 June 2006.

2. THE DEVELOPMENT OF COMPETENCIES AMONG UNEMPLOYED YOUNG PEOPLE AND ADULTS OF BOTH SEXES

• Young people, training and employment

The global growth of the economies in the region has had a positive impact on the labour market of the Latin American and Caribbean countries as a whole, and employment has increased as a consequence of the fact that demand has risen more than the increase in the labour offer. This has led to a fall in the urban unemployment rate in the region,¹ but the rate for young people is still a large proportion of the total.

The youth unemployment rate in the region is in fact 2.8 times higher than the overall unemployment rate. An analysis of the situation of the youth population that takes account of levels of income of people in employment, the proportion of informal work in the employment structure and levels of social protection for paid workers, shows clearly that the duration and rate of growth in employment have been insufficient to generate higher levels of decent work for young people.

The positive role that an increased incorporation of young people into programmes to develop skills and competencies for work could play make this one of Cinterfor/ILO's top priority areas. The Centre is geared to developing training for young people of both sexes to enable them to aspire to and accede to decent employment. In pursuit of this objective, the Centre has continued to work to identify, systematize and disseminate information about innovative experiences in the field of training and employment for young people. It has promoted experience-sharing and technical cooperation, and made sure that knowledge in this area is widely available. In addition, it has always offered technical assistance, on request, to contribute to policy design in this sphere.

Cinterfor/ILO has continued to update its register of experiences of training and employment for young people in Latin America and the Caribbean. In the period of reference, it incorporated twelve programmes executed in Brazil, Chile and Peru that gave priority to specific areas of intervention (rural youth, young women), and today more than ninety programmes have been qualitatively and quantitatively analyzed.

The Centre has continued to promote the circulation of information and knowledge in this area, and as part of this effort it is preparing a number of publications. These are also available in the Youth, Training and Employment section of the Cinterfor/ILO web site.

¹ The average urban unemployment rate weighted for each country.

The web site on Youth, Training and Employment is kept constantly up to date. This is one of the main instruments the Centre has developed to collect and disseminate knowledge in this area, to operate a network for sharing information and experiences, and to promote interaction among the various actors in this field of activity. The site includes an English language version of the information. At the present time it has a total of 4376² pages and it receives more than 650,000 different visitors per year. In the reference period, in response to the increase in the number of subscribers (there are more than 14,500 members) to the Youth Network/ Cinterfor/ILO, a new feature has been added, a news service that is specifically geared to most Latin American countries,³ which also involves a monthly news bulletin and a fortnightly service giving national news. Specific spaces in the Youth, Training and Employment section of the web

YOUNG PEOPLE AND VOCATIONAL TRAINING

Publications

- Casanova, F. (Coord.) Jóvenes, trabajo y sindicatos. Herramientas para el coordinador. Montevideo: Cinterfor/ILO; ILO. ACTRAV; Spain, Ministry of Labour and Social Affairs, 2005. 95p.
- CECAP: competencias y evaluación. Dos vías hacia la mejora de la calidad en la educación. Montevideo: Cinterfor/ILO, 2005. 55 p. (Technical Office papers 15)
- Abdala, E.; Jacinto, C.; Solla, C. (Coord). La inclusión laboral de los jóvenes: entre la desesperanza y la construcción colectiva. Montevideo: Cinterfor/ILO, 2005. (Training features 21)
- Ibáñez, S. El trabajo visto por los jóvenes chilenos. Un análisis de las representaciones sociales de los jóvenes urbano populares. Montevideo: Cinterfor/ILO, 2005. (Training features, 25)
- Alexim, J.C. Educación y empleo juvenil en América Latina. In: Alexim, J.C. Relaciones de trabajo, empleo y formación profesional. Montevideo: Cinterfor/ILO, 2006. 190p. (Training features, 31)
- Girardo, C.; de Ibarrola, M.; Jacinto, C.; Mochi, P. Coords. Estrategias educativas y formativas para la inserción social y productiva. Montevideo: Cinterfor/ILO, 2006. 287p. (Tools for change, 31)
- Abdala, E.; Jacinto, C.; Solla, C.(Coord). Aportes a los procesos de inclusión laboral juveniles. Montevideo: Cinterfor/ILO, 2007 (Training features)
- de Ibarrola, M. Formación escolar para el trabajo: posibilidades y límites. Experiencias y enseñanzas del caso mexicano. Cinterfor/ILO, 2006. 410 p. (On arts and crafts, 5)

² The site has been re-structured, which explains why the total number of pages decreased slightly in the two-year period.

³ At the same time, progress has been made in identifying which of the subscribers are key members in the vocational training field, which has made it possible to start building up a reference roster for Latin America.

site have been brought up to date with information on gender, urban youth, impact evaluation, youth entrepreneurship and young people and trade unions.

The stock of accumulated information the Centre has collected and the significant knowledge it has built up in recent years in the field of training and employment for young people have made Cinterfor/ILO a major authority on this subject for the countries in the region and for the ILO itself. The Centre has made this accumulated knowledge available for a study of young people and employment that is being carried out by the ILO Regional Office for the Americas, and in particular it has supplied information on successful experiences in Latin America and on the current situation of vocational training for young people in the region.

The Centre, acting jointly with the ILO Subregional Office for Central America, provided technical assistance for the government of Panama through the Ministry of Labour and Social Development of that country, to draw up a National Youth Employment Plan, which involved submitting a proposal for such a scheme. It also held a workshop with Panamanian youth organizations to foster the socialization and validation of this plan.

Since 2006, Cinterfor/ILO has made its Head Office in Montevideo available to a consultant from the Regional Project to Promote Youth Employment in Latin America (PREJAL) of the ILO Regional Office for the Americas, and provided all the logistical and practical support to facilitate this work for the countries covered by the project. It has also made available the stock of information and knowledge about case studies that

PARTICIPATION IN EVENTS ON YOUTH, TRAINING AND EMPLOYMENT

- Seminar on "Young People and Decent Work", ORIT, Caracas, 2005.
- Course: Young People, Work and Trade Unions, RLA/01/M10/SPA, Montevideo, 2005.
- Seminar: Young People in the Work Society, in the framework of the 16th Regular Continental Congress, CIOSL/ORIT, Brasilia, August, 2005.
- Round table on "Labour training and employability for vulnerable young people", SENA, Bogotá, August, 2005.
- Cycle of Childhood Priority Conferences. 4th Conference "Education and Work: the social inclusion of adolescents and young people in Uruguay today". Montevideo, September, 2005.
- Seminar "The Challenges of Child/Adolescent Labour in Vocational Training Institutions in Central America, Panama and the Dominican Republic, and the 6th Meeting of VTIs in Central America, Panama, the Dominican Republic and Haiti", INTECAP, Guatemala, December 2005.
- Round table: Social Inclusion in Programmes of Training for the World of Work and on Significant Learning in Young People's Work, CECAP and F. Kolping, Montevideo, June 2006.
- Seminar on Youth Unemployment: A Challenge for the New Generation of Inclusion Policies. El Abrojo, Montevideo, October 2006.

it has been building up and systematizing in recent years. This consultant is also making a contribution to the Centre by helping with the updating of the Youth, Training and Employment sub-section of the Cinterfor/ILO web site.

• **Women, the informal economy and poverty**

In the two-year period, the Centre and the teams from more than twenty countries in the region taking part in the QEP shared and analyzed the experiences and methodologies developed on the FORMUJER and PROIMUJER programmes. These programmes, coordinated technically by Cinterfor/ILO, focus on vulnerable populations in general and in particular on women living in poverty. This work has made it possible to tackle and enrich regional experiences in a process of continual improvement. Various initiatives to support increased labour insertion for women that VTIs have been putting into operation have been identified so the Centre can help strengthen and guide them. For the most part they are geared to generating self-employment and/or work in micro enterprises.

The QEP has been a basis for promoting the incorporation of this kind of intervention since it combines the Occupational Project and training for employability and citizenship (with the gender perspective), and the potential for coordination among programmes that are purely for training, emergency policies, and policies to support household heads, adolescent mothers and so on, with other kinds of intervention that are normally available on the local level, such as programmes to support micro-enterprises, enterprise incubators, etc. The Centre analyzed and made available instruments, mechanisms and good practices of cooperation among actors on different levels and in a variety of contexts, in the framework on an approach that puts the emphasis on social dialogue in training through work not only inside the institutions themselves but also in the area of their linkages to all the social partners involved in the process of developing the initiative, that is to say governments, workers, the productive sector, other public and private institutions, local and regional governments, community agents, non-governmental organizations, etc.

A clear example of how the proposals have improved as a result of this process of collectively producing knowledge is the evolution of the PROIMUJER programme, executed by the National Employment Board of the Ministry of Labour and Social Security of Uruguay, with technical and administrative support from Cinterfor/ILO. In 2005, PROIMUJER began to revise its intervention model and incorporate two new lines of approach as strategic core components. The first is local development, aimed at strengthening the abilities of people in the area to generate their own training and work systems, and the second is the sectoral approach, geared to the design of training projects that cater to the demands of enterprises in the most dynamic productive sectors.

In the period covered by this Report, PROIMUJER continued implementing training, and in all some 1600 beneficiaries of the programme took part in 78 labour training courses. These courses were run not only in Montevideo but also in different cities and locations in the departments of Artigas, Canelones, Colonia, Florida, Rocha, San José, Soriano, and Treinta y Tres. The training included both specific training and portable skills, and was geared to supporting the implementation of individual and collective Occupational Projects and labour insertion. The training areas covered included bakery and food preparation assistant, kitchen and bathroom maintenance and sales, productive and commercial management of hand-craft goods with a cultural identity, service and dealing with the public in cafes and restaurants, clay modelling techniques and the production of inputs, holistic training for manufacturing industries, tax administration assistant, ready-to-eat catering, skilled plaster partition and false ceiling installation, telephonists, maintenance of hotel and hospital floors, PC repairs and computer network installation, payments point operator and dealing with the public, call centre operator, commercial management and client service, etc.

Training is approached in a systematic way, and all the variables that make up the training and employment situation are integrated. The training provided is modified to take account of previous diagnoses of the potential for insertion of the women who are trained. An effort is made to aim at diversified employment so as to promote women's insertion not only into areas that are traditionally considered as women's work but also into new niches and/or employment areas that have always been regarded as a male preserve.

The training enterprises make the diagnoses in such a way as to provide the components that are needed to define the competencies that have to be developed, and they are also responsible for guiding the learners after the classroom teaching phase is over.

This reflects the philosophy that, when dealing with populations living in poverty or whose only chance of insertion is in self-run businesses or the informal economy, the training process should include the development of competencies and strategies for successful insertion.

Another recent example of innovative intervention with a similar approach to vocational training for women who are excluded and living in poverty is an initiative from the Employment Secretary of the Ministry of Labour and Social Security in Argentina, in the framework of the Training and Employment Insurance (SCyE) system. In recognition of the fact that the worst instance of women being poor and vulnerable and working in the informal economy is in the area of domestic service, the SCyE has proposed starting a system for domestic service employees to make this work more professional and raise its status, and this will include training courses in some of the occupational profiles developed by the Ministry itself through the FORMUJER Argentina programme, such as general domestic service, attention and care for people, general catering organization, etc.

3. STRENGTHENING SOCIAL PARTNERS AND THE DEVELOPMENT OF SOCIAL DIALOGUE IN TRAINING

- **Social dialogue and vocational training**

Vocational training is at the very heart of the latest and most urgent debates about the world of work. Training has an impact on people's abilities to obtain and retain employment and to adapt and develop in their occupational career, and it is also, and for the same reasons, a substantial element in employment policies and strategies to raise productivity in enterprises and make them more competitive.

The concept of *decent work* itself does not include training as a decisive component among its main characteristics, and this is taken account of in the recent ILO Recommendation 195 about Human Resources Development, which brings up to date and reinforces policy guidelines on training, education and lifelong learning.

The important role that training plays in the construction of abilities, and in policies and strategies, inevitably make it a factor in social agreements and spaces for dialogue about employment and social development on many different levels. Training is an important element at the social micro level of collective bargaining, at the level of the enterprise or productive sector and in decentralized local agreements, but it also features in this scenario as a right that people have. This is reflected in declarations and documents that have been generated during regional integration processes, and training will be a constant component of national social agreements that cover the areas of employment and production. Vocational training institutions in Latin America were and are pioneers in the area of participation and dialogue about training policies.

The fact that the social partners participate in matters to do with employment, production and development constitutes one of the pillars of the ILO system since it reflects a principle that can never be renounced: tripartism. However, some aspects of vocational training make it a subject that calls for technical questions to be considered, and this means the social partners must have some degree of specialist ability to be able to participate with responsibility and skill in the different spaces of social dialogue.

With this in mind, Cinterfor/ILO has undertaken a series of activities to support initiatives by the social partners, training organizations and Ministries of Labour. It has also updated its information and maintained its policy of publishing material that reflects the importance of social dialogue about vocational training.

The Centre's web site section on Social Dialogue and Training has been updated to take account of changes in the world of work, in regional integration processes, in workers' and employers' initiatives, in vocational training institutions and in Ministries of La-

EVENTS ABOUT SOCIAL DIALOGUE, LABOUR RELATIONS AND COLLECTIVE BARGAINING

- Fifth International Labour Relations Meeting: Labour Relations and Collective Bargaining in the New Uruguay. Montevideo, 21 May 2005.
- Sixth International Labour Relations Meeting: "The new challenges in labour relations". Montevideo, 27 May 2006.
- Seminar: Is Social Dialogue Possible in Uruguay? ILO Buenos Aires, Mercosur Labour and Social Monitoring Unit, Montevideo, 7 to 9 September 2005.
- Regional Bipartite Meeting for the Promotion of Dialogue in the Public Sector about Union Freedom. Launch of the project for seven Latin American countries. PLS, NORMAS, ACTRAV/Turin, Regional Office for the Americas. Montevideo, 29 November to 1 December 2005.
- Workshop of Employment, Vocational Training and Social Dialogue – Eurosocial Programme. Lima, 3 to 7 April 2006.
- Meeting on Social Dialogue, Collective Bargaining and Conflict Prevention. FESUR, Ministry of Labour and Social Security, Montevideo, 4 and 5 July 2006.
- Workshop on Strengthening Social Dialogue, Gender and Decent Work. Tripartite Committee, Santiago Subregional Office, JUNAEC. Montevideo, 21 July 2006.
- Seminar: Collective Bargaining on Categories and Work Organization. Mercosur Labour and Social Monitoring Unit. Montevideo, 12 December 2006.

bour. Nor has Cinterfor/ILO neglected publishing, and it has processed material on the subject from the ILO itself and from the academic sector.

Thus Cinterfor/ILO has participated and cooperated in regional events (workshops, meeting, and seminars) about social dialogue and labour relations and bargaining, and this includes tripartite initiatives and initiatives from national or regional social partners. The subjects at these events show just how wide the range is: some of the workshops dealt with general subject areas in collective bargaining and others with more specific instances like the question of gender or a specific area of activity like the public sector.

Lastly, literature on this subject has been expanded with Cinterfor/ILO's publication of studies of experiences in different Latin American countries like Costa Rica, Colombia and Panama, and also with a wider spectrum that reaches the European Union. One case study of the situation in Italy that was produced recently and it is in the process of being translated for subsequent publication by Cinterfor/ILO in its Contributions for social dialogue and training series.

Cinterfor/ILO has maintained continuity with its previous work by publishing a study of training and collective bargaining. This serves two purposes in that it places the question in a theoretical context and also gives an account of the wide range of clauses in

collective agreements that deal in the most diverse ways with training in enterprises or in the sector of activity in a very representative group of countries in the region.

At the start of 2007, at the behest of and with financial support from SKILLS, a consultant from the Centre guided work revising the literature about the results and impact of selected cases of social dialogue in vocational training in the region.

The Centre's published output also includes a series of three books on Recommendation 195 about Human Resources Development: Education, Training and Lifelong Learning. These deal with diverse and complementary approaches to the main subject and the historical roots of vocational training in the sphere of the ILO. In addition, the Cinterfor/ILO Bulletin presented a collection of studies about social dialogue carried out

PUBLICATIONS IN THE AREA OF SOCIAL DIALOGUE, LABOUR RELATIONS AND COLLECTIVE BARGAINING

- Topet, P. *La negociación colectiva y la formación profesional*. Montevideo: Cinterfor/ILO. 2007. 160 p. (Training features, 34)
- Barreto Ghione, H. *Formación profesional en el diálogo social*. Montevideo: Cinterfor/ILO 2007. 112 p. (Training features, 33)
- Barreto Ghione, H. *Recomendación 195 de OIT. Temas, enfoques y actores de la formación profesional*. Montevideo: Cinterfor/ILO, 2005. 153 p. (Training features, 24)
- Pronko, M. *Recomendación 195 de OIT. Cuestiones históricas y actuales de la formación profesional*. Montevideo: Cinterfor/ILO, 2005. 182 p. (Training features, 23)
- CINTERFOR/OIT. *La nueva Recomendación 195 de OIT. Desarrollo de los recursos humanos: educación, formación y aprendizaje permanente*. Montevideo: Cinterfor/ILO, 2006. 94 p. (Training features, 22)
- Boletín Técnico Interamericano de Formación Profesional. *Diálogo social en Uruguay*. Montevideo, Cinterfor/ILO. No. 157, 2006.
- Boletín Técnico Interamericano de Formación Profesional. *Diálogo social*. Montevideo, Cinterfor/ILO. No. 156, 2005.
- Graña, F. *Diálogo social y gobernanza en la era del "Estado mínimo"*. Montevideo: Cinterfor/ILO, 2005. 70 p. (Technical Office papers, 16)
- Godínez, A. *Diálogo social y formación profesional en Costa Rica*. Montevideo: Cinterfor/ILO 2007. 140 p. (Contributions for social dialogue and training, 14)
- Patiño G. C.A.; Orjeuela Góngora C.; Roca Rojas C. *Diálogo social para la formación profesional en Colombia*. Montevideo: Cinterfor/ILO, 2005. 155p. (Contributions for social dialogue and training, 13)
- Murgas Torrazza, R.; Torres de León, V. *Diálogo social sobre formación en Panamá*. Montevideo: Cinterfor/ILO, 2005. 94p. (Contributions for social dialogue and training, 12)

in the framework of a competition that the Academic network for Social Dialogue organized, which involved a number of European universities like the University of Castilla La Mancha and the University of Bologna, and Latin American universities in Argentina, Mexico, Uruguay, Brazil, Chile, Peru and Venezuela.

• **Employers' organizations and vocational training**

Employers are becoming more and more involved in activities to do with human resources development in the region, either through participating in the management of training institutions or through the direct execution of projects and/or action to generate an improved offer of training programmes. In the last two years, employers' organizations have continued to play an active role in this area.

Most of the vocational training institutions in the region are run by tripartite bodies, and there is no doubt that this fosters the participation of employers in training. The Centre took this into account in its action plan for the recent period.

One event which was undoubtedly a milestone in the dialogue about the role of employers in vocational training was the International Seminar on "Employers and Vocational Training", which was supported by the INATEC of Nicaragua and the Subregional ILO Office in San José. The representatives of employers' associations that took part in the meeting signed the so-called Declaration of Managua, which laid down a series of back-up measures, included calls for greater social dialogue and greater participation of employers in the management councils of training institutions, and emphasised the importance of their role on the national level.

In this area, the Centre has worked at institution building and promoting social dialogue, quality management practices, and competence-based human resources management. Many of these aspects feature in the final declaration issued by the participants in the above-mentioned International Seminar.

In the period covered by this Report, a section entitled Employers, Training and Enterprise was developed in the Cinterfor/ILO web site. It is in English as well as in Spanish. The aim is to make this sub-site an instrument for disseminating and sharing information about the work of employers' organizations in the vocational training area and in other areas linked to work and business development. It is designed to supply information and documentation useful to people from all spheres (national, sectoral, local or international employers' organizations, vocational training institutions, research centres, public and private bodies, enterprises, etc.) who are connected to the work employers' organizations do in the area of vocational training, labour training, productivity and employment.

SOME ACTIVITIES WITH EMPLOYERS

- Seventh SIMAPRO Meeting, in commemoration of its tenth anniversary. Subject: "Social dialogue and the new labour culture for productivity and improved working conditions". Guadalajara, May 2005.
- Workshop for Employers: "Towards a Hemisphere Agenda for the Promotion of Decent Work". ILO, Buenos Aires, 23 and 24 February 2006.
- Eighth SIMAPRO Meeting. Subject: "Decent Work in Sugar Mills". Guatemala, 30 September and 1 October 2005.
- Ninth SIMAPRO Network and Decent Work in the Sugar Industry Meeting. Subject: SIMAPRO Network and Decent Work in the Sugar Industry. Vera Cruz, Mexico, April 2006.
- Tenth SIMAPRO Meeting: "A Tool for Knowledge Management in the Organization" in the framework of the 11th National Entrepreneurial Productivity and Competitiveness Conference. INFOTEP, Santo Domingo, 18 and 19 October 2006.

The Centre has produced a number of publications of interest to employers, including books that deal with quality assurance, small and medium enterprises, and a guide for utilizing the "System for the Measurement and Improvement of Productivity" (SIMAPRO) methodology in organizations. Further information about this methodology is given in the Vocational Training and Productivity section of point 1 in this Report.

In addition to its publishing output, the Centre routinely analyzes subjects connected to the employers' sector in the region and promoted by various training institutions. One example is the training of management in enterprises in human resources management by competencies, and in this the Centre has cooperated with the Turin Centre on one of its courses in the subject which has been running for five years.

Another trend is the increasing promotion of entrepreneurship. A number of training institutions are working to support initiatives to set up enterprises. In some cases, like the SENA in Colombia, a whole network has been set up that includes methodological, technical and even financial support for participants on training programmes to generate entrepreneurial activities. Experiences in this sphere are recognized in the "S" System in Brazil, in Chile, and in other countries in the region.

The provision of technical assistance to help generate and/or strengthen entrepreneurial activity is coming more and more into the field of action of vocational training. There is no doubt that the participation of employers in the running of training institutions has helped to boost options for enterprise undertakings, social dialogue and, more recently, efforts to link national productivity and competitiveness plans to vocational training.

SOME PUBLICATIONS IN THE AREA OF EMPLOYERS AND TRAINING

- Mitnik, F. (Coord.) Políticas y programas de capacitación para pequeñas empresas. Un análisis multidisciplinar desde la teoría y la experiencia. Montevideo: Cinterfor/ILO, 2006.
- Labarca, G. (Coord). Formación para el control de la calidad y el medio ambiente interno y externo: algunas experiencias en América Latina. Montevideo: Cinterfor/ILO, 2006
- Patiño, C. Modelos de calidad en la formación profesional y en la educación. Análisis y complementariedad. Montevideo. Cinterfor/ILO. 2006
- Mertens, L. Formación y Productividad. Guía SIMAPRO. Cinterfor/ILO. 2007. (At press).

• Workers' organizations and vocational training

The Centre has continued to support and strengthen workers' organizations in the region to enable them to participate more skilfully in the design, execution, follow-up and evaluation of vocational training policies. Technical assistance, like the Centre's other areas of activity, is mainly geared to promoting spaces for horizontal cooperation among trade union organizations themselves, and to Cinterfor/ILO participating in various union events to do with vocational training and employment policies.

As regards the different dimensions of trade union participation in the institutionalized management of training policies, the Centre provided technical support for the preparation, organization and practical coordination of a Technical Meeting on "Workers and Vocational Training" that was held in Santo Domingo in 2005. Those taking part included workers' representatives from the management level of vocational training institutions in Central American countries, Panama and the Dominican Republic. The Centre also provided technical and financial support for the organization of a seminar on "The institutionality of social participation in public employment policies", which was organized by the workers' delegation on the National Employment Board (JUNAE) and held in Montevideo, Uruguay, in August 2006, and for the "Meeting to develop a union strategy in the area of vocational training", organized by the Secretariat of International Relations of the CGT in Argentina in Buenos Aires in May 2006. In October 2006, the Centre participated in the celebrations for the twentieth anniversary of the Coordinator of Southern Cone Trade Union Federations in Buenos Aires. Besides this, the Centre supported and played an active role in a meeting entitled "Pay boards: categories, task evaluation and training now", which was also organized by the workers' delegation on the National Employment Board (JUNAE), and was held in November 2006 in Montevideo.

During the period, Cinterfor/ILO cooperated on a technical level with the Inter-American Regional Workers' Organization (ORIT - Organización Regional Interamericana de Trabajadores) by sending technicians to reflection and discussion events dealing with subjects connected to vocational training and employment, such as the Second Meeting of the ORIT Education Work Group, which took place in September 2006 in Lima, Peru, and the Regional Seminar "The social dimension of integration processes and their impact on the rights of workers in the informal economy", organized by the project "Union Action for the Organization and Protection of Workers in the Informal Sector" (ASEI - Acción Sindical para la Organización y Protección de los Trabajadores/as del Sector Informal), ORIT and the ISCOD/UGT in November 2005, in Isla Margarita, Venezuela.

With regard to the activities the ILO Regional Office for the Americas undertook with workers' organizations in the region, the Centre participated on a technical level in the presentation of the vocational training component of a workshop with union representatives, "Towards an Agenda for the Promotion of Decent Work in the Hemisphere", which was held on Lima, Peru, on 7 and 8 March 2006.

Cinterfor/ILO also continued its policy of publishing material of interest and utility to workers' organizations in the region. Books that were published or are in the process of publication include a manual for trade union leaders in collective bargaining about vocational training, a manual for trade union leaders about training by competencies, more titles in the Trade Unions and training series with a book by Castillo, G. and Orsatti, A.: *Unionisation strategies of "other" workers. Training Content*. In addition, in the area of union organizations' work with young people, the Centre published a training guide, *"Course/Workshop. Youth, work and unions. Tools for the coordinator"*, which grew out of cooperation between the Centre and the project "Unions and decent work in the age of globalization in Latin America" (RLA/01/M19/SPA). This guide was validated on two courses (April-May 2005), one held in Montevideo with young people from the Uruguayan Union Federation PIT-CNT and supported by the Cuesta Duarte Institute and the Youth Department of the Federation itself, and the other held in Florianópolis, Santa Catarina, Brazil, with young people from five Brazilian federations and coordinated by the Inter-Union Statistics and Socio-Economic Studies Department (DIEESE - Departamento Intersindical de Estadísticas y Estudios Socio Económicos).

A final point is that the Unions and Training section of the Cinterfor/ILO web site is kept constantly up to date. This section is devoted to information and documentation about the activity of workers' organizations in the vocational training area.

4. THE PRODUCTION OF KNOWLEDGE AND THE DISSEMINATION OF INFORMATION

- **The dissemination of knowledge through the Cinterfor/ILO web portal www.cinterfor.org.uy**
-

The Cinterfor/ILO web portal has continued to expand at an exponential rate and is now consolidated as one of the Centre's basic tools to accomplish its mission and discharge its responsibilities to the member states. The portal is a vehicle for disseminating knowledge and products that reflect the collective production of knowledge about vocational training in the region.

Its objective is to meet the individual and collective demands of the vocational training institutions that make it up and of persons in those institutions, to adapt more and more to the needs of the training system in the region as regards thematic content, didactic organization and conditions of access, and to present ongoing analysis of the information so that its users will have an up-to-date quality web site that satisfies their requirements.

To maintain this level of service, the Centre not only constantly updates and expands the different sections of its portal, it also constantly engages in research and selects and prepares for publication reference material about the different subject areas dealt with. Some of the most important products developed in the two year period are as follows:

- The "Training and the Informal Economy" sub-site, in Spanish and English versions. This contains a resource bank to assist in the analysis and better comprehension of situations that a growing number of men and women throughout Latin America have to face every day. The objective is to provide a tool to present instruments and reference frameworks about policies that make it possible to approach the needs of the informal economy in a more suitable way and so make progress towards equal opportunity for all.

In this case in particular, the ILO Integration Department has cooperated with and supported efforts to incorporate into the sub-site the latest guidance and documents in this area that the ILO has produced in the world, in the framework of the Knowledge Fair about Decent Work and the Informal Economy, and with an emphasis on the inter-dependence of the two dimensions.

- The addition of the "Training and rural development" sub-site, which also appears in a complete English language version.

- The Centre, with support from the Swiss Agency for Development and Cooperation (SDC), has redesigned a large part of the Gender, Training and Work sub-site, reorganized the information in it, and added the greatest possible number of inputs to the “Employability, quality, equity and gender in the design and the management of training and employment policies” section. This new design means the Gender, Training and Work section can now function as a free access e-learning platform offering an in-depth toolbox (methodologies, experiences and good practices) for the reference model in this section for improving quality, relevance and equity in training policies.

An English language version of this sub-site was added recently. Some of the documents and materials available in the toolbox are still only in Spanish, but the Centre is working on translating them and adding other original material in English and Portuguese.

Because the volume of data available is constantly increasing and information and communication technologies are developing so fast, the Centre has had to adopt a new approach in pursuit of its strategic objectives and to provide its member institutions with the best possible service.

The Cinterfor/ILO web portal has come to be regarded more and more as a support service for training processes in general and especially for those that involve distance learning. This is reflected in new training offers via Internet, and the increasing demand for information and technical cooperation in this field.

In 2005, thanks to assistance from the Swiss Agency for Development and Cooperation (SDC), the Centre was able to execute the second part of the 2004/2005 edition of the “Institutional strengthening for quality and equity in training policies distance programme” (QEP).

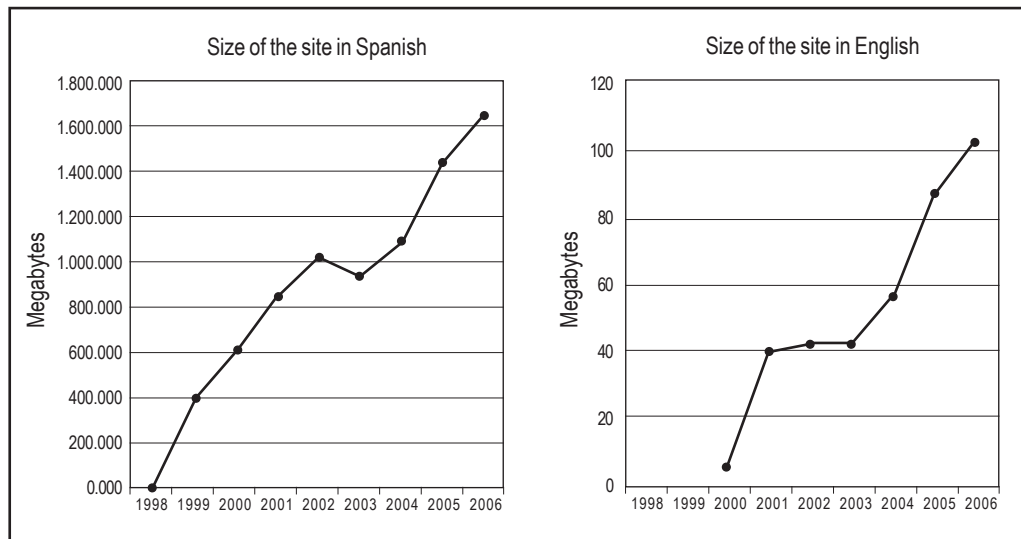
With the incorporation of lessons learned and evaluations, the training proposal in the 2006/2007 edition of the QEP was revised and re-designed. For further information about both editions of this programme, see point 1 of this Report. From the very beginning, the second edition of the QEP has had an integrated platform which facilitates management of the programme, the participants, and all the resources, materials, activities, etc.

Some data

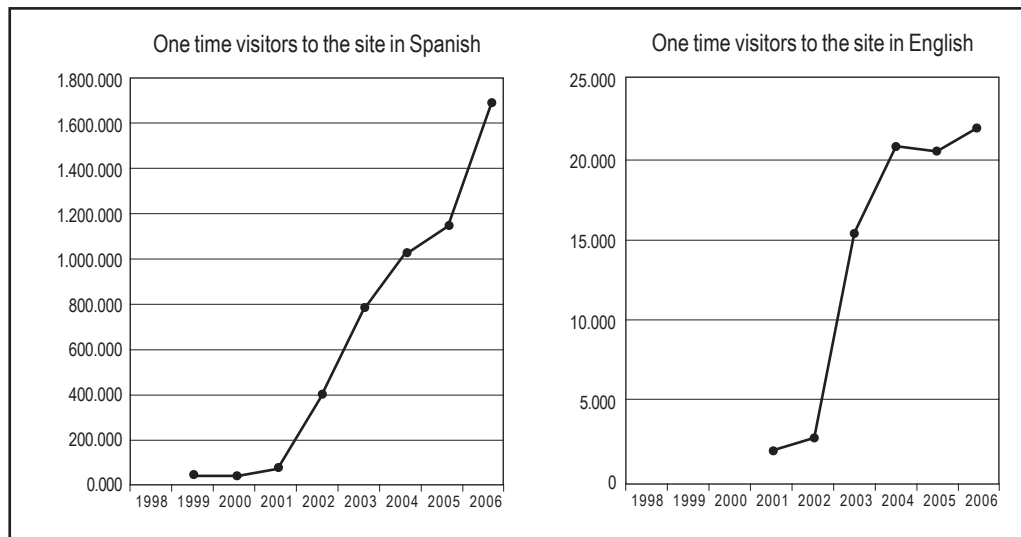
The statistical data available give a very clear picture of the ongoing development and growth of the Cinterfor/ILO web site. In the 2005 to 2007 period the information available at the site increased by nearly 51%, there were almost 12% more requests for information in 2006 than in 2005 and a 50% increase in the number of users who visited

the site. In 2005 the site received some 29.5 million hits, in 2006 the total was nearly 33 million, and in just the first third of 2007 there were 10 million hits.

It can be seen in the graphs below that since it was created, the site has made more and more information available to its visitors, in English as well as in Spanish.



The graphs below show the increase in the number of visitors to the site in the 1998 to 2006 period.



It is estimated that more than 490,000 different people visited the site between January and March 2007, whereas in 2005 it took 6 months to reach this figure.

In 2005 there were visits from 165 different domains/countries but in 2006 the total was 179, which amounts to an increase of 8.79%.

Because there is so much information available at the site, the Centre has started to implement a platform based on Joomla software. This is a Content Management System that gives users easier and more direct access to the information, and also makes maintenance of the site and its content more straightforward.

The Centre upgraded its hardware and software in the period to make the site accessible to an ever-greater number of users, a new server was bought to develop the web site, and the band width was increased to 1Mb for improved Internet connection.

The Cinterfor/ILO virtual space

The web portal has continued to expand and improve not only in terms of incorporating new software but also as regards developing an e-learning platform that is suitable for distance training, and consequently Cinterfor/ILO now has the capability to provide institutions with holistic technical assistance by running its own e-learning activities.

In 2006, the Cinterfor/ILO Virtual Space (<http://evc.cinterfor.org.uy>) was inaugurated. This interactive space is open for dialogue, information sharing, launching distance learning activities, and above all for developing a learning community among vocational training organizations in the region.

Up to now, Cinterfor/ILO initiatives in the e-learning and distance activity areas, such as virtual seminars and fora, have been implemented in a fragmented and somewhat unstructured way. Then, after it had researched and tested the various tools available, the Centre selected Moodle free software as a platform for the installation of Cinterfor Virtual Space. The research included testing Moodle, ATutor, and in particular using the experience of e-learning and distance education specialists in the training institutions that were visited and interviewed during the activities outlined in point 1 of this Report. This learning management system was found to be user-friendly, powerful, suitable for generating and running courses, and suitable for creating learning communities in a flexible way. It makes it possible to reinforce distance learning techniques and collaborative learning, and makes efficient use of all the technological resources available. It also provides a way of managing groups which includes the capability to clearly identify each participant with his/her team and maintain more agile communication with each team and inter-team.

The incorporation of this software is a significant step forward that enables the Centre to launch distance training mechanisms that are permanent, organized and systematized, and also knowledge sharing and collective construction experiences. With this platform Cinterfor/ILO now offers a virtual space and ICT and Vocational Training, which meets the needs of training institutions and serves as follow-up on various activities the Centre has developed in this area. In this virtual space a virtual community can discuss and share information and ideas about the impact, utility and effects of the application of ICT in vocational training. Work is currently under way to construct an English language version of this virtual community for the ICT area.

The 2006/2007 version of the QEP has been incorporated into the Cinterfor Virtual Space, and this has been an important innovation in the second edition of the Programme because, quite apart from all the advantages and features mentioned above, it means all activities and communication between the teaching staff and the participants that go through the system can be concerted and registered. This makes it much simpler to follow up on the processes each team and each individual is involved in. These features of the system make it possible to evaluate dimensions of the QEP for which no information was available in the previous edition.

• The project Strengthening Cinterfor/ILO web site and Knowledge Sharing

The methodology Cinterfor/ILO has employed since it was founded to carry out its main task of promoting and coordinating the accumulated efforts and resources of institutions and actors in vocational training in the region and in the world has been to systematize and share knowledge, action strategies and good practices. This project to strengthen the Cinterfor/ILO web site, with assistance from the SDC, is part of the Centre's mission and ethic to make progress by learning from experience, and to accumulate and collectively produce and socialize knowledge.

The objectives of the first phase of the project were to contribute to knowledge sharing and development by translating reference materials from Spanish into English and vice versa, to strengthen the English version of the web portal, and to make it easier for institutions in the English-speaking Caribbean to access information and ICT.

In the second phase of the project, from January 2004 to December 2006, knowledge sharing and institutional strengthening were coordinated with staff training and guidance, and support for activity and programmes geared to this objective. This included implementation of the first edition of the distance programme for "Quality and Equity in Training". The lessons learned in this first edition and evaluations and suggestions from

the participants served as inputs for revising and upgrading the 2006/2007 edition of the QEP, which was launched in June 2006 along with the third cycle of the project to strengthen the web site. This is scheduled to run until June 2007.

Thus the three cycles of the project have been structured with a logic of accumulation and continual improvement as regards the knowledge involved and the methodologies applied, which has meant that this intervention modality has matured and become consolidated.

In pursuit of the project's objectives, the following lines of strategic action are being implemented:

- The identification, elaboration and systematization of innovative knowledge and good practices. This involves financing research; publishing documents and didactic materials in English and Spanish, and making them available in printed form and on the web portal; selecting, translating into English and publishing Cinterfor/ILO books, and translating reference material from English into Spanish.
- The design and implementation of a strategy to generate and socialize knowledge and distance learning. This involves donating computer equipment to institutions in the English-speaking Caribbean; research, selection and the application of new computer tools to strengthen and continually improve access to and the organization of the web portal; the design of an e-learning platform with its methodologies and materials, which has meant permanently upgrading the web portal; the creation of new sub-sites and specialized sections in Spanish and in English; and the collection and dissemination of innovative and effective practices in the various areas in question and in distance learning.
- Institutional strengthening by transplanting methodologies, strategies, experiences and staff training through attendance and virtual activities. This is done by coordinating and promoting inter-institutional networks and horizontal and vertical cooperation among vocational raining institutions; holding regional and subregional meetings; organizing technical support missions, courses, seminars, attendance workshops, etc.; and developing and implementing the two editions of the QEP.

The outstanding results and impacts achieved over the period covered by this Report are as follows:

As regards the first line of strategic action, strengthening the English version of the web site and publishing books in English, there are two ways of looking at the results: first, the use of the web site by the public, and second, the actual size of the web site in space occupied and number of web pages, files and directories.

In all the variables considered, statistics on the use of the English version of the web site by the public for the 2005/2006 period show a positive variation over the results for 2003/2004, as can be seen from the table below.

	2003-2004	2005-2006	Variación
One time visitors	36.235	42.381	16,96%
Visits	46.991	57.523	22,41%
Visits per visitor	2,6	2,7	4,91%
Pages visited	150.245	175.022	16,49%
Hits	625.760	688.563	10,04%
Average duration of a visit	00:03:48	00:04:12	10,53%

The table below shows the evolution of variables for the size of the site by comparing 2004 with the first four months of 2007.

	2004	2007(*)	Variación
Megabytes occupied	56.4	107.0	89,72%
Web pages	977	1.332	36,34%
Files	1.545	2.267	46,73%
Directories	393	498	26,72%

Data for only the first four months of 2007.

As well as constantly updating the various thematic sections of the Cinterfor/ILO web site that are already in English, the Centre also made two new thematic sections available to the public: Employers, Training and Enterprise and Training and the Informal Economy.

In addition, the following books were published in English:

- 1) FORMUJER Programme: Gender and Competency-based Training: Conceptual Contributions, Tools and Applications. Montevideo: Cinterfor/ILO, 2006.
- 2) McArdle, T. Firm and Worker Training in the Caribbean: A Report for the World Bank. Montevideo: Cinterfor/ILO, 2006.
- 3) Cinterfor/ILO: The New ILO Recommendation 195: Human Resources Development: Education, Training and Lifelong Learning. Montevideo: Cinterfor/ILO, 2006.
- 4) Cinterfor/ILO: Quality, Relevance and Equity. An Integrated Approach to Vocational Training. Montevideo: Cinterfor/ILO, 2006.
- 5) Kaplún, G. Learning and Teaching in the Internet Age. Distance Learning and New Technologies for Vocational Training. Montevideo: Cinterfor/ILO, 2006.

6) Barretto Ghione, H. ILO Recommendation 195. Subjects, Focuses and Actors of Vocational Training. Montevideo: Cinterfor/ILO, 2006.

As part of the project to strengthen the use of ICTs in training institutions in the English-speaking Caribbean, the Centre provided technical and financial assistance for the National Training Agency of Trinidad and Tobago to organize a workshop. Details about this are given in the section of this Report about the application of ICTs in vocational training.

As mentioned above, the Centre is currently defining what technical assistance it will give CANTA (the Caribbean Association of National Training Agencies) to help with the development of their web site, in line with the provisions of a letter of understanding signed between the two organizations in the framework of the project.

As regards the design and management of a strategy for knowledge sharing, the project embodies a guiding principle of how Cinterfor/ILO operates, and there has been total synergy and complementation between the project team and the Centre staff working on web site development. It would be an impossible and superfluous exercise to make a differentiated list of the products involved, so the impacts and progress of this dynamic are outlined in various sections of this chapter (see above).

As mentioned above, the main thrust in the area of strengthening institutional competencies and staff has been the two editions of the “Institutional strengthening for quality and equity in training policies distance programme” (QEP), which is presented in depth and analyzed in point 1 of this Report.

The lessons learned in the design and implementation of this project, and evaluations by the teams participating, are the basis of the methodological and strategic proposal of the new version. This has meant constantly revising the proposal and integrating progress and innovations from Cinterfor/ILO and from the vocational training community into the main approaches and themes.

Unlike in the first edition of the QEP, in the 2006/2007 edition invitations to participate took the form of a direct invitation letter to the main Cinterfor/ILO member institutions. To follow up on this, the coordinator of the programme made a tour of the institutions that expressed interest in order to discuss the details, agree on the profiles of the teams that would participate, and run workshops to raise awareness about the themes in the programme. Visits were made to the Ministry of Labour and the INE of Argentina, the Ministry of Labour and the SENAI, SENAR and SENAC in Brazil, the SENA in Colombia, the INA in Costa Rica, the INTECAP in Guatemala, the INADEH in Panama, the SENATI and the Ministry of Labour of Peru and the INFOTEP in the Dominican Republic. This meant interacting with around one hundred top level people at the twelve training institutions that were visited, and this yielded considerable feedback from the

VTIs about lines of action, interests and projects involved in the programme. This strategy was aimed at improving the focalization of the programme so that the methodology of the 2006 edition would be validated and enriched thanks to contributions from the most innovative institutions and those most committed to quality assurance processes in vocational training. This was also a way of responding to the work plan and the guidelines laid down by the Latin American and Caribbean VTIs at the 37th Cinterfor/ILO Technical Committee Meeting, whereby the Centre was to “...intensify its activity as an enabler of mechanisms and technical instances, both present and distant, through which the regional institutions can share, at a horizontal and bilateral level, curricula, technological platforms and curriculum development methodology....”

(Final Report of the 37th Technical Meeting – Report of the South America group)

In the strategy to organize and implement the QEP, which involved a coordinated effort by the SDC and Cinterfor/ILO, there was special emphasis on the relationship with the CAPLAB Programme in Peru, and through that with other SDC initiatives in the region. This gave rise to three training activities organized by CAPLAB to take advantage of the two trips the QEP coordinator made, and this involved training more than 250 people from the whole spectrum of institutions committed to vocational training in Peru. These events were a “Seminar on Quality and Equity in Training in the Framework of Local Development” (13 July 2006), a workshop on “Vocational training: challenges and prospects for generating human capital in the country” (8 November 2006), and an international meeting, the “First meeting of experts in the study of the future of technical training for productive and competitive work”, organized by the Convenio Andrés Bello ITACAB, Red Cristal Cab and the Ministry of Labour and Education of Peru. In each of these activities materials published by Cinterfor/ILO were distributed, and the participants were given the text of the presentation and shown how to use the web portal and encouraged to do so, which made for a greater dissemination and training impact than had been originally foreseen.

It was agreed that the General Coordinator of CAPLAB would coordinate and promote linkages with affiliated programmes in Ecuador and Nicaragua, and that the team that took part in the QEP would act as a multiplier for the methodology of the programme in both those countries, if this were suitable. Information and reference material was provided for the SDC staff involved in both countries, and the possibility of joint initiatives is being explored, in particular with the recent programme to promote and support micro-enterprise activity in Bolivia. In April 2007, the Centre made observations about this, and it will take part throughout the year in the Virtual Forum for Latin America on “Developing Competencies in Rural Areas”, which is to be coordinated by CAPLAB.

Among its other activities to transplant methodologies and good practices, the Centre contributed conceptual components, research and the systematization of experiences

in Latin America to the publication “Vocational Guidance. A resource manual for low and middle income countries”. The publication of the Spanish version of this manual was the outcome of the combined efforts and resources of the ILO SKILLS Department and Cinterfor/ILO through this project, and the Centre has also disseminated information about it on its web portal.

In addition, an article entitled “Improving the Quality, Relevance and Equity of Vocational and Technical Education Policies” was written for the SENAC (Brazil) Technical Bulletin No. 32, May/August 2006, and it is now available on that institution’s web page and also at the Cinterfor/ILO web site. The aim of this article was to promote analysis in the field of gender, technical vocational education and work as a scenario of intersections and fertile interconnections for the design and management of education and employment policies. The article was followed up with a video conference given by the author and the ILO Brazil Gender and Race specialist for the whole network of SENAC and SESC centres, which meant it reached more than 270 points all over Brazil. There was also a two-hour dialogue with teachers, planners and managers, who sent in their questions about the material presented. Another video was made and sent all over the country to multiply discussion meetings in the most diverse range of spaces for actors interested in the incorporation of the gender and equity perspective into social policies, particularly regarding attention to disadvantaged women and vulnerable groups. The video conference had the added effect of promoting the Cinterfor/ILO web portal and inviting people to use it for didactic purposes.

Cinterfor/ILO is fully committed to institutionalizing this project and making it sustainable, and will continue all activities geared to its strategic objectives. At the beginning of 2006, the Centre had the opportunity to back up this commitment with action: it used resources from its own regular budget to finance activities related to the main themes of the project in the four months between the end of phase 2 and the start of phase 3 so that at no time was work on the project interrupted. The fact that the project is sustainable is also reflected in the way VTIs in the English-speaking Caribbean have adapted activities to train people in the use of ICTs in the vocational training area. This is clear from the experience of the VTDI of Jamaica in organizing these events, the fact that organizations like the NTA of Trinidad and Tobago have been willing to organize events, and from the expressions of support for this initiative from the institutions this component of the project is geared to.

One of the priority objectives of the QEP is to round off the 2006/07 edition with a publication that will make the e-learning platform and all the materials and activities of the project available to the institutions.

• Publishing

As well as its web portal, the Centre also uses publishing as a knowledge management instrument to accomplish its mission of disseminating the accumulated experiences and innovations in vocational training in the region. The books are the result of research and study undertaken to consolidate institutionalization and establish training plans and programmes that promote efficiency, competitiveness and social equity.

The Centre published 46 new titles in 2005 and 2006, and some editions that had been exhausted were re-printed. In addition, efforts were made to expand the diffusion of Cinterfor/ILO publications through co-publishing agreements with national institutions and international organizations including the SDC, IDB/FOMIN, UNESCO-IIEP, RETLA, redEtis, GTZ, ECLAC, the Agency for Economic Development of the City of Corboba, and the Spanish Ministry of Labour and Social Affairs.

The Centre cooperated with the ILO SKILLS Department to translate and publish *Vocational Guidance. A resource manual for low and middle income countries*, and it is in the process of publishing *Financiamiento de la Formación Profesional en América Latina y el Caribe* (a comparative study), which is part of the Training outlines series. It also published a guide, *Jóvenes, trabajo y sindicatos. Herramientas para el coordinador*, in cooperation with ACTRAV.

An area that deserves special mention is the production of books in English, which is one of the objectives of the project and has financial support from the Swiss Agency for Development and Cooperation. Nine new books have been published in English, and when previous publications are taken into account this output fully justifies the Centre's move to make a catalogue of English editions available.

The demand for Cinterfor/ILO publications from institutions, teachers and other interested parties in the region has increased. No doubt this is a reflection of the relevance, quality and coherence of the Centre's publishing efforts. The publications are aimed at people who are connected to vocational training organizations (instructors, technicians, administrators and managers), but they are also attracting more and more attention from people in the academic world, in universities and in public and private organizations who are involved in the field of training, employment and work.

In the distribution and sales of its published output, the Centre has received very valuable support from the different ILO units in the region and from ILO Head Office in Geneva, and these publications are now more widely available in specialist libraries, universities and research centres in a number of countries. Moreover, various training institutions have acquired these materials in order to give more direct attention to the requirements of their regional offices. In the 2005 to 2006 period, income from the sale of publications increased to US\$52,360.

SERIES and TITLES PUBLISHED
July 2005 - April 2007

• **ON ARTS AND CRAFTS**

5. DE IBARROLA, María. *Formación escolar para el trabajo: posibilidades y límites. Experiencias y enseñanzas del caso mexicano.*

• **TOOLS FOR CHANGE**

28. BARATO, Jarbas Novelino. *Formación profesional. ¿Saberes del ocio o saberes del trabajo?*
29. MITNIK, Félix (Coord). *Políticas y programas de capacitación para pequeñas empresas.*
30. LABARCA, Guillermo (Coord). *Formación para el control de la calidad y el medio ambiente interno y externo.*
31. GIRARDO, C.; DE IBARROLA, M.; JACINTO, C.; MOCHI, P. (Coord.) *Estrategias educativas y formativas para la inserción social y productiva.*
32. BARBA, E.; BILLOROU, N.; NEGROTTA, A.; VARELA, M.C. *Enseñar a trabajar. Las competencias de quienes forman para el trabajo.*
33. GALHARDI, R.; MARTINEZ, E.; RAMIREZ, J.; MERTENS, L.; MONTEIRO LEITE, E.; McARDLE, T. *Financiamiento de la formación profesional en América Latina y el Caribe. Un estudio comparativo de buenas prácticas.*

• **TRAINING FEATURES**

21. ABDALA, Ernesto; JACINTO, Claudia; SOLLA, Alejandra (Coord). *La inclusión laboral de los jóvenes: entre la desesperanza y la construcción colectiva.*
22. CINTERFOR/ILO. *La nueva recomendación 195 de OIT. Desarrollo de los recursos humanos: educación, formación y aprendizaje permanente.*
23. PRONKO, Marcela. *Recomendación 195 de OIT. Cuestiones históricas y actuales de la formación profesional.*
24. BARRETTO GHIONE, Hugo. *Recomendación 195 de OIT. Temas, enfoques y actores de la formación profesional.*
25. IBAÑEZ SCHUDA, Sergio. *El trabajo visto por los jóvenes chilenos. Un análisis de las representaciones sociales de los jóvenes urbano populares.*
26. KAPLÚN, Gabriel. *Aprender y enseñar en tiempos de Internet: Formación profesional a distancia y nuevas tecnologías.*
27. SALOMONE, Oscar. *El Instituto Tecnológico Universitario. Una institución de gestión social.*
28. CINTERFOR/ILO. *Calidad, pertinencia y equidad. Un enfoque integrado de la formación profesional.*

29. McARDLE, Tom. *Firm and worker training in the Caribbean*.
30. GALLART, María Antonia. *La escuela técnica industrial en Argentina. ¿Un modelo para armar?*
31. ALEXIM, João Carlos. *Relaciones de trabajo, empleo y formación profesional*.
32. BARRERA, Ernesto. *Turismo rural: nueva ruralidad y empleo rural no agrícola*.
33. BARRETTO GHIONE, Hugo. *Formación profesional en el diálogo social*.
34. TOPET, Pablo. *La negociación colectiva y la formación profesional*. (at press)

• **TECHNICAL OFFICE PAPERS**

15. CECAP. *Cecap: competencias y evaluación; Dos vías hacia la mejora de la calidad de la educación*.
16. GRAÑA, Francois. *Diálogo social y gobernanza en la era del "Estado mínimo"*.
17. CHIAPPE, M.; GARCÍA Y SANTOS, R. *Participación, productividad y formación. La trayectoria de la Asociación de Mujeres Rurales del Uruguay – AMRU*.
18. PATIÑO GUTIÉRREZ, Gustavo A. *Modelos de calidad en la formación profesional y en la educación. Análisis y complementariedad*.

• **CONTRIBUTIONS FOR SOCIAL DIALOGUE AND TRAINING**

12. MURGAS TORRAZZA, Rolando; TORRES DE LEÓN, Vasco. *Diálogo social sobre formación en Panamá*.
13. PATIÑO G, Carlos A.; OREJUELA GÓNGORA, Carlos, ROCA ROJAS, Claudia. *Diálogo social para la formación profesional en Colombia*.
14. GODINEZ VARGAS, A. *Negociación colectiva, diálogo social y participación en la formación profesional en Costa Rica*.

• **INTER-AMERICAN TECHNICAL BULLETIN ON VOCATIONAL TRAINING**

- 157. *Diálogo social en Uruguay*.

• **TRADE UNIONS AND TRAINING**

5. CASTILLO, Gerardo; ORSATTI, Álvaro (Comp.). *Trabajo informal y sindicalismo en América Latina y el Caribe: buenas prácticas formativas y organizativas*.
6. CASTILLO, Gerardo; ORSATTI, Alvaro. *Estrategias de sindicalización de "otros" trabajadores. Contenidos formativos*.

- **TEACHING AND TRAINING MATERIALS**

- *Jóvenes, trabajo y sindicatos. Herramientas para el coordinador.*
- SPIEGEL, Alejandro. *Recursos didácticos y formación profesional por competencias. Orientaciones metodológicas para su selección y diseño.*
- HANSEN, Ellen. *Orientación profesional. Un manual de recursos para países de bajos y medianos ingresos.*
- MERTENS, L.; *Formación y productividad. Guía Simapro* (at press)

CO-PUBLICATIONS

- GIRARDO, C.; DE IBARROLA, M.; JACINTO, C.; MOCHI, P. (Coord.) *Estrategias educativas y formativas para la inserción social y productiva.* CINTERFOR/ILO, UNESCO- IIEP, RETLA, redEtis.
- LABARCA, Guillermo (Coord). *Formación para el control de la calidad y el medio ambiente interno y externo: algunas experiencias en América Latina.* CINTERFOR/ILO, GTZ, ECLAC.
- MITNIK, Félix (Coord). *Políticas y programas de capacitación para pequeñas empresas. Un análisis multidisciplinar desde la teoría y la experiencia.* CINTERFOR/ILO, IDB.MIF-FOMIN; FUNDACIÓN DE EMPRESAS, ADEC (Agencia para el Desarrollo Económico de la Ciudad de Córdoba).
- CHIAPPE, M.; GARCÍA Y SANTOS, R. *Participación, productividad y formación. La trayectoria de la Asociación de Mujeres Rurales del Uruguay.* CINTERFOR, AMRU (Asociación de Mujeres Rurales del Uruguay).
- CASANOVA, F. (Coord). *Jóvenes, trabajo y sindicatos. Herramientas para el coordinador.* CINTERFOR/ILO, ILO-ACTRAV, Ministerio de Trabajo y Asuntos Sociales, España.
- HANSEN, E. *Orientación profesional. Un manual de recursos para países de bajos y medianos ingresos.* CINTERFOR/ILO; ILO EMP/SKILLS.
- SPIEGEL, Alejandro. *Recursos didácticos y formación profesional por competencias: Orientaciones metodológicas para su selección y diseño.* CINTERFOR/ILO; IDB/FOMIN (Buenos Aires).
- CATALANO, A. (Coord.) *Enseñar y evaluar en formación por competencias laborales: orientaciones conceptuales y metodológicas.* CINTERFOR/ILO; IDB/FOMIN (Buenos Aires),

TITLES PUBLISHED IN ENGLISH

- **TOOLS FOR CHANGE**

25. ARNOLD, Rolf. *Approaches to adult education.*
26. VARGAS, Fernando. *Key competencies and lifelong learning: three perspectives on these subjects in Latin America and the Caribbean.*

33. GALHARDI, R.; MARTINEZ, E.; RAMIREZ, J.; MERTENS, L.; MONTEIRO LEITE, E.; McARDLE, T. *Financing of Vocational Training in Latin American and the Caribbean. A comparative study of best practices.* (at press)

- **TRAINING FEATURES**

22. CINTERFOR/ILO. *The new ILO Recommendation 195.* Human resources development: education, training and lifelong learning.
24. BARRETTO GHIONE, Hugo. *ILO Recommendation 195. Subjects, focuses and actors of vocational training.*
26. KAPLÚN, Gabriel. *Learning and teaching in the Internet age. Distance learning and new technologies for vocational training.*
28. CINTERFOR/ILO. *Quality, relevance and equity. An integrated approach to vocational training.*
29. MC ARDLE, Tom. *Firm and worker training in the Caribbean.*

- **TRAINING AND GENDER**

- Gender and competency-based training. Conceptual contributions, tools and applications.

- **The Information and Documentation Service (IDS)**

As part of the Centre's work programme for the 2005-2007 period oriented to strengthening the institutional base of vocational training, the Information and Documentation Service (IDS) has continued with an active policy of disseminating information aimed at Cinterfor/ILO constituents, users in various parts of the world and numerous NGOs. There is an ongoing process of sharing information among national and subregional offices, the Regional Office for Latin America and the Caribbean, the ILO Central Library (INFORM) in Geneva, the Berlin Office, and different specialized departments at the Head Office. The organizations of the Bibamer Group (Information Units at ILO Offices in the region and in Geneva), which the IDS belongs to, work in close cooperation and take joint initiatives such as thematic libraries and contributions to respond to different concerns and requests from constituents and users.

The Centre is continuing to monitor the state of ILO publications at the National Library in Uruguay, where these books are officially registered, and it provides information for the national register of authors.

Dissemination of information

The relationship between the IDS and users in various countries is becoming more dynamic every year. Increasing numbers of consultations in the various modalities available – by telephone, in person, by letter and by e-mail - are coming in all the time, and this increase is also apparent in activity at the IDS web site.

The IDS Bulletin distribution list is also continuing to grow. This monthly Bulletin is used to disseminate a selection of the latest documents on the INFOR data base, classified by subject area, current importance and relevance, and consisting of monographs, important studies and research, innovative experiences, etc. There are many consultations about items on the list, and exchanges of information and publications from (and to) the countries in the region and also Spain, the United States and Australia. From this feedback self evaluation emerges.

There is ongoing cooperation and exchange of materials among the different ILO libraries in the region and the central ILO library (INFORM) in Geneva. This includes sending statistical data that is regularly requested by the Panama Office, and collaboration with the Subregional Office in Chile on specific subjects of current importance. The ILO in Berlin is also a regular client for IDS publications.

In addition, the IDS plays an active role in Programmes to Abolish Child Labour in Uruguay and to combat HIV/AIDS, and disseminates material from other sources as well.

Apart from these activities, the IDS has made Cinterfor/ILO information and publications available in Uruguay at book fairs organized by Montevideo City Council, the University of Montevideo and the University of the Republic, in line with the policy to disseminate, exchange and sell publications.

Authorization to reproduce Cinterfor/ILO publications

In the recent period, a number of requests for authorization to reproduce documents, parts of documents and articles from Cinterfor/ILO publications have been received, and authorization has been given. These requests have come directly from interested people or institutions and also indirectly via the ILO in Geneva, which passes them on. In all cases the material was to be reproduced for educational purposes. Permission was given to a wide range of institutions including INDES/IDB in Washington, UNESCO Mexico, the Latin American Centre for Integrated Training and Instruction in Bolivia, the Autonomous University of the Caribbean in Colombia, the Ministry of Education and Culture in Argentina, the National de Lomas de Zamora University in Argentina, the University of the West Indies Distance Education Centre in Jamaica, the Secretariat of

Public Education in Mexico, the University of Korea, and the Polytechnic University of El Salvador.

Library research

The IDS has responded positively to various requests to use the different national and international sources it has available, and the Service has helped researchers in areas including training, agreements and recommendations, national social legislation, training legislation, labour competence, women, young people, trade unionism and health and safety at work.

Guidance to other information sources

The IDS has continued its policy of making agreements with other information services. One example is the National Institute of Statistics (INE) in Uruguay, whose Household Survey was expanded thanks to a specific module for this field, which will also be applied in the 2010 national census.

The Service is constantly extending and updating its links to libraries and information services in Cinterfor/ILO member vocational training institutions. It always provides guidance for users who wish to access primary information sources to follow up on information in the IDS Bulletin, and gives assistance in how to navigate the Cinterfor/ILO web site and those of other institutions.

Updating of library resources and the web site

The IDS has continued its policy of maintaining active relationships with institutions in Latin America and the Caribbean to exchange material and thus continually increase the stocks of documents on both sides. Its online data base, which can be accessed through the IDS web page, has continued to expand and receives numerous enquiries and requests for information.

The IDS web site was re-structured to make it more dynamic and user-friendly, and it is constantly expanding and being brought up to date with summaries and notes. It now carries ILO publication distribution lists and the latest news in areas of interest. This web site can be used to access the INFOR data base, which has a thematic index to guide information searches and the option of a free search so that users can locate publications that are added daily to the IDS collection. Each of these items has a summary of the content, which adds to the value of the notes. Thematic bibliographies have been provided in areas such as gender, youth, decent work, labour competence, exclusion, training policies, labour relations, trade unionism, and hygiene and safety at work, and these

are updated every three months. Other subject areas that the IDS perceives to be of interest to its users are continually being added to the list. The ILO “Encyclopaedia of Health and Safety at Work” is on the site, and is frequently consulted.

The IDS cooperates with the various sites in the Cinterfor/ILO web portal by standardizing and ordering notes and drawing up indexes, summaries and mention of publications of interest. Cinterfor/ILO publications are indexed so they can be incorporated into the catalogue index of publications on the web site so it can be kept up to date.

Practices, visits, assistantships

As the IDS is a specialized service it has received undergraduates studying librarianship at the University of the Republic, and they are tutored in the technical and methodological aspects of the treatment and diffusion of information. Besides this, the Service has received researchers from many countries including Argentina, Chile, Cuba, Peru, Brazil, Mexico, Nicaragua, Haiti and Bolivia, and they can find out about the diffusion tools used, and the Centre’s data bases and publications. There have been other visitors as well, from the Library of Congress in the United States, the Rio de Janeiro Regional Office, the Catholic University of Peru, the University of Texas and of Costa Rica and Cuba, the Coordinator of the UNICAMP Libraries System in Sao Paulo, and the Technical Director of the Integrated Library Systems of the University of Sao Paulo. These visits facilitated information sharing, exchanging points of view on new procedures and technical tools, terminology, information sources, exchanging publications, etc.

University students have also come, from such diverse countries as Argentina, Australia, Bolivia, Brazil, Canada, Chile, Germany, Mexico, Nicaragua, Spain and the United States. They received guidance in the use of Cinterfor/ILO and ILO information sources, and they worked with the IDS for several days or weeks doing research for their theses or other work for publication in a wide spectrum of areas including lifelong training, dual training, competence-based training, flexible training, women, workers in the citrus fruit industries, health and safety, statistical information, youth guidance, youth training programmes in Latin America, social exclusion, etc.

IDS staff have attended meetings at various libraries in order to cooperate with Cinterfor/ILO information sources for different information systems and thematic groups that function in Uruguay such as UNICEF, the Central Bank, the World Bank, the Ministry of Labour and Social Security, and universities.

The IDS will continue to train users of the Service in how to use the Cinterfor/ILO and ILO web sites, data bases and other information sources to make these tools more accessible and easier to use.

Bibliography standardization

The IDS has standardized all bibliographies including those in titles published by the Centre in the two-year period, and has catalogued each item at its source.

Work has continued on including various terms and notes on their application to bring the ILO Thesaurus up to date in line with the ILO web site in Geneva. Staff from the Service cooperate with the people in charge of this process by responding to queries about the translation and application of various terms that are new in Spanish and on their use in and suitability for this region.

Relationships with other information networks

The Service is in contact with different information networks like CLAEH, CEDEFOP, various NGOs, FLACSO, CENEP/RELET, GLARP, UNESCO, IIPE, and the Telework Centre at the University of Buenos Aires. It exchanges publications with them and supplies them with information and summaries of Cinterfor/ILO publications to be put on their web pages.

5. ACTIVITIES IN URUGUAY, THE HOST COUNTRY OF CINTERFOR/ILO

Since the new government assumed power in Uruguay in March 2005, the Centre has been offering practical support and technical assistance in the area of vocational training. The fact that the Cinterfor/ILO Head Office is in Montevideo facilitates continuous interaction with the bodies responsible for public policies in the sphere of human resources development, with those directly responsible for executing training and with the social partners involved in this field. Cinterfor/ILO has offered its support with analysis, training and technical advice in the thematic areas of decent work, employment, social dialogue, international work standards, and policies and strategies for the unemployed, workers in the informal economy, young people and women, all in the field of training.

The Centre is in direct communication with the Ministry of Labour and Social Security, mainly through the National Employment Department, the Office of the General Inspector of Labour and Social Security, the National Employment Board (JUNAE), the Ministry of Social Development, through the National Institute of Women, technical and vocational education institutions (CETP/UTU, COCAP) and employers' and workers' organizations involved in the development of human resources as a tool for improved employability, greater productivity, citizenship and equity. The University of the Republic has also been an important interlocutor in all the Centre's action in the field of training, employment, labour relations, social dialogue, collective bargaining, international work standards, etc.

The fact that the Centre is located in Montevideo has enabled it to support initiatives from the ILO Subregional Office for the Southern Cone in Santiago, and provide practical and logistical support for its activities in Uruguay. In this period the Centre contributed to the negotiations to draw up a Decent Work Plan for Uruguay, and this was finally signed with the Ministry of Labour and Social Security in March 2007. Cinterfor/ILO also continued to make its Head Office available and provide logistical, organizational, administrative and practical support for the Employment Recovery Project, which involves promoting the creation and consolidation of individual, associative or cooperative micro and small enterprises in the framework of local economic development strategies (the REDEL Project), the Santiago Subregional Office, executed with the Ministry of Labour and Social Security and involving Italia Lavoro. Besides this, Cinterfor/ILO has supported other specific Santiago Subregional Office activities, which are mentioned in different parts of this Report.

In its capacity as a United Nations agency, Cinterfor/ILO participated in preparing the Common Country Assessment (CCA) and in the (CCA/UNDAF) joint planning process

for United Nations activities in Uruguay in the 2007-2010 period, and in meetings to analyze the progress the country has made towards the Millennium Development Goals. It has played an active role in the UNDP Population and Gender Group, in the Multi-Institutional Committee of the Legal and Social Condition of Women, in coordination and follow-up activities for the World Bank/Ministry of Foreign Affairs project on this subject, and in the Inter-Agency Agreement on Gender.

Uruguay is one of the eight pilot countries in the United Nations reform process, and Cinterfor/ILO and the ILO Office in Santiago have been accompanying this process. The Director in charge of Cinterfor/ILO participated in the different meetings of the country's United Nations team that is leading the pilot reform, and in a management retreat on the subject of "One UN", in March 2007, which was attended by representatives from all the United Nations agencies in Uruguay. The Centre is represented in the work groups that have been set up for the four pillars of the pilot programme, which are one programme, one leadership, one budgetary framework and one common office. The Centre has offered practical support in the training area and in formulating inter-agency proposals for obtaining funds supplied by the Spanish government through the UNDP for implementing the programme, whose objectives will contribute to reaching the Millennium Development Goals.

As mentioned above, the Centre monitored and supported the transition process when the new government took office in March 2005. It gave the Ministry of Labour and Social Security practical advice in a number of areas and it was involved in setting up various meetings organized by the social partners and the new government authorities on subjects such as employment and training policies, labour relations, social dialogue, collective bargaining, etc.

The Centre has collaborated with the Ministry of Labour and Social Security to set in motion a programme for "Constructing the Future with Decent Work", which was organized jointly by this Ministry, the Ministry of Education and Culture and the National Administration of Primary Education (ANEP). The pilot stage of this programme is aimed at incorporating notions of basic rights at work and the principles of decent work into official secondary and technical-vocational teaching programmes. Cinterfor/ILO first facilitated sending a consultant from the Ministry to the ILO Office in Buenos Aires on a fact-finding mission about the Argentine experience in this field. Based on these results, the Centre provided funds for two consultants to be contracted, and they contributed inputs for a teacher training manual and gave training in this field to teachers and directors from six training centres in the capital and in the provinces. The next stage was to run this pilot experience on a national level, and in this the ILO Office in Santiago gave assistance.

In response to a request from the Office of the General Inspector of Labour and Social Security, the Centre arranged for an outside consultant who collaborated with that Office to draft a project document about management in the labour health area.

As to the question of gender, Cinterfor/ILO assisted the National Institute of Women in drafting the First National Equal Rights and Opportunities Plan. This was submitted to the Executive Power, and approved on 8 March 2007. The Centre contributed reference material and information on experiences in other countries, and took part in work meetings with the Director and work teams from the Institute. In addition, in the framework of activities to gain official approval for this plan, Cinterfor/ILO and the Proimujer Programme promoted the creation of the National Network of Gender and Work, and the Director of the Program serves as the technical secretariat of this. The network consists of the National Institute of Women, the Secretariat for Women, Montevideo City Council, the Gender Unit of the Comuna Canaria, JUNAE/ the PROIMUJER Programme, JUNAE/ the PROJOVEN Programme, the Tripartite Committee for Equal Opportunities and Treatment at Work, the Anglican Church, the Rumbo Cooperative Society, the Casa de la Mujer la Unión, the PIT/CNT Department of Gender and Equity, REPEM, Cinterfor/ILO, Fufyda, the Gender and Family Network and Women Now. Its objective is to reinforce the specific contributions of the member institutions towards incorporating the gender approach at the level of public policies so as to reduce inequalities in the labour market. A number of these organizations participated in the 2005 edition of the QEP (see point 1 of this Report), so they were able to appropriate the methodologies involved. They improved their competence in the area of designing and managing training and employment policies that have as core components the systematic approach, training for employability and citizenship, and mainstreaming gender. Participation in the QEP has strengthened these organizations and stimulated them to adopt networking among the different actors in the productive and social spheres as a strategy to generate more and better jobs for women.

Cinterfor/ILO assisted the Association of Rural Women in Uruguay by publishing a systematized account of lessons learned entitled “*Participación, productividad y formación: la trayectoria de los 10 años de AMRU*”. It is No. 17 in the Centre’s Technical Office papers series.

The Centre has contributed to other national initiatives in this field, including the following:

- 2005 Graduates Course: “Male/Female: the problems of gender”, organized by the Law and Gender Group at the University of the Republic. This included a lecture on “The gender perspective as a condition for quality and equity in training and employment policies” (29 September 2005).

- International Sexual Harassment Seminar: Challenges and Commitments in the framework of the National Equal Opportunities and Rights Plan. This was organized by the Ministry of Labour and Social Security, the Ministry of Social Development (MIDES), the Tripartite Committee and the National Institute of Women, and sponsored by the ILO (20 July 2006).
- Subregional Technical Meeting on “Surveys on the use of non-paid time and work”. This was organized by UNIFEM, UNDP and the University of the Republic, and sponsored by the United Nations, the Inter-Agency Population and Gender Group, INAMU and INE, supported by the Dirección General de la Mujer de la Comunidad de Madrid, and held in Montevideo in November 2006.

The Centre has worked with the gender specialist from the Subregional ILO Office in Santiago to support all the assistance and training activities involving the mainstreaming of gender initiated by the National Tripartite Equal Opportunities Committee, and other ILO activities in this field in Uruguay.

The Centre and the Subregional Office in Santiago also cooperated with the Tripartite Committee for Equal Opportunities and Treatment in Employment to co-organize a reinforcement workshop on “Social Dialogue, Gender and Decent Work”, which was held in Montevideo in July 2006. Some 45 representatives from workers’ and employers’ organizations, from departmental councils, and from the MIDES of 8 departments in the country took part.

**PROGRAMME TO PROMOTE EQUAL OPPORTUNITIES
FOR WOMEN IN EMPLOYMENT AND VOCATIONAL TRAINING
–PROIMUJER– (URU/01/01M/URU)**

Cinterfor/ILO has continued to co-execute this programme, which is financed by the JUNAE/MINTRAB Labour Retraining Fund and administered by JUNAE. In the framework of this project there were 78 training courses involving a total of 1600 beneficiaries. The courses in different parts of the country are listed in point 1 of this Report, in the section entitled Women, the informal economy and poverty.

To strengthen PROIMUJER action in a technical sense and facilitate its experience sharing with the main VTIs in the region, Cinterfor/ILO incorporated the PROIMUJER technical team into the 2006 edition of the PCYEF. The benefits of this participation included the appropriation of its distance learning methodology and its e-learning platform so that PROIMUJER would be able to replicate this and thus strengthen its ability to provide information and technical assistance in incorporating the gender perspective into training organizations that are involved not only in its own calls for offers but also in those of other National Employment Board programmes. In this way PROIMUJER can increase its contribution to mainstreaming gender in the national employment policy.

In response to a request from the Civil Service Office, the Centre assisted in the public management modernization process through the Public Employees Training School, and by providing technical support in the area of human resources management and development models. This took the form of technical talks about subjects like competence-based training, distance learning and its potential for public sector management and training, and competence evaluation. These training talks were followed up with a “First Human Talent Management Seminar” in August 2006 and a “National Meeting of Training Organizations in Uruguayan State Bodies” in September 2006.

The University of the Republic has been one of the main interlocutors in the areas of labour relations, social dialogue and collective bargaining. In the framework of the Academic Network for Social Dialogue in the Mercosur, which was set up by the ILO and some universities in the region with cooperation from the ILO Subregional Office in Santiago, the Centre helped to set up the “Sixth International Labour Relations Meeting: New Challenges in Labour Relations”, which was organized by the Labour Relations Course in the Faculty of Law and took place in May 2006. The Centre is also helping to set in motion an international diploma in labour law and labour relations for union consultants and leaders from the Southern Cone, which is to be awarded by the Postgraduate School of the Faculty of Law at the University of the Republic, and is sponsored by the ILO through the Department of Activities with Workers (ACTRAV) at ILO Head Office and the ILO Subregional Office for the Southern Cone in Santiago.

Also in the academic area, the Centre supported the second monograph competition at the University of the Republic, which involved a large number of young researchers, graduates and teachers. Like in the first competition, a Cinterfor/ILO representative was on the panel of judges. The Cinterfor/ILO Bulletin devoted two issues, numbers 156 and 157, to the subject of social dialogue, and published the winning entries of the first and second competitions. Issue No. 157 focused in particular on the situation in Uruguay, where social dialogue is a core component in labour policies geared to creating decent work.

The Centre was active in the area of young people, providing technical support for action taken by institutions like PROJOVEN, MIDES, El Abrojo and CECAP. It assisted in the design of a study of the PROJOVEN programme and in the design of a study of labour insertion for young women, and it collaborated with MIDES in drafting a book with the results of a national meeting organized by El Abrojo. It worked with Alternativa Chuy and the Programme to Eradicate Child Labour (IPEC) to carry out a study of child labour in the Chuy border area of Uruguay near the border with Brazil.

It published a document about the CECAP: “Competencies and Evaluation. Two routes to improving quality in education”. This is No. 15 in the Cinterfor/ILO Technical Office papers series.

The Centre has participated in a number of events about child labour including a seminar on “Child unemployment: a challenge for the new generation of inclusion policies”, (October 2006). Three consultants from the Centre attended the seminar and spoke on the new generation for the labour inclusion of young people, the Cinterfor/ILO book “*La inclusión laboral de jóvenes*” was presented, and the authors gave talks.

Another of the Centre’s priority areas in the period was the bipartite management of training. The Centre provided technical support for the social partners in the sphere of strengthening social dialogue processes in vocational training. This involved organizing a presentation about the Spanish experience of the Tripartite Foundation for Training in Employment on the subject of continual training. It also organized and financed working visits for two PIT/CNT trade union representatives to the Welding Technology Centre, the Euvaldo Lodi Technology Centre and SENAI welding training centres in Rio de Janeiro, and a visit to the ARACRUZ CELULOSE enterprise in Vitoria and to a the SENAI ES welding training centre in Espirito Santo.

In cooperation with the ILO project on Trade Unions and Decent Work in the Age of Globalization in Latin America (RLA/01/M10/SPA), the Centre designed a proposal for a guide for union trainers about youth, employment and unionism, and this was validated in 2005 at three workshops run by the Cuesta Duarte Institute and the PIT/CNT Youth Department. Young people from various departments of the country took part and Cinterfor/ILO provided technical support. The Centre published the definitive version of this methodological guide, *Jóvenes, trabajo y sindicatos. Herramientas para el coordinador*, at the end of 2005.

In the framework of activity group 9, “The Construction Industry and Supplementary Activities”, JUNAE requested Cinterfor/ILO’s technical support to evaluate tasks for the construction industry with the new structure, so as to establish wage categories. This was a continuation of Cinterfor/ILO’s cooperation with JUNAE in this area, which began in 1999, and the current stage involves establishing objectives and defining implementation methodologies and strategies. A consultant from the Centre gave a talk at a meeting about “Pay boards: categories, task evaluation and training now”, which was organized by the JUNAE workers’ delegation in November 2005.

In September 2005, the Centre held a national tripartite workshop for technological projections and analysis of the future of industrial work, which included a presentation about the SENAI experience in this area in Brazil for the social partners in Uruguay.

Various events were held in Uruguay in cooperation with the Turin Centre on subjects such as international labour standards and the ILO control system for staff from the Ministry of Labour and the General Inspector of Labour in Uruguay; the promotion of dialogue in the public sector about union freedom; migrant women domestic workers; employment; and training and social dialogue.

The Centre has always worked closely with the UNDP Office in Uruguay, and Cinterfor/ILO supported and participated in a number of events including the following:

- Support for the programme of training with a gender equity perspective in the framework of meetings about “Key components for leadership and decision-making in the policy field”, which was jointly organized by CLAEH and the UNDP.
- Participation in the National Meeting “Cooperation for development in Uruguay: The challenge of local development”, 12 to 14 June 2006.

Cinterfor/ILO also participated in other national meetings including the following:

- Membership of the Social Responsibility Committee, organized by the OPP Technical Consultant on Social Policies.
- Meeting-Workshop “Training organizations in the framework of Education Reform”, organized by the Association of Training Organizations.
- International Seminar on “Training for alternance and local development: Alternatives to the education system”, organized by the Uruguayan Association of Agrarian Family Schools, AIMFR and SIMFR.
- National meetings: Towards a National Rehabilitation System, organized by the CNHD and PLENADI.
- Meetings on “Social dialogue, collective bargaining and conflict prevention”, organized by the Ministry of Labour and Social Security and FESUR.
- Seminar on “Institutionality and social participation in employment and vocational training policies”, organized by PIT/CNT, JUNAE and Mintrab in August 2006. Cinterfor/ILO sent technicians to this seminar, and sponsored two speakers, one from Argentina and the other from Brazil.
- Seminar on “Collective bargaining about categories and work organization” (December 2006), organized by the Labour and Social Monitoring Unit of Uruguay. The Centre was represented by a consultant who spoke on “Theory and methodology for the analysis of labour categories”.

6. CINTERFOR/ILO INTEGRATION INTO ILO STRATEGIES

In the framework of ILO regional policies and strategies for the Americas, Cinterfor/ILO promotes the development of training as one of a range of effective instruments to foster access to decent work.

A vocational training component figures in the ILO Decent Work Agenda for the Hemisphere in the Americas 2006-2015, which was unanimously passed at the 16th American Region Meeting in Brasilia in 2006. This instrument contains policies to promote respect for basic rights at work, to generate more jobs through sustained growth, to achieve greater effectiveness and coverage in social protection systems, and to promote tripartism and social dialogue to give legitimacy to decent work promotion policies. It lays down policies in eleven areas of specific intervention and accords priority to measures to promote decent work policies in each country. The ILO has set the objective of making human resources more competitive and extending the coverage of vocational training among vulnerable groups. The goal is to increase the amount that countries invest in training within ten years.

Thus the question of employability and vocational training is still at the forefront of ILO policy, in line with ILO Recommendation 195 on Human Resources Development: Education, Training and Lifelong Learning, which was passed in June 2004. What is more, the main subject on the agenda at the 2008 International Labour Conference will be the role vocational training can play in improving productivity, employment and socio-economic development.

In this scenario, Cinterfor/ILO acts as an instrument to disseminate the values and principles embodied in the ILO decent work agenda in the Americas in the sphere of vocational training and education for work, which is one of the eleven intervention area on the ILO Hemisphere Agenda. It is very important to develop human resources in the countries in the region, and this is reflected in the priority given to decent work programmes in each country, which the Centre is called upon to support and contribute to.

Hence, in the two years covered by this Report, the Centre was asked to make a practical contribution to ILO initiatives in the field of vocational training in the region and in the world. The Skills and Employability Department (SKILLS) at ILO Head Office is the natural interlocutor for Cinterfor/ILO at the ILO, and in the region this role naturally falls to the Regional Office for Latin America and the Caribbean, the subregional and national offices, and the technical cooperation projects. This same kind of cooperation operates in the relationship with the International Training Centre in Turin.

Cinterfor/ILO has responded to every ILO request for cooperation, as it is a landmark institution in the field and a source of technical cooperation whenever the subject of training comes up for analysis and discussion. The main areas in which the Centre

operates are training as a tool for decent work, training and social dialogue, the role of training in labour relations, strengthening the social interlocutors, strengthening institutions and the diffusion of labour standards in areas like health and safety. It contributes to programmes in areas such as continual training and core competencies, competence-based training, vocational guidance, raising productivity, information technologies, the informal economy, youth training and employment, and gender integration and equity. The Centre has continued to support the diffusion and application of Recommendation 195 about Human Resources Development: Education, Training and Lifelong Learning, whose natural field of application is in the vocational training institutions in the region.

In the various areas mentioned above, the Centre has been called upon to carry out studies, draft technical documents, make presentations, contribute to official ILO documents, participate in discussions and analysis in the field of vocational training, and take part in round tables and seminars on a wide range of subjects. The ILO events that the Centre has contributed to are listed in Annex III of this Report.

One of the most important joint initiatives supported by the SKILLS Department involved a technician from the Centre working for a month and a half, at the end of 2005, on the preparation of a document entitled “Employability through Knowledge and Skills”, which gave information on experiences from the perspective of Latin America and the Caribbean. In March 2006 this was approved by the Economic and Social Policy Committee of the Governing Body of the ILO. In the course of this mission, two documents were elaborated that remain at the disposition of the SKILLS Department, “Employability: Concepts, Issues and Policy Challenge in Latin America’s Perspective” and “A selection of Best Practices on Employability by Improving Knowledge and Skills in Latin America”. The mission was financed by SKILLS.

Cinterfor/ILO also cooperated with SKILLS on adapting a Career Guidance Handbook, translating it into Spanish and publishing the Spanish version: *Manual de orientación profesional para países de bajos y medianos ingresos*. In addition, the Centre provided information and updated sources for SKILLS research into learning and particularly informal learning in the Americas, and assisted in research in secondary sources about selected experiences of social dialogue with the emphasis on identifying its impacts and tangible results. In January 2007, the Centre’s vocational training specialist participated in a specialists’ meeting about employment and training on a world level, organized by SKILLS, made a presentation about Cinterfor/ILO and its way of working, and answered questions on subjects like institutionality, financing, competence-based training and quality assurance in training in Latin America.

The Centre is in the process of publishing a study of the financing of training in Latin America and the Caribbean. It is a comparative study of good practices and is the result of a joint initiative involving SKILLS. It is mentioned in point 1 of this Report. Work is

SOME CONTRIBUTIONS TO ILO STUDIES

- *Employability through knowledge and skills*, SKILLS. (Practical contribution)
- *Employability: Concepts, issues and policy challenge in Latin America perspective*. SKILLS (Practical contribution)
- *A selection of best practices on employability by improving knowledge and skills in Latin America*. SKILLS (Practical contribution)
- *Career Guidance Handbook*. SKILLS (Practical contribution and translation into Spanish)
- *Orientación profesional. Un manual de recursos para países de bajos y medianos ingresos*. SKILLS. (Translation and publication)
- *Estudio sobre el aprendizaje y especialmente el aprendizaje informal en la región americana*. SKILLS. (Contribution of information and updated sources)
- *Estudio sobre experiencias seleccionadas de diálogo social en la formación con énfasis en la identificación de sus impactos, resultados y productos tangibles*. SKILLS (Updated information on sources)
- *Financiamiento de la formación profesional en América Latina y el Caribe. Un estudio comparativo de buenas prácticas*. Joint study with SKILLS in Brazil, Chile, Colombia, Mexico and Jamaica, and general analysis of financing indicators. Published by Cinterfor/ILO in Spanish and English.
- *Promoción y disseminación de la Recomendación 195*. Preparation and publication of three documents:
 1. *Temas, enfoques y actores de la formación profesional en la Recomendación 195*;
 2. *Algunas cuestiones históricas y actuales de la formación profesional en la Recomendación 195 y*
 3. *La Recomendación 195: implicancias para la formación profesional en América Latina y el Caribe*.
- *Jóvenes, Trabajo y Sindicatos. Herramientas para el coordinador*, ACTRAV. Published by Cinterfor/ILO.
- *Formación y Productividad. Guía SIMAPRO*, Mexico Office. Published by Cinterfor/ILO.
- Two Cinterfor/ILO experiences, the Occupational Project methodology (FORMUJER and PROIMUJER) and the systematization of experiences for young people, were selected for the Knowledge Fair on Decent Work and the Informal Economy, INTEGRATION.

also under way to analyze and adapt a SKILLS Guide to National Qualifications Frameworks with a view to diffusing this material in Spanish.

Recommendation 195 about Human Resources Development: Education, Training and Lifelong Learning was passed in 2004, and since that time Cinterfor/ILO has been assisting SKILLS, the ILO Regional Office for Latin America and the Caribbean and the subregional and national offices in the region to promote and disseminate it as an instrument to foster employability, raise productivity, reduce poverty, and promote decent work and equity. The Centre has been cooperating with social interlocutors and training

institutions in the region on events to promote this Recommendation, and has produced and published three documents on the subject: Themes, focuses and actors in vocational training in Recommendation 195, Some historical and current questions in vocational training in Recommendation 195, and Recommendation 195: implications for vocational training in Latin America and the Caribbean.

In 2005, two Cinterfor/ILO experiences were selected by the ILO Integration Department to be presented at the Knowledge Fair on Decent Work and the Informal Economy, which was organized by INTEGRATION and took place during the International Labour Conference in June 2005. This fair was later held during the 37th Cinterfor/ILO Technical Committee Meeting in Santo Domingo. The selected experiences from the Centre were the Occupational Project methodology developed by FORMUJER and PROIMUJER and the systematization of experiences in the youth area in Latin America. In September 2006, the Centre took part in the seminar on National Policy Responses to Globalization, which was organized by INTEGRATION and held in Geneva in September 2005.

The Centre's cooperation with the ILO Regional Office for the Americas operates in two different ways as this connection has not only provided all the necessary support for the Centre to fully insert into the policies, strategies, administrative procedures and resource management of the region, but has also meant that Cinterfor/ILO was involved in preparing the training aspects of the Hemisphere Agenda for Decent Work. Thus the Centre played a role in all the analysis, discussion, preparation and formulation of the Agenda and in the workshops with social interlocutors in the region.

It has continued to support initiatives by the Academic Network for Social Dialogue in the Mercosur, which was established by the Regional Office. In this context the Centre supported a second monograph competition held by the University of the Republic of Uruguay about this subject. Issues 156 and 157 of the Cinterfor/ILO Bulletin were devoted to social dialogue, and the prize-winning entries for the first and second competitions were also published in the Bulletin.

Since 2006, Cinterfor/ILO has made its Head Office in Montevideo available to a consultant from the Regional Project to Promote Youth Employment in Latin America (PREJAL) of the ILO Regional Office for the Americas, and provided all the logistical and practical support to facilitate this work for the countries covered by the project. It has also made available the stock of information and knowledge about case studies that it has been building up and systematizing in recent years including, for example, documents about the state of the art in training and employment for young people, a comparative evaluation of vocational training programmes, and information about the informal economy and young people.

As the Cinterfor/ILO headquarters is in Uruguay, the Centre serves as a platform for action by the ILO Subregional Office for the Southern Cone in Santiago in areas like basic rights at work, social dialogue, labour relations, collective bargaining and gender. It has also been involved in ILO activity to support the new government that took office in Uruguay in 2005. In this, Cinterfor/ILO played a leading role in organizing a training programme for professionals who today represent the State on the pay boards set up by the new government, and it supported and assisted in negotiations with the social partners about the Decent Work Plan in Uruguay, which was finally signed by the Ministry of Labour and Social Security in March 2007. The vocational training component will be developed by Cinterfor/ILO in collaboration with the authorities in the country.

The Centre has provided practical and logistical support for events about the subjects mentioned above organized by the Subregional Office in Montevideo: details of these are given in Annex III of this Report. The Centre has continued providing support for the Employment Recovery Project by assisting in the creation and consolidation of individual, associate and cooperative micro and small enterprises, as part of the strategy for local economic development (the REDEL Project), whose execution also involves Italia Lavoro and the Ministry of Labour and Social Security. The headquarters of the project is at the Centre, so Cinterfor/ILO, in its capacity as ILO representative in Uruguay, has been monitoring the United Nations reform process in which Uruguay is a pilot country.

The Centre has been cooperating with the Subregional Office for the Andean countries by providing substantial support for the development of an Andean vocational training instrument to help the Community of Andean Nations in the training area, and it has assisted in events dealing with the subjects of employment, social dialogue, young people and gender.

The Centre has worked with the Subregional Office for Central America, Haiti, Panama and the Dominican Republic, which is based in San José in Costa Rica. It has cooperated closely with the vocational training specialist to monitor all the activities that have been developed in the region with national vocational training institutions in areas such as strengthening the social partners, the role of training in integration processes, productivity, quality, and the challenge for training institutions posed by child labour. It has also facilitated the integration and exchange of knowledge in the network of institutions in this sub-region, an initiative that has been especially dynamic in promoting projects of common interest to training institutions.

Cooperation with the Subregional Office for the English-speaking Caribbean countries has made for greater integration of vocational training knowledge and experiences, not only from Spanish-speaking countries but also from those whose language is English. In this effort, the Swiss Agency for Development and Cooperation (SDC) has made a

very useful contribution to strengthening the Cinterfor/ILO web site and socializing knowledge. There has been a substantial amount of information sharing about successful training experiences in Latin America and much of this is now available in English, so it has been possible to disseminate information about important experiences in the English-speaking Caribbean throughout Latin America. One of the fruits of cooperation with this sub regional office has been that the Centre has supported events about new information technologies and the development of training in the region, as outlined above in the point about the application of ICT in vocational training. The cooperation established in this region with the support of the subregional office is described in point 1 of this Report.

Technical assistance in the training field was provided for the ILO Office in Buenos Aires to help set the National Decent Work Plan in Argentina in motion. A consultant from the Centre was on the panel at the seminar: “Is Social Dialogue Possible in Uruguay?” which was held in Montevideo in September 2005. The Centre also supported activities to do with the Mercosur integration process, mainly on the subject of labour competencies, and it was called in to assist the Argentine Ministry of Labour, Employment and Social Security in the areas of labour competence certification for standardization and the evaluation of workers’ competencies. The Argentine experience in integrating the concepts of basic rights at work and decent work into secondary education, which was promoted by this Office, served as experience for the “Constructing the Future with Decent Work” programme of the Ministry of Labour and Social Security, Ministry of Education and Culture and the National Administration of Primary Education (ANEP) of Uruguay, which Cinterfor/ILO assisted in its pilot phase. The Centre responded to a request to send a speaker on the subject of “Quality dispositions to link public employment services with actors in the socio-productive environment” to a seminar-workshop on “Quality strategies for public employment services” in Buenos Aires in April 2007, which was organized by the ILO AREA Project. In addition, the Director in Charge of Cinterfor/ILO participated in an International Seminar on “The role of the State and the social partners in continuing training”, which was held in May 2007, also in Buenos Aires, and was organized by the same Ministry.

Cinterfor/ILO provided substantial support for the ILO Office in Brasilia in the execution of its activities in the training field, mainly in matters of competence certification and competency-based training, for the Project for Conceptual and Methodological Progress in Vocational Training, in the area of the diversity of work and employment in Brazil, and it has acted in an advisory capacity for the tripartite committee involved in implementing the project. More recently, the Centre has collaborated on drafting a glossary of certification terminology, and has provided technical support for the presentation of an overall vision of the subject at an international event to be organized by the tripartite committee in the second half of 2007.

The Centre worked with the Mexico Office to implement a series of joint initiatives in Cuba, Guatemala and Mexico about raising productivity. It collaborated on consolidating the System for the Measurement and Improvement of Productivity (SIMAPRO) in Mexico and extending it to other sectors and other countries (Cuba and Guatemala). Cinterfor/ILO's main contribution was to support events on the subject. For further information about joint activities in this field, see point 1 of this Report.

The nature of the Centre's cooperation with the International Training Centre in Turin has been shifting into new modalities of the use of ICTs. Experts from the Centre have participated in tele-conferences, which are part of the courses the Turin Centre offers. Cinterfor/ILO has been an active provider of consultation, with instruction and support in the design of modules for various Turin Centre distance courses. It has also collaborated on disseminating information about training events involving vocational training via the Cinterfor/ILO web site and promoting various events with training institutions involving experts from this Centre. This intervention covered subjects like the competencies approach and its application in Latin America, and the institutionality of vocational training in Latin America. Consultants from Cinterfor/ILO have cooperated on Turin Centre programmes and logistical support was provided for the Turin Centre events listed below, which were held in Montevideo:

- Seminar on International Labour Standards and the ILO control system for staff at the Ministry of Labour and labour inspectors in Uruguay. Montevideo, September 2005.
- Regional Bipartite Meeting to promote social dialogue in the public sector about trade union freedom. The launch of the project for seven countries in Latin America. Montevideo, November 2005.
- Union seminar on Migrant women domestic workers. Montevideo, December 2005.
- Workshop on Employment, vocational training and social dialogue. Eurosocial Programme, Montevideo, April 2006.
- Course on Employment and labour market policies with emphasis on the development of competencies (June 2006). Video conference about the main challenges for vocational training in Latin America, with the emphasis on competencies and productivity.

7. ALLIANCES WITH NATIONAL AND INTERNATIONAL ORGANIZATIONS

The Centre has always pursued strategic alliances with national and international organizations involved in training in the Americas because these make it possible to avoid the duplication of effort and strengthen the impact of action both sides may take in the same field.

The first point to note is that Cinterfor/ILO has played the role of a United Nations agency in Uruguay in the preparation of the Common Country Assessment (CCA) and the (CCA/UNDAF) joint planning process in Uruguay for the 2007-2010 period, and also in meetings to analyze the country's progress towards the Millennium Development Goals. The Centre's contributions are in the area of training, and complement the contribution of the ILO Subregional Office for the Southern Cone. Besides this, the Centre has been monitoring and offering support for the programme to reform the United Nations, as Uruguay is one of the pilot countries involved in this initiative. Cinterfor/ILO's activities in this area are dealt with in point 5 of this Report, which covers activities in Uruguay.

As follow-up to joint action with ECLAC in the area of new information and communication technologies (ICTs) in training, which were described in the previous Report, the Centre has been active in the application of ICTs in vocational training. In addition it has collaborated with ECLAC on preparing a book entitled "*Formación para el control de la calidad y el medio ambiente interno y externo*", which was published jointly with GTZ. In addition, Cinterfor/ILO provided support for two events organized by ECLAC. The first, a workshop on the sustainability of employability and competitiveness considering structural changes in the economy and working conditions, was sponsored by the SENAI in Brasilia, and took place in July 2005. The second was a seminar on training for work in the face of changes in the economy and in society, which was held jointly with GTZ in Santiago in Chile in July 2005.

The Centre has made contributions to events organized by the Organization of American States (OAS) and by other United Nations agencies including, the United Nations Children's Fund (UNICEF), the United Nations Development Programme (UNDP) and the United Nations Population Fund (UNFPA). References to these events can be found in Annex 2 of this Report. The Centre also provided support for events to develop training jointly with ICFTU/ORIT, redETIS (IIPe-IDES), the Latin American Network for Education and Work, the FLACSO Regional Programme for Training in Gender and Public Policies, the Convenio Andrés Bello, the Community of Andean Nations, the Mercosur Secretariat and the Mercosur Labour and Social Monitoring Unit, the Swiss Agency for

Development and Cooperation (SDC), and the World Association of Public Employment Service (WAPES). Details of these events are given in Annex 2.

Cinterfor/ILO was also involved in jointly publishing a number of titles in cooperation with other national and international organizations including IDB/FOMIN, ECLAC, MIF-FOMIN, the Enterprises Foundation and Economic Development Agency of the City of Cordoba, RETLA, RedEtis, UNESCO-IIPE, and the Association of Rural Women of Uruguay. The specific references in question are in the Series and Titles Published (2005-2007) box in point 4 of this Report.

On a national level, the Centre has been moving closer to universities, and it has cooperated with a number of them on activity in the field of technical training and education. In recent years universities have become more involved in this area, particularly as regards research and technical assistance, and they have been making strategic alliances with training institutions for technical education and vocational training courses and programmes. An increasing number of diverse faculties including social sciences, economics, law, labour relations and education sciences are incorporating training and technical education as subjects for undergraduate and postgraduate courses in countries like Argentina, Brazil, Chile, Mexico and Uruguay. Cinterfor/ILO has published masters' and doctorate theses that have training as one of the core components.

8. THE 37TH MEETING OF THE TECHNICAL COMMITTEE

The 37th Meeting of the Cinterfor/ILO Technical Committee convoked by the Director of the ILO, the International Labour Organization, was held in Santo Domingo from 19 to 21 October 2005, at the invitation of the National Institute of Vocational Training (INFOTEP), which co-sponsored the event. The Meeting was attended by 98 participants from 23 countries in the Americas and Spain, including representatives from Ministries of Labour and of Education in the region, managers, public officials, members of the management boards of vocational training institutions, representatives from employers' and workers' organizations, and staff from the ILO, other international organizations and national and international monitoring units. A number of nations were represented by tripartite delegations.

This meeting of the Technical Committee continued the tradition of taking advantage of the presence of the highest authorities in vocational training to analyze and debate current subjects and questions that are now, and in the future will be, of great importance. This included an examination of some of the activities from the two-year period just finished, the presentation of the action plan for 2006-2007, some administrative and financial aspects of the Centre's operations, and some subjects that are important because of the impact they are having on vocational training. For reasons of sectoral and geographical representation on the Committee, five work groups were formed, they met in accordance with the agenda and they each issued a statement that has been incorporated into this Report.

In response to the need to analyze and debate subjects that are important for training, three panels were organized: "Recommendation 195 about Human Resources Development: Education, Training and Lifelong Learning", "Quality, Relevance and Equity in Vocational Training" and "Productivity and Vocational Training".

The Vice President of the Dominican Republic, Dr. Rafael Alburquerque, presided over the inauguration ceremony, and he formally welcomed the participants in the name of the President of that country. The official panel was made up of Mpenga Kabundi, Director of the ILO SKILLS Department, Daniel Martínez, Regional Director of the ILO for the Americas, Virgilio Baldera, Sub-secretary of Labour and ex-officio President of the INFOTEP Board of Directors, Pedro Daniel Weinberg, the Director of Cinterfor/ILO, and Melanio Paredes, the General Director of INFOTEP.

As well as the highest authorities in vocational training in the region, also present were their advisers, representatives of employers' and workers' organizations and of the ILO, in addition to national and international observers, and this made for a friendly atmosphere where training as a tool for access to decent work was discussed.

IV. ADMINISTRATION AND FINANCE

In the 2005-2006 period, Cinterfor/ILO maintained its financial equilibrium thanks to careful budget management.

Income from member countries and institutions was maintained at previous levels thanks to sustained support and backing for the administration of the Centre and to the fact that the member countries honoured their commitments as regards punctuality in payment and the amounts of their contributions. In the 2004-2005 period the amount received from contributions increased to US\$492,000, which was nearly 10% more than had been anticipated in the budget. This was due to a great effort on the part of various member institutions including the SENA in Colombia, the INATEC in Nicaragua and the Ministry of Labour of Suriname who paid in full contributions that had been in arrears. There are still some institutions that have not been able to meet their contribution commitments because of specific problems that have arisen in their respective countries or changes in the institutional structure of training that account for and justify these delays. The Centre will continue to seek alternative modalities to enable these institutions to overcome the situations causing delays in their payments. In particular, the INFOCAL in Bolivia and the INCE in Venezuela have expressed interest in making good on their outstanding contributions. The state of income from voluntary contributions at the time of this Report going to press is given in a separate box.

Total contributions received in 2006 amounted to US\$218,076, which was 12.8% below the amount due. However, in 2007 this figure was rapidly exceeded since income from contributions has been considerably higher than the 2006 deficit.

As the Republic of Uruguay is the host country of Cinterfor/ILO, the government authorities have made an advanced payment of US\$50,000 on their contribution and have expressed their willingness to seek modalities to make good on contribution payments that have been in arrears since the new government came to power in 2005. In this context, it is important to bear in mind that Cinterfor/ILO still enjoys the use of its Head Office at no cost thanks to the government's renewal of the free loan of the building.

It should not be overlooked that the training institutions themselves make contributions in the form of services by organizing and sponsoring seminars, technical meetings and horizontal cooperation activities. At events in their own countries they assume the costs of board, lodging, logistics and local transport, and when their representatives travel abroad to events in other countries they meet the cost of air fares, spending money and

insurance. These contributions have not been quantified but they are a decisive factor in enabling the Centre to execute its action programme in the two-year period. Without these financial contributions from the member institutions the level of activity would have been severely reduced. Another notable contribution has been resources mobilized by other national and international organizations which, added to initiatives from national institutions and Cinterfor/ILO itself, have made it possible to implement not only training but also research and documentation activities.

The ILO has continued to provide financial support for the Centre during the two-year period covered by this Report. The ILO contribution to the regular budget was maintained at approximately US\$1,700,000 in the 2004-2005 and 2006-2007 periods. In addition, through the various technical services at its Head Office, the ILO has made considerable financial resources available in the form of extraordinary contributions to assist in the implementation of practical activities such as research, publications, seminars and the provision of technical support linked to the development of training in the countries in the region. Most of these contributions came from the SKILLS and INTEGRATION Departments, and in the 2005-2006 they amounted to approximately US\$65,000.

The ILO Regional Office for the Americas has continued its firm support for the administration of the Centre, and like in previous years it has made extraordinary contributions which came to US\$300,000 in the 2004-2005 period and US\$160,000 so far in the 2006-2007 period. These contributions made it possible to carry out technical support activities, to cover other costs that ensured the implementation of some of the Centre's substantial activities, to upgrade computer equipment for the information and web development areas, to support other departments, and to cover the cost of repairs to the headquarters building. The additional allocation of funds from the ILO has also financed the training of local staff at the Centre.

In the 2005-2006 period, the Centre received funds amounting to US\$489,000 from national and international technical cooperation sources. This has made it possible to carry out activity in the areas of gender and the strengthening of the web site and sharing of knowledge. Among the resources received, the following stand out:

- Resources from the Swiss Agency for Development and Cooperation (SDC), which approved the third cycle of the project Strengthening Cinterfor/ILO web site and Knowledge Sharing (RLA/06/07M/SDC). The budget for this was US\$371,900, divided into US\$104,775 in 2006, US\$221,400 in 2007 and US\$45,725 for 2008. In the 2005-2006 period, the SDC also contributed funds amounting to US\$232,563 for the two previous cycles of the project.
- Funds amounting US\$152,000 from the National Employment Board of Uruguay (JUNAE/MINTRAB) to finance the project to support the Program to Promote

Equal Opportunities for Women in Employment and Training - PROIMUJER-(URU/01/01M/URU).

In the 2005-2006 period, income from the sale of publications amounted to US\$52,360, which exceeded prior estimates of projected sales for the period by 74%.

Lastly, it should be noted that in 2005 the dollar fell considerably in value against the Uruguayan peso and this had a negative impact on the Centre's regular budget in terms of a relative increase in salaries and fees and other costs incurred in local currency. This problem was overcome by severely restricting expenditure and thanks to invaluable financial help from the ILO Office for the Americas.

Statement of Actual Income and Expenditure 2004-2005 (In US\$)	
INCOME	3.506.573
Balance from 2003	282.595
ILO Contribution 2004-2005	1.774.225
Member countries contributions	492.085
ILO Headquarters contribution for substantive activities	50.000
ILO Regional Office contribution	300.000
Other contribution for substantive activities	10.079
Project URU/98/MO1/URU	131.994
Project RLA/02/07M/SDC	87.440
Project RLA/03/10M/SDC	305.556
Sale of publications	66.890
Bank interests, exchange difference, etc.	5.710
EXPENDITURES	3.180.155
International Staff	604.357
National Staff	994.675
Activities ILO Headquarters	50.000
Activities ILO Regional Office	300.000
Project URU/98/MO1/URU	131.994
Project RLA/02/07M/SDC	87.440
Project RLA/03/10M/SDC	305.556
Sustantive activities	7.033
Consultants and training	358.327
Operational expenditures	340.773
BALANCE TO 2006	326.418

State of Actual Income and Expenditure 2006
(In US\$)

INCOME	1.793.020
Balance from 2005	326.418
ILO Contribution 2006	887.113
Member countries contributions	218.076
ILO Headquarters contribution for substantive	13.000
ILO Regional Office contribution	110.000
Other contribution for substantive activities	7.765
Project URU/98/MO1/URU	80.420
Project RLA/03/10/M/SDC	37.449
Project RLA/06/07M/SDC	104.775
Sale of publications	8.917
Bank interest, exchange difference, etc.	-913
EXPENDITURES	1.373.000
International Staff	287.694
National Staff	494.804
Activities ILO Headquarters	13.000
Activities ILO Regional Office	110.000
Project URU/98/MO1/URU	80.420
Project RLA/0310/M/SDC	37.449
Project RLA/06/07M/SDC	104.775
Substantive activities	5.000
Consultants and Training	86.767
Operational expenditures	153.091
BALANCE AT 31/12/2006	420.020

Statement of Budgeted Income and expenditure 2006-2007
(In US\$)

INCOME	3.239.413
Balance from 2005	326.418
ILO Contribution 2006-2007	1.685.514
Host country previous years contribution	50.000
Host country 2006-2007 contribution	100.000
Member countries contributions	450.000
ILO Headquarters contribution for substantive activities	65.000
ILO Regional Office contribution	160.000
Other contribution for substantive actividades	7.765
Project URU/98/MO1/URU	100.867
Project RLA/03/10/M/SDC	37.449
Project RLA/06/07/M/SDC	221.400
Sale of publications	30.000
Bank interest, exchange difference, etc.	5.000
EGRESOS	2.862.995
International Staff	695.660
National Staff	1.041.688
Activities ILO Headquarters	65.000
Activities ILO Regional Office	160.000
Project URU/98/MO1/URU	100.867
Project RLA/03/10/M/SDC	37.449
Project RLA/06/07/M/SDC	221.400
Substantive activities	7.765
Consultants and training	162.124
Operational expenditures	371.042
ESTIMATED BALANCE AS OF 31/12/07	376.418

VOLUNTARY CONTRIBUTIONS 2006-2007 (as of 28 MAY 07)

COUNTRY	INSTITUTION	PENDING BALANCE		2006 CONTRIBUTIONS		2007 CONTRIBUTIONS		TOTAL RECEIVED	BALANCE
		Up to 31/12/2005	Total Received	OFFERED	RECEIVED	OFFERED	RECEIVED		
ARGENTINA	MINTRAB	0		10.000	10.000	10.000	0	10.000	10.000
	INET/MINED	0		14.000	14.000	14.000		14.000	14.000
	OBISPADO MORON	0		326	326	325	325	651	0
	ITU	4.000		2.000	2.000	2.000		2.000	6.000
BARBADOS	MINLAB	0		3.000	3.000	3.000	3.000	6.000	0
BOLIVIA	INFOCAL	4.500		1.500	0	1.500	0	0	7.500
BRAZIL	SENAI	0		21.000	21.000	21.000	21.000	42.000	0
	SENAT	8.868		3.000	0	3.000	0	0	14.868
	SENAR	0		8.000	8.000	8.000	8.000	16.000	0
	SETEC	40.000		10.000	0	10.000	0	0	60.000
	MINTRAB	0		21.000	21.000	21.000	0	21.000	21.000
COLOMBIA	SENAC	0		8.000	8.000	8.000	8.000	16.000	0
	SENA	4.200	4.200	21.000	21.000	21.000	450	25.650	20.550
	INA	0		7.000	7.000	7.000	0	7.000	7.000
COSTA RICA	MINTRAB	0		2.000	2.000	2.000	0	2.000	2.000
CHILE	SENCE	0		5.000	5.000	5.000	5.000	10.000	0
DOMINICAN REP.	INFOTEP	0		7.000	7.000	7.000	7.000	14.000	0
EL SALVADOR	INSAFORP	0		5.000	5.000	5.000	5.000	10.000	0
GUYANA	MINED	5.000		1.000	0	1.000		0	7.000
GUATEMALA	INTECAP	0		8.000	8.000	8.000	8.000	16.000	0

COUNTRY	INSTITUTION	PENDING BALANCE		2006 CONTRIBUTIONS		2007 CONTRIBUTIONS		TOTAL RECEIVED	BALANCE
		Up to 31/12/2005	Total Received	OFFERED	RECEIVED	OFFERED	RECEIVED		
HAITI	INFP			2,000	2,000	2,000		2,000	2,000
HONDURAS	INFOP	0		4,500	0	4,500	0	0	9,000
JAMAICA	HEART/NTA	0		6,000	6,000	6,000	6,000	12,000	0
MEXICO	DGCFT/SEP	0		5,000	5,000	5,000		5,000	5,000
	DGCP/SECTRAB	0		5,000	5,000	5,000		5,000	5,000
NICARAGUA	INATEC	13,500	6,000	3,600	3,600	3,600	3,600	13,200	7,500
PANAMA	INADEH	0		3,000	3,000	3,000	3,000	6,000	0
PERU	SENATI	0		5,000	5,000	5,000	5,000	10,000	0
SAINT LUCIA	MUNLAB	2,000		2,000	0	2,000	0	0	6,000
SPAIN	CIDEC	0		2,000	2,000	2,000	2,000	4,000	0
	FUNDACION TRIPARTITA	0		15,000	15,000	15,000	15,000	30,000	0
	INEM	0		14,000	14,000	14,000	0	14,000	14,000
SURINAME	MINLAB	6,000	6,000	2,000	0	2,000	0	6,000	4,000
T&T	MINED	6,000	6,000	6,000	0	6,000	0	6,000	12,000
VENEZUELA	INCE	45,000		15,000	0	15,000	0	0	75,000
TOTALS		139,068	22,200	247,926	202,926	247,925	100,375	325,501	309,418

CONCEPT

	OFFERED	OFFERED
Pending up to 31/12/05	139,068	
Contributions 2006/2007	495,851	325,501
	634,919	325,501

Personnel at the Centre

Human resources

The Cinterfor/ILO Office has two international and eleven local members of staff, all of whom are under contract with the ILO. Of the local staff, three are in the category of National Officials and the rest are in the category of General Services.

Technical cooperation funds have been used to contract three project coordinators and two national professionals, all on Special Service Agreement contracts. This mechanism makes it possible to contract suitable national resources to execute projects. These funds were also used to contract a local member of staff.

One international official, one local official and two national professionals have been contracted in the framework of ILO technical cooperation projects for which Cinterfor/ILO provides logistical support (REDEL, of the Santiago Subregional Office, and PREJAL, of the Regional Office in Lima).

Equipment

At the end of 2005, thanks to financial support from the ILO Regional Office for Latin America and the Caribbean, the Centre bought 22 Dell workstations of the latest model. This means that all Cinterfor/ILO administrative and technical staff have now been provided with the technological resources necessary to do their work rapidly and efficiently.

In addition, Internet security systems and a proxy have been incorporated, which makes it possible to reduce the use of broadband at the Office. The Firewall that was installed has not only resulted in a marked decrease in the number of computer viruses received but it also blocks junk mail (spam).

The information technology area has been given an extra back-up unit which means that now all the stages of the web development process, e-mail traffic and online services have a reliable back-up system.

In the period covered by this Report the Centre's broadband capacity was increased to 1 Mbps (one megabit per second), which allows faster access to its web site. This means that now we can offer e-learning services that would not have been possible with the previous bandwidth of 512 Kbps (512 kilobits per second). In the near future it will be necessary to double bandwidth again, to cope with the constant increase in visits to our web site.

The ITCOM office at the Centre has been provided with a new camera for video-conferences and a 42" plasma screen, so now video-conferences can be held on the

Internet or using ISDN digital lines. This means that it is now possible to have meetings which previously could not have been held, or would have required the people to be physically present. Another advantage is that video-conferences now cost the Centre nothing because broadband is already installed and is paid for at a fixed monthly rate.

Video-conference capability has been expanded with the use of Skype (TM), a tool that enables the user to participate in an audio or video conference from a PC. The Centre is also considering buying or renting a platform that can handle video-conferences, on-line collaboration among people and virtual seminars via the Internet.

Thanks to its installed technological capabilities, Cinterfor/ILO can respond rapidly and efficiently to the different requirements of VTIs in communication modalities that range from a simple fax to three modes of video-conference. The web site, the e-learning platform, the discussion lists and the data bases are “on the air” 24 hours a day, and the systems that these processes depend on are backed by reliable and reasonably up-to-date servers and communications and back-up equipment.

All of Cinterfor/ILO’s printed material is produced using a single impression system Heidelberg GTO 52 press with a maximum sheet format of 52 cm x 36 cm, which was acquired in 2000, a Polar guillotine (72 cm of light) and a Nuarc 26-1ks plate copier. Average current production is running at two and a half books per month (200 pages, 500 copies).

Although this equipment is functional for internal demand, productivity would be raised if it had a double impression system as this would improve production times and quality, and make it possible to provide production services for other United Nations agencies in Uruguay, which would generate new income for the Centre.

EVENTS ORGANIZED BY CINTERFOR/ILO

2005 - 2006

NAME OF EVENT	OBJECTIVE	SPONSOR	PLACE AND DATE	PARTICIPANTS COUNTRIES
37th Meeting of the Cinterfor Technical Committee "Quality, relevance and equity in vocational training"	<p>To examine and discuss current subjects in training; to share experiences and propose new cooperative activities of interest to the vocational training community in the region.</p> <p>To analyze work done and approve the Centre's programme of activities for the two-year period 2003-2004.</p> <p>Subjects presented and discussed: <i>"ILO Recommendation 195: Human Resources Development: Education, Training and Lifelong Learning"</i>; <i>"Quality, relevance and equity in vocational training"</i> and <i>"Productivity and vocational training"</i>.</p>	INFOTEP	Santo Domingo, Dominican Republic, 19 to 21 October, 2005	Argentina, Barbados, Bolivia, Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Haiti, Honduras, Jamaica, Mexico, Nicaragua, Panama, Peru, Saint Lucia, Spain, Trinidad & Tobago, Uruguay. Eight representatives of employers, and five workers' organizations designated by the ILO Governing Body took part.

NATIONAL, REGIONAL AND INTERNATIONAL MEETINGS IN WHICH CINTERFOR/ILO GAVE TECHNICAL AND/OR SUBSTANTIAL SUPPORT. 2005 - 2006 *

2005

NAME OF EVENT	INSTITUTION	PLACE and DATE	TYPE OF CINTERFOR PARTICIPATION
Technical meeting to discuss the Single Matrix of follow-up indicators in the Declaration of MERCOSUR Presidents about Child Labour.	IPEC	Montevideo 30/06/05 to 1/07/05	Cinterfor/ILO assisted with logistical organization for the event in Montevideo.
Tripartite seminar -Qualification in Brazil and Mercosur: progress and prospects.	Technical Cooperation Project/Ministry of Labour and Employment/ ILO Brasilia	Brasilia 4 and 5/07/05	A specially contracted consultant from the Centre participated as a speaker.
Workshop - The sustainability of employability and competitiveness considering structural changes in the economy and conditions of work.	CEPAL SENAL ILO Brasilia	Brasilia 5 and 6/07/05	Cinterfor assisted in organizing the workshop and facilitated participation. A consultant from the Centre participated.
Hemisphere workshop on "Decent work and fair globalization". Fourth session of the workshop on vocational training and tripartite cooperation.	Regional ILO Office for the Americas OAS	Mexico 11 and 12/07/05	The Director of Cinterfor/ILO participated.
Workshop on "The development of training for labour competency - technical support related to developing the focus of training based on labour competencies.	INA	San José 11 and 12/07/05	Cinterfor/ILO provided technical support. A consultant participated as a speaker.
Training Day on HIV-AIDS.	PIT/CNT	Salto, Uruguay 14 and 15/07/05	A representative from the Centre participated.
Workshop on "Institutional diagnosis and the INAFORP improvement plan".	INAFORP	Panama 19 to 22/07/05	Cinterfor/ILO provided technical support. A consultant participated as a speaker.
Workshop on "Strengthening social dialogue, gender and decent work".	Tripartite Committee Santiago Sub-Regional Office JUNAE	Montevideo, 21/07/06	One consultant from the Centre made a presentation and another participated as a teacher and moderator in work groups.
Seminar on "Training for work in the face of changes in the economy and in society".	CEPAL GTZ	Santiago de Chile 28 and 29/07/05	The Director and a consultant from the Centre participated.
Second technical meeting to elaborate the Hemisphere Decent Work Agenda.	ILO Regional Office for the Americas OAS	Buenos Aires, 8 to 10/08/05	A consultant from the Centre participated.
Workshop with SENAR technical directors on the national level and interviews with SETEC. Seminar on rural vocational training EXPOINTER.	SENAR	Brasilia, Porto Alegre, São Paulo, 22 to 27/08/05	The Director and a consultant from the Centre participated, and also two specially contracted consultants spoke at the workshop.
Third international congress on Technology in Education – education, technology and work.	FEDECOMERCIO/ SENAC / Oscar Amorim Institute	Recife 29 to 31/08/05	Cinterfor/ILO contracted a consultant to participate in the round table on "Investment in education, science and technology in Latin America".
Seminar on vocational training and regional integration.	DGCFT Secretary of Public Education	Monterrey, Mexico, 31/08 to 2/09/05	Cinterfor/ILO provided support to enable a representative from the Mercosur and another from CANTA/CARICOM to participate.

* From July 2005.

NAME OF EVENT	INSTITUTION	PLACE and DATE	TYPE OF CINTERFOR PARTICIPATION
Round table on "Labour training and employability for vulnerable young people".	SENA	Bogotá, 31/08/05	A consultant from the Centre participated as a speaker.
Fourth Ibero-American Congress on quality in education, and First National Seminar on vocational certification.	SENAI DR RGS	Porto Alegre, Brazil, 1 and 2/09/05	A consultant from the Centre participated as a speaker at the round table on "People's certification projects and experience".
Seminar on "International labour standards and the ILO control system for Ministry of Labour staff and work inspectors in Uruguay.	Turin Centre Santiago Sub-Regional Office	Montevideo, 1 and 2/09/05	Logistical support in organizing the event.
Workshop on "Applying information and communication technologies. A technical workshop for ICT practitioners".	HEART Trust/NTA, VTDI	Kingston, 5 to 9/09/05	Substantial support in organizing and coordinating the event. Two consultants assisted with coordination and the presentation of important subjects.
Seminar "Is social dialogue possible in Uruguay?"	ILO Buenos Aires Mercosur Labour and Social Monitoring Office	Montevideo 7 to 9/09/05	The Director of the Centre was a member of the panel.
Course on labour competencies.	Ministry of Labour and Social Security	Havana, 19 to 22/09/05	A consultant from the Centre participated and two international consultants were contracted as speakers.
Tripartite national seminar on "Promoting basic rights at work".	Santiago Sub-Regional Office	Montevideo, 22 and 23/09/05	The Director inaugurated the seminar, representing the Santiago Sub-Regional Office.
Reform and Governance of Technical and Vocational Education and Training in the Organization of Eastern Caribbean States –	OECS. Ministry of Education UNESCO	St. Lucia, 26 to 30/09/2005	Cinterfor provided finance for a consultant to participate as a speaker.
Integration Seminar -National policy responses to globalization.	Department of Integration ILO Geneva	Geneva, 26 to 30/09/05	The Director of the Centre participated.
"Childhood Priority" cycle of conferences. 4 th Conference - "Education and work: the social inclusion of adolescents and young people in Uruguay today.	Curises Unidos, European Union, UNDP, UNICEF, UNPFA, CIES, INAU, Uruguayan Children's Rights Committee, Cooperazione Italiana, ANONG, and with support from MOVISTAR.	Montevideo, 29/09/05	A consultant from the Centre participated.
2005 Graduates Course: "Masculine/Feminine, the problems of gender", organized by the Rights and Gender Group at the University of the Republic.	University of the Republic	Montevideo, 29/09/05	Participation in the Gender and Work area with a lecture "The gender perspective as a condition for quality and equity in training and employment policies".
SIMAPRO Meeting Seminar Workshop on the SIMAPRO as a trigger of teamwork and lifelong learning.	ILO MEXICO INTECAP	Guatemala, 30/09 and 1/10/05	Cinterfor/ILO contracted a specialist in the subject to participate in the meeting as a speaker.
Inter-regional seminar – Making decent work a reality for everyone".	RLA/01/M10/SPA Project	Montevideo, 2 to 5/10/05	Seminar for final evaluation of the RLA/01/M10/SPA Project: Unions and decent work in the age of globalization in Latin America. Cinterfor provided logistical support and participated substantially.
Course - The application of information and communication technologies in training.	Turin centre	Lima, 3 to 7/10/05	A representative of the Centre participated.

NAME OF EVENT	INSTITUTION	PLACE and DATE	TYPE OF CINTERFOR PARTICIPATION
National Congress - "Work environment and conditions in the construction Industry", and third seminar - "Work environment and conditions in the construction industry in the Mercosur countries".	FUNDACENTRO	Recife, 24 to 26/10/05	Cinterfor contracted a consultant to participate in the Congress as a speaker on vocational training and health and safety in the construction industry in the Mercosur.
Seminar - The integration processes dimension and their impact on workers' rights in the informal economy.	CIOSL/ORIT	Porlamar, Isla Margarita, 7 and 8/11/05	A consultant from the Centre participated.
International seminar on vocational certification.	Ministry of Education	Brasilia, 7 to 9/11/05	A consultant from the Centre participated, and another was specially contracted to speak at the seminar.
Seminar-workshop - Education for social and productive insertion for everyone.	redEtis, (IPE-IDES), Latin American Education and Work Network, DIE-CINVESTAV, Colegio Mexiquense	Mexico, 14 to 16/11/05	Cinterfor contracted two consultants to attend the seminar as speakers.
International seminar - Human resources management with the competencies focus.	SENA	Bogotá, 17 and 18/11/05	Cinterfor sent two specially contracted consultants to speak at the seminar.
National seminar - Informality and social security. A plan for inclusion".	JUNAE	Montevideo, 18/11/05	The Director of the Centre participated.
International seminar "Good practices in competencies-based vocational training.	SENATI	Lima, 21 to 23/11/05	Cinterfor contracted a consultant to speak at the seminar.
Meeting of the "G6" group of institutions.	INTECAP	Guatemala, 21 to 24/11/05	The Director of the Centre and a consultant participated. Also three consultants were contracted to speak on national experiences.
One-day meeting - Salaries Council: Categories, task and training evaluation now.	JUNAE	Montevideo, 25/11/05	Cinterfor made a financial contribution. A consultant from the Centre participated as a speaker.
International symposium - Human resources management by competencies: A key factor in competitiveness"	AMECER	Mexico, 25/11/05	Cinterfor contributed with financing so three international representatives could participate.
Seminar – "The challenges of child/adolescent labour in vocational training institutions in Central America, Panama and the Dominican Republic", and the 4th meeting of vocational training institutions from Central America, Panama, the Dominican Republic and Haiti.	INTECAP San José Sub-Regional Office	Guatemala, 28/11 to 1/12/05	Cinterfor assisted with the organization and coordination of the seminar. The Director of the Centre participated as a speaker on "The labour inclusion of young people - between hopelessness and collective construction".
Regional bipartite meeting to promote dialogue in the public sector about union freedom. Launch of the project for seven Latin American countries.	PLS, NORMAS, ACTRAV/Turin Regional Office for the Americas	Montevideo, 29/11 to 1/12/05	Cinterfor provided logistical support.
Meeting of National Committees for the Eradication of Child Labour in the Mercosur Countries and Chile.	IPEC	Montevideo, 1 and 2/12/05	Cinterfor provided logistical support.
Workshop on information and communication technologies in vocational training.	CEPAL	Montevideo, 5 and 6/12/05	Cinterfor organized and co-financed the workshop, along with CEPAL.
Union seminar – Migrant Women Domestic Workers.	ACTRAV / Turin Centre	Montevideo 5 to 9/12/05	The Director of Cinterfor participated, and a consultant from the Centre also spoke.
Mercosur Union Summit Meeting.	Mercosur Secretariat	Montevideo, 9/12/05	The Director participated.

2006

NAME OF EVENT	INSTITUTION	PLACE and DATE	TYPE OF CINTERFOR PARTICIPATION
Study trip to SENAI in Brazil for construction and metallurgical union representatives from Uruguay.	JUNAE SENAI	Rio de Janeiro 15/01/2006 to 17/01/2006 Vitoria 20/01/2006 Brazil	The trip was arranged with Brazilian organizations. Financial and technical assistance was provided to enable two representatives from the Uruguayan metallurgical and construction unions to visit the unions in their respective sectors in Brazil, and SENAI paid their expenses.
First international course - "Totally Integrated Supervision and Automation".	JICA SENA	Medellin Colombia 19/01/2006 to 15/03/2006	The information was disseminated to institutions that are members of Cinterfor, which has 15 grants for 8 countries.
International seminar on relations between vocational training institutions and the productive sector.	SENAC National Service in Rio de Janeiro	Rio de Janeiro 23/01/2006 and 24/01/2006	The Director and a consultant from the Centre participated as speakers. The Centre facilitated the participation of two international consultants, who wrote and presented papers about the demands of the public sector and links to the productive sector. The Centre's consultant also wrote and presented a paper on equity and equal opportunities.
Workshop for employers - "Towards a Hemisphere Agenda for promoting decent work".	ILO Regional Office for the Americas	Buenos Aires 23/02/2006 and 24/02/2006	A specialist spoke about the vocational training element on this Agenda.
Meeting of the Directors of ILO Offices in the Americas.	ILO Regional Office for the Americas	Lima 2/03/2006 and 3/03/2006	The Director participated.
Workshop with union representatives "Towards a Hemisphere Agenda for promoting decent work".	ILO Regional Office for the Americas	Lima 7/03/2006 and 8/03/2006	A specialist participated and spoke about the vocational training element on this Agenda.
Knowledge Olympics.	SENAI	Recife 8/03/2006 to 10/03/2006	The Director and a consultant from the Centre participated in these simultaneous programmed academic events.
Experience visit on integration action for decent work in secondary education curricula.	MTSS JUNAE	Buenos Aires 17/03/2006 17/03/2006	The Centre programmed and financed a visit from an adviser from the Ministry to speak on the Argentine experience.
31st period of sessions of the Economic Committee for Latin America and the Caribbean.	CEPAL	Montevideo 20/03/2006 to 24/03/2006	The Director participated in the opening ceremony.
First National Meeting – Scientific production in vocational and technological education.	SETEC Ministry of Education	Brasilia 27/03/2006 to 29/03/2006	The Director participated as an observer.
Launch of the Gender Network and work in the network.	National Institute for Women - INAMU JUNAE/MTSS PIT/CNT	Montevideo 28/03/2006 28/03/2006	The Centre is on the Executive Secretariat
Workshop - Employment, vocational training and social dialogue – Eurosocal Programme.	Turin centre	Lima 03/04/2006 to 07/04/2006	The Director and a consultant participated and spoke on the subject.
Seminar - The prospects for e-learning in vocational training in Latin America.	In-Went SENA	Cartagena Colombia 04/04/2006 to 06/04/2006	A consultant participated and spoke about Cinterfor's objectives and strategies in the e-learning area.

NAME OF EVENT	INSTITUTION	PLACE and DATE	TYPE OF CINTERFOR PARTICIPATION
Meeting-workshop - Training organizations in the framework of educational reform".	Association of Training Organizations	Montevideo 26/04/06	A consultant participated as a speaker.
Launch of the National Vocational Training and Teaching Institute for Human Development	INADEH	Panama 2/05/2006	A consultant participated as a speaker.
America Region Meeting.	ILO	Brasilia 2/05/2006 to 5/05/2006	The Director and two members of staff from the Centre participated as members of the secretariat for the event, at the request of the ILO Regional Office for the Americas.
Third AMFORHT Conference (World Hotels and Tourism Training Association).	SENAC - National Apprenticeship Service for the Commercial Sector	São Paulo 5/05/2006 to 7/05/2006	The centre provided SENAC with substantial support.
Workshop - Human resources management by competencies.	INFOTEP	Santo Domingo 7/05/2006 to 10/ 05/2006	A consultant ran a workshop on this subject.
Seventh World AMSPE Congress.	AMSPE	Quebec 15/05/2006 to 18/05/2006	A consultant participated.
Postgraduate course in vocational education. Teachers Seminar for Vocational Education: the Challenge of the praxis.	SENAC	Rio de Janeiro 19/05/2006 and 20/05/2006	A consultant from the Centre made a masterful closing speech entitled "The construction of a new professional profile for teaching training for work in the 21st century".
Meeting to develop a union strategy in the vocational training field. UOCRA	CGT	Buenos Aires 22/05/2006 and 23/05/2006	A consultant participated, and finance was provided for five union leaders from abroad.
International seminar "Training for alternance and local development: Alternatives to the educational system".	AIMFR – Uruguayan Association of Agrarian Family Schools	Montevideo 25/05/2006	The staff member in charge of implementing Cinterfor/ JUNAE's PROIMUJER Project participated.
Sixth International Labour Relations Meeting - "The new challenges in labour relations" in the framework of the Academic Social Dialogue Network.	University of the Republic Santiago Sub-Regional Office	Montevideo 27/05/2006	The Centre assisted in the organization and technical coordination of the event, and the Director participated.
Seminar - Gender and race in the world of work. Module on "Gender in vocational training and career development".	Regional Programme. Training in Gender and Public Policies PRIGEPP FLACSO	Virtual seminar 29/05/2006 to 19/06/2006	The Centre's specialist was in charge of teaching the module.
Course on employment and labour market policies with the emphasis on competency development.	Turin Centre	Virtual course 15/06/2006	Video course on the main challenges facing vocational training in Latin America, with the emphasis on competencies and productivity.
Seminar - Progress in labour competency certification in the framework of the recommendations in Mercosur Resolution 59.	Ministry of Labour and Social Security	Buenos Aires 6/06/2006	The Director participated along with three consultants who spoke on the certification and recognition of workers' labour competencies in Latin America and the Caribbean, integration and gender. The Centre also brought in a representative from SENCE in Chile, who made a presentation about the experience in that country.
Workshop to define a work plan for adopting the competency-based training focus.	SENAR	Curitiba - Brazil 8/06/2006 and 9/06/2006	A consultant participated as a speaker.
Induction workshop to the INADEH system for top management in institutions.	INADEH	Panama 12/06/2006 to 14/06/2006	The Director participated.

NAME OF EVENT	INSTITUTION	PLACE and DATE	TYPE OF CINTERFOR PARTICIPATION
Round table - "Social inclusion in training programmes for the world of work", and "Significant lessons learned in young people's work".	CECAP KOLPING Foundation	Montevideo 15/06/2006	Cinterfor staff participated as speakers.
Second workshop on "Vocational training and confirmation experiences in the Andean countries".	CAN SENA	Bogotá 23/06/2006	The Director participated as a speaker on vocational training and work in the 21st century, and a consultant from the Centre spoke on world trends in the construction of national qualifications frameworks and prospects in the region.
Meeting - "Social dialogue, collective bargaining and conflict avoidance".	FESUR Ministry of Labour and Social Security	Montevideo 4/07/2006 and 5/07/2006	A consultant participated as a speaker.
First national meeting on vocational training for rural populations.	COSUDE FOES	Quito 19/07/2006 to 20/07/2006	A consultant participated as a speaker on the characteristics of the training by labour competencies focus.
Awards ceremony of labour competency certificates to mechanics.	Union of Mechanics and Associated Automotive Transport Workers Vocational Training Centre No. 8	Buenos Aires 27/07/2006	A consultant in training by labour competencies participated.
Meetings with social partners in the area of training people entering the labour market (the formal and also the informal systems), and presentation of the book <i>Training Policies and Programmes for Small Enterprises</i> .	Enterprises Foundation ADEC	Córdoba Argentina 3/08/06	The Director participated.
International seminar - A comparison of work, employment and income-generating policies in Latin America.	Ministry of Labour and Employment/ SPPE - FLACSO	Brasília 8/08/2006 to 10/08/2006	The Director participated as a speaker.
Seminar - The institutionality of social participation in employment and vocational training policies.	JUNAE PIT/CNT	Montevideo 11/08/2006	Cinterfor facilitated the participation of two speakers, one from Brazil and the other from Argentina. A consultant from the Centre also participated as a speaker.
Meeting of training organizations in Uruguayan State bodies, and first seminar on "Human talent management".	School of Public Employees National Civil Service Office	Montevideo 14/08/2006 to 17/08/2006	A consultant participated as a lecturer.
First national meeting of personnel committees, personnel managers from the National Civil Service Committee.	National Civil Service Committee	Medellín 23/08/2006	Lecture on the competency-based human resources management focus in the public sector.
National meeting of Training for Work Networks.	SENA	Pereira 24/08/2006 and 25/08/2006	Presentation on the role of networks of organizations involved in vocational training for work in Latin America and the Caribbean.
Meeting "There is only one SENA".	SENA	Cartagena 7/09/2006 and 8/09/2006	A consultant from the Centre spoke on the subject of social partners participating in vocational training.
Workshop - The conceptual and practical bases of distance education.	INFOTEP	Santo Domingo 11 and 12/09/06	A consultant from the Centre gave the course.
National meeting of training organizations in State bodies.	National Civil Service Office	Montevideo 14/09/2006 and 15/09/2006	The Director and a consultant participated. The consultant made a presentation on distance education and its possible applications to managing training in the public sector.
Annual meeting of the CIOSL Union Education Working Group.	ORIT	Lima 21 and 22/09/06	A consultant participated.

NAME OF EVENT	INSTITUTION	PLACE and DATE	TYPE OF CINTERFOR PARTICIPATION
Meeting of ILO Office Directors from the region.	ILO Regional Office for the Americas	Lima 25/09/2006 and 26/09/2006	The Director participated.
Forum - The challenges facing technical labour training in the country.	Development Foundation	Guatemala City 26/09/2006 to 30/09/2006	A consultant participated.
Quality in Training Week	SENATI	Lima 2 and 3/10/06	A consultant participated as a speaker on vocational training for employability.
International seminar on national qualifications frameworks.	SENA	Bogotá 4/10/2006 to 6/10/2006	A consultant from Cinterfor participated and the Centre facilitated presentations on two experiences from abroad (Spain and Chile).
Second international course on "Totally Integrated Supervision and Automation".	SENA JICA	Cali 8/10/2006 to 7/12/2006	Information was disseminated and scholarships were offered for training institutions
Second national meeting of the SINACATRI – National System of Training and Integrated Rural Technical Assistance.	INCARURAL	Mexico City 9/10/2006 and 10/10/2006	The Director participated.
Celebration of the 20th Anniversary of the Coordinator of Union Offices in the Southern Cone.	Coordinator of Union Offices in the Southern Cone	Buenos Aires 09/10/200	A consultant participated in the celebrations.
Decent Work Global Management Team Meeting.	ILO	Geneva 17/10/2006 to 19/10/2006	The Director participated.
Tenth meeting of the SIMAPRO Network and Decent Work in the Sugar Industry: "A tool for knowledge management in the organization" in the framework of the 11th National Enterprises Productivity and Competitiveness Conference, whose main subject was "Good practices in knowledge management and the development of the Enterprise Learning Network".	INFOTEP ILO Mexico San Jose Sub-Regional Office	Santo Domingo 18/10/2006 and 19/10/2006	Cinterfor financed a consultant jointly with the ILO Office in Mexico.
Workshop - Operational evaluation and the re-engineering of basic processes in the SENATI.	SENATI	Lima 19/10/2006	A consultant ran the workshop.
Tele-conference "Gender, ethnicity and work".	Red SESC-SENAC	Rio de Janeiro, 20/10/2006. For more than 170 connection points through- out the country. Given by the	Centre's specialist in this subject and Coordinator of the gender and race area from ILO/Brasilia. The tele-conference was accompanied by the publication (in SENAC Bulletin Vol. 32 No. 2, May/August 2006) of the Centre specialist's article entitled "Adopting the gender perspective to improve the quality, relevance and equity of vocational and technical education policies".
Seminar -The technical, the technological, and new occupations".	SENA	Medellín 25/10/2006 to 27/10/2006	A consultant from the Centre spoke on the subject of certification models in Latin America.
Seminar - Youth unemployment: a challenge for the new generation of inclusion policies".	El Abrojo	Montevideo 26/10/2006 and 27/10/2006	Three consultants spoke on labour inclusion policies for young people; training by labour competencies and gender.
Executive programme on educational policy, administration and management geared to education and work.	Carolina Foundation	Buenos Aires 1/ 11/2006	A consultant spoke about local development as a tool to make production more dynamic.
Summit of Ibero-American Presidents.	Govt. of the Republic Uruguay	Montevideo 4 and 05/11/2006	The Director was a member of the United Nations delegation.

NAME OF EVENT	INSTITUTION	PLACE and DATE	TYPE OF CINTERFOR PARTICIPATION
Round table - "The impact of training on sectoral growth" - 18th Latin American Textile Chemical Congress.	INTI – National Institute of Industrial Technology	Buenos Aires 8/11/2006	A consultant participated as a speaker.
Technical meeting on vocational training in the catering, hotels and tourist sector.	SENAC	Natal 8/11/2006 to 10/11/2006	The Centre cooperated in organizing and coordinating the event. The Director participated as a speaker, and the Centre facilitated the participation of two national foreign training institutions that made presentations about their experiences.
Workshop on future studies of technical vocational training.	CAPLAB - MED Convenio Andrés Bello	Lima 8/11/2006 and 9/11/2006	A specialist participated as a speaker.
Second international seminar on "Developing capabilities in rural areas".	INCARURAL	Mexico City 10/11/2006	An outside consultant participated as a lecturer.
Workshop on the use of information and communication technologies in TVET for training institutions of the ESCC.	NTA	Port of Spain 13/11/2006 to 17/11/2006	The Centre supported the workshop with technical and financial assistance. A specialist in information and communication technologies participated as a speaker.
International seminar - Social dialogue in America: strengthening democracy".	Santiago Sub-Regional Office Ministry of Labour	Chile - Santiago 15 and 16/11/06	A consultant participated as an observer.
Third National Congress on Dual Training and Alternance.	DGCFT/SEP	Mexico City 16/11/2006 and 17/11/2006	The Centre facilitated the participation of a representative from SENATI in Peru, who spoke on their experience in this area.
Discussion meeting - "Pay councils: Categories, task evaluation and training now".	JUNAE	Montevideo 25/11/2006	A consultant from the Centre participated.
Meeting of the Regional Decent Work Team.	Regional Office for the Americas	Lima 11/12/2006 12/12/2006	A consultant from the Centre participated. The ex-Director of Cinterfor attended as a special guest.
Seminar - "Collective bargaining about categories and the organization of work".	Mercosur Labour and Social Monitoring Unit	Montevideo 13/12/2006	A consultant spoke about "Theory and method for analyzing labour categories".
Video-conference - "Women in the Labour Market".	SENAIDN Cinterfor/ Programme to institutionally strengthen quality and equity in training (PC&EF)	Brasilia, 8/3/2007	The SENAI team organized this lecture, in the framework of the Quality and Equity in Training Programme, to be broadcast to the 27 regional departments. Speakers included the SENAI Director of Operations, the Director of ILO/Brasilia, the Coordinator of the PC&EF, and the Minister of Policies for Women.
Inaugural class 2007.	INA	San José, 8/03/2007 and 9/03/2007	A specialist in vocational training participated as a speaker on "The challenge of vocational training in the 21st century and its impact on social and economic development in Latin America".
Seminar-workshop "Quality strategies for public employment services".	Ministry of Labour AMSPE Area Project/ILO Buenos Aires	Buenos Aires 25/04/2007 to 27/04/2007	A consultant from the Centre participated as a speaker on "Quality Measures for linking public employment services with actors in the socio-productive environment".
International Seminar on the Role of the State and the Social Actors in Continuous Training.	Ministry of Labor ILO Buenos Aires	Buenos Aires 7/05/2007 to 8/05/2007	The Director of Cinterfor participates.

SUPPORT AND PARTICIPATION IN EVENTS OF AND WITH ILO UNITS - 2005-2006

2005

TYPE OF CINTERFOR'S PARTICIPATION	NAME OF EVENT - PLACE AND DATE	ILO UNIT INVOLVED
Technical support	Tripartite seminar on Qualification in Brazil and Mercosur: Progress and prospects. (Brasilia, July 2005)	ILO, Brasilia
Technical support	Workshop: The sustainability of employability and competitiveness in the face up structural changes in the economy and conditions of work. (Brasilia, July 2005)	ILO, Brasilia
Technical participation	Hemisphere workshop on Decent work and fair globalization. Fourth session of the vocational training and tripartite cooperation workshop. (Mexico, July 2005)	Regional Office
Logistical support for organizing the seminar	Seminar on International Labour Standards and the ILO control system for Ministry of Labour personnel and work inspectors in Uruguay (Montevideo, May 2005)	Turin Centre Santiago Sub-Regional Office
Technical participation	Second technical meeting for formulating the Hemisphere Decent Work Agenda. (Buenos Aires, August 2005)	Regional Office
Support for substantial organization and coordination.	Workshop - Applying information communication technology. A technical workshop for ICT practitioners". (Kingston, September 2005)	Port of Spain Sub-Regional Office
Panellist	Seminar on "Is social dialogue possible in Uruguay? (Montevideo, September 2005)	ILO Buenos Aires
The Director of the Centre took part as a representative of the Santiago Sub-Regional Office	National tripartite seminar on The promotion of basic rights at work. (Montevideo, September 2005)	Santiago Sub-Regional Office
Participation	Integration seminar on National Policy Responses to Globalization. (Geneva, September 2005)	INTEGRATION
A specialist in the subject was contracted to take part as a speaker.	SIMAPRO Meeting, Seminar-Workshop - The SIMAPRO as a trigger of teamwork and lifelong learning (Guatemala, October 2005)	ILO Mexico San José Sub-Regional Office
Substantial and logistical support for the final project evaluation meeting.	Inter-Regional Seminar on Making Decent Work a reality for everyone. (Montevideo, October 2005)	RLA/01/M10/SPA Project
Participation	Course on the application of ICTs in training. (Lima, October 2005)	Turin Centre
Logistical support	Bipartite Regional Meeting to promote dialogue in the public sector about union freedom. Launch of the project for seven countries in Latin America. (November-December 2005)	PLS, NORMAS, OR, ACTRAV/Turin Centre
Participation as speakers	Seminar on The challenges of child/adolescent labour in vocational training institutions in Central America, Panama, the Dominican Republic and Haiti. (Guatemala, December 2005)	San José Sub-Regional Office
Participation as speakers	Union Seminar on Migrant domestic service women workers. (Montevideo, December 2005)	ACTRAV Turin Centre
Logistical support	Meeting of National Committees for the Eradication of Child Labour in the Mercosur countries and Chile. (Montevideo, December 2005)	IPEC

2006

TYPE OF CINTERFOR'S PARTICIPATION	NAME OF EVENT - PLACE AND DATE	ILO UNIT INVOLVED
Participation	Workshop for employers – Towards a Hemisphere Agenda to promote decent work. (Buenos Aires, February 2006)	Regional Office
Participation	Meeting of directors of ILO offices in the Americas. (Lima, March 2006)	Regional Office
Participation	Workshop with union representatives - Towards a Hemisphere Agenda to promote decent work. (Lima 2006)	Regional Office
Participation as speakers	Workshop Employment, vocational training and social dialogue Eurosocial Programme (Lima, April 2006)	Turin Centre
Membership of the Technical Secretariat	Regional meeting of Ministers of Labour from the Americas. (Brasilia, May 2006)	Regional Office ILO Brasilia
Substantial and logistical support. Participation.	Sixth International Labour Relations Discussion Group – "The new challenges in labour relations", in the framework of the Academic Social Dialogue Network. (Montevideo, May 2006)	Santiago Sub-Regional Office
Video lecture on the main challenges vocational training in Latin America is facing, with an emphasis on competencies and productivity.	Course on Employment and Labour Market Policies, with an emphasis on the development of competencies. (June 2006)	Turin Centre
Participation	Meeting of the Directors of ILO Offices in the region. (Lima, September 2006)	Regional Office
Participation	Decent Work Global Management Team Meeting. (Geneva October 2006)	ILO Geneva
Co-financing of consultant's participation .	Tenth meeting of the SIMAPRO Network and Decent Work in the Sugar Industry – "A tool for knowledge management in the Organization", in the framework of the eleventh National Entrepreneurial Productivity and Competitiveness Conference, whose main subject was "Good Practices in knowledge management and the development of the Entrepreneurial Learning Network". (Santo Domingo, October 2006)	ILO Mexico San José Sub-Regional Office
One Centre's specialist in the subject and the Coordinator of the gender and race area from ILO/Brasilia gave the lecture, which was organized by SENAC of Brazil. The tele-conference was accompanied by the publication (in the SENAC Bulletin, volume 32, number 2, May/August 2006) of the article written by the Centre specialist - "Adopting the gender perspective to improve the quality, relevance and equity of vocational and technical education policies.	Tele-conference - Gender, Ethnicity and Labour. (Rio de Janeiro, Brazil, October 2006, for more than 170 connection points throughout Brazil.	ILO Brasilia
Participation as observers.	International Seminar – Social dialogue in America: Strengthening democracy. (Santiago, November 2006)	Santiago Sub-Regional Office
A consultant from the Centre participated. The former Director of Cinterfor attended by special invitation.	Meeting of the Regional Decent Work Team. (Lima, December 2006)	Regional Office
A consultant from the Centre participated as speaker.	Workshop on "Quality Strategies for Public Employment Services" (Buenos Aires, April 2006)	Area Project/ ILO Buenos Aires
The Director in charge of Cinterfor/ILO participated.	International Seminar on the role of the State and of Social Actors in Lifelong learning" (Buenos Aires, May 2006)	ILO Buenos Aires

ACRONYMS

ACTRAV	ILO Bureau for Workers' Activities
AIMFR	Uruguayan Association of Agrarian Family Schools
CARICOM	Caribbean Community
CETP/UTU	Technical-Professional Education Council Labour University, Uruguay
CINTERFOR	Inter-American Centre for Research and Documentation on Vocational Training
COCAP	Vocational Training Council, Uruguay
CWI	Committee for a Workers' International
DINAE	National Employment Bureau, Uruguay
ECLAC	Economic Commission for Latin America and the Caribbean
FLACSO	Latin-American School of Social Sciences
FORCEM	Foundation for Continuing Training, Spain
FORMUJER	Regional Programme to Strengthen the Vocational and Technical Training of Low-Income Women
GTZ	Gesellschaft für Technische Zusammenarbeit
HEART/NTA	Human Employment and Resource Training (HEART) Trust/National Training Agency, Jamaica
IDB	Inter-American Development Bank (IDB)
IIEP	International Institute for Education Planning
ILO	International Labour Organization (ILO)
INA	National Training Institute, Costa Rica
INADEH	National Vocational Training Institute for Human Development
INAFORP	National Vocational Training Institute, Panama
INATEC	National Technological Institute, Nicaragua
INCE	National Institute for Educational Cooperation, Venezuela
INFOCAL	National Institute for Labour Training, Bolivia
INFOTEP	National Institute of Technical – Vocational Training, Dominican Republic
INSAFORP	Salvadorian Vocational Training Institute, El Salvador
INTECAP	Technical Institute for Training and Productivity, Guatemala
IPEC	International Programme on the Elimination of Child Labour
ISO	International Organization for Standardization
ITU	University Technological Institute, Cuyo University, Argentina
JUNAE	National Employment Board, Uruguay
MERCOSUR	Southern Common Market
OAS	Organization of American States
OSR	Subregional Office for Central America: ILO-San José
PIT-CNT	Inter-Union Workers' Plenary/National Workers' Confederation, Uruguay
PROIMUJER	Programme for the promotion of equal opportunities for women on employment and vocational training

QEP	Institutional strengthening for quality and equity in training policies distance programme
SDC	Swiss Agency for Development and Cooperation
SENA	National Learning Service, Colombia
SENAC	National Commercial Learning Service, Brazil
SENAI	National Industrial Learning Service, Brazil
SENAR	National Rural Learning Service
SENAT	National Transportation Training Service, Brazil
SENATI	National Service of Skills Development in Industrial Labour, Peru
SENCE	National Training and Employment Service, Chile
SEP	Secretariat of Public Education, Mexico
UGT	General Workers' Union, Spain
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNDP	United Nations Development Programme
UNICEF	United Nations Children's Fund
VT	Vocational training
VTI	Vocational training institutions
WAPES	World Association of Public Employment Service

Este libro
se terminó de imprimir en el
Departamento de Publicaciones de Cinterfor/OIT
en Montevideo, junio de 2007