



Governing Body

341st Session, Geneva, March 2021

Institutional Section

INS

Date: 15 March 2021

Original: English

Approved symposia, seminars, workshops and similar meetings ¹

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¹ All Employer and Worker participants to be invited to the events in this paper would be nominated in accordance with the usual procedure.

▶ A. Submissions approved between October 2020 and March 2021

Employment policy

I/1 Youth Employment Creation: Through the promotion of an enabling environment for entrepreneurship and sustainable enterprises

Proposed date:	26–30 July 2021
Place:	Harare, Zimbabwe
Financing:	RBTC: US\$25,000 ARLAC: US\$10,000
Geographical coverage:	Botswana, Egypt, Ethiopia, Ghana, Kenya, Lesotho, Mauritius, South Africa, Uganda, Zimbabwe
Composition of participants:	
(a) Governments:	10
(b) Employers:	10
(c) Workers:	10
Purpose of the meeting:	(i) to promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage formalization and growth of micro, small and medium-sized enterprises including through access to financial services (ii) to enable member States to advance towards the attainment of SDG targets on this page: 8.3, 8.4, 8.8, 9.3, 9.5
Resource persons:	Two regional consultants
Relevance to international labour standards and other texts:	Employment Service Convention, 1948 (No. 88); Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159); Private Employment Agencies Convention, 1997 (No. 181); Older Workers Recommendation, 1980 (No. 162); Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998 (No. 189); Promotion of Cooperatives Recommendation, 2002 (No. 193)
Working language:	English

I/2 Tripartite workshop on policies and measures to promote alignment of education and training systems with labour market needs

Proposed date:	27 September–1 October 2021
Place:	Harare, Zimbabwe
Financing:	RBTC: US\$25,000 ARLAC: US\$10,000
Geographical coverage:	Botswana, Egypt, Eswatini, Ghana, Lesotho, Mauritius, Nigeria, South Africa, Uganda, Zimbabwe

Composition of participants:	
(a) Governments:	10
(b) Employers:	10
(c) Workers:	10
Purpose of the meeting:	(i) to conceptualize the proper role for higher education in employment and provide a common language and key insights for practitioners, policymakers, and researchers to develop better policies and practices; and (ii) to provide concrete guidance on how to effectively approach higher education labour market alignment (LMA).
Resource persons:	Two consultants
Relevance to international labour standards and other texts:	Employment Service Convention, 1948 (No. 88); Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159); Older Workers Recommendation, 1980 (No. 162); Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998 (No. 189); Promotion of Cooperatives Recommendation, 2002 (No. 193); Paid Educational Leave Convention, 1974 (No. 140); Human Resources Development Convention, 1975 (No. 142)
Working language:	English

Social protection

I/3 Tripartite workshop on developing and enhancing social protection systems that are adequate, sustainable and adapted to developments in the world of work

Proposed date:	6–10 September 2021
Place:	Harare, Zimbabwe
Financing:	RBTC: US\$25,000 ARLAC: US\$10,000
Geographical coverage:	Botswana, Egypt, Eswatini, Lesotho, Liberia, Malawi, Mauritius, Nigeria, South Africa, Zimbabwe
Composition of participants:	
(a) Governments:	10
(b) Employers:	10
(c) Workers:	10
Purpose of the meeting:	(i) to describe key principles, concepts and challenges to update and enhance social protection competences within the framework of recent developments in the world of work; (ii) to review the response measures and interventions introduced by some countries in addressing the COVID-19 and how they might apply to national context; and (iii) to undertake a social protection policy analysis and formulate evidence-based recommendations to increase the effectiveness of social protection system

Resource persons:	Two regional consultants
Relevance to international labour standards and other texts:	Social Security (Minimum Standards) Convention, 1952 (No. 102), Social Protection Floors Recommendation, 2012 (No. 202), Equality of Treatment (Social Security) Convention, 1962 (No. 118), Maintenance of Social Security Rights Convention, 1982 (No. 157)
Working language:	English

▶ B. Timetable of approved symposia, seminars, workshops and similar meetings

Date	Title of meeting	Place
AFRICA 2021		
8 April	Regional dialogue on the extension of social security to the informal economy and financing options for accelerating social protection coverage	Abidjan, Côte d'Ivoire (virtual)
26–30 July	Youth Employment Creation: Through the promotion of an enabling environment for entrepreneurship and sustainable enterprises	Harare, Zimbabwe
6–10 September	Tripartite workshop on developing and enhancing social protection systems that are adequate, sustainable and adapted to developments in the World of Work (940)	Harare, Zimbabwe
27 September– 1 October	Tripartite workshop on policies and measures to promote alignment of education and training systems with labour market needs	Harare, Zimbabwe
ASIA AND THE PACIFIC 2021		
18–19 May	ILO-ESCAP (United Nations Economic and Social Commission for Asia and the Pacific) South–South knowledge sharing forum on “What works in e-formalization for Asia and the Pacific”	Singapore (virtual)
LATIN AMERICA AND THE CARIBBEAN 2021		
11 March	International European, Latin American and Caribbean Business Women Forum	Lima, Peru (virtual)
INTERREGIONAL 2021		
23–25 February	A Vision Zero Fund – High Level online forum – Collective action for safe and healthy supply chains	Geneva, Switzerland (virtual)
4 March	South–South cooperation webinar on future skills needs in the garment and textile sectors in Brazil, Ethiopia, Jordan and Peru	Geneva, Switzerland (virtual)
8 March	Countering the regressive impact of COVID-19 on gender equality – International Women’s Day event	Geneva, Switzerland (virtual)
11 March	ILO ACTRAV-ACFTU South–South Cooperation Project: Follow-up Discussion on the Training Needs of Trade Unions in Asia and the Pacific	Geneva, Switzerland (virtual)
15–16 March	Joint European Alliance for Apprenticeships (EAfA-ILO) High-Level Conference on Apprenticeships	Geneva, Switzerland (virtual)

Date	Title of meeting	Place
7-8 April	What Skills for the Future of Work in the Middle East and North Africa Region? A South-South tripartite consultation with a focus on job rich sectors. (Phase II)	Geneva, Switzerland (virtual)
7-8 April	South-South and Triangular Skills Forum: Partnerships for knowledge, skills and technology transfer – A webinar series and skills fair (Part 2)	Geneva, Switzerland (virtual)

▶ C. Virtual meetings approved by the Governing Body between October 2020 and March 2021

Date/place	Title of meeting	Financing	Geographical coverage	Composition	Languages
Knowledge resources					
18–19 May 2021 Bangkok (Thailand)	ILO-ESCAP (United Nations Economic and Social Commission for Asia and the Pacific) South–South knowledge sharing forum on "What works in e-formalization for Asia and the Pacific"	RBTC–SSTC: US\$5,000	Cambodia, China, Fiji, India, Philippines, Singapore	Tripartite: G: 5 E: 5 W:5	English
Future of work					
7 October 2020 Moscow (Russian Federation)	Public Employment Services Response to the COVID 19 Crisis and the Future of Work: Module 2: Supporting sustainable enterprises: services to enterprises	LUKOIL: US\$3,000	Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgyzstan, Russian Federation, Tajikistan, Turkmenistan, Uzbekistan	Tripartite: G: 20 E: 10 W:10	English Russian
30 October 2020 Moscow (Russian Federation)	Public Employment Services Response to the COVID 19 Crisis and the Future of Work, Module 3: Creating inclusive labour markets: supporting disadvantaged groups	LUKOIL: US\$3,000	Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgyzstan, Russian Federation, Tajikistan, Turkmenistan, Uzbekistan,	Tripartite: G: 20 E: 10 W:10	English Russian
18 November 2020 Moscow (Russian Federation)	Public Employment Services Response to the COVID 19 crisis and the Future of Work –Module 4: Strategic partnerships: Creating the conditions for sustainable employment	LUKOIL: US\$3,000	Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgyzstan, Russian Federation, Tajikistan, Turkmenistan, Uzbekistan,	Tripartite: G: 20 E: 10 W:10	English Russian

Date/place	Title of meeting	Financing	Geographical coverage	Composition	Languages
2 December 2020 Moscow (Russian Federation)	Public Employment Services Response to the COVID 19 crisis and the Future of Work – Module 5: COVID-19 crisis and experiences on the ground	LUKOIL: US\$1,000	Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgyzstan, Russian Federation, Tajikistan, Turkmenistan, Uzbekistan,	Tripartite: G: 20 E: 10 W:10	English Russian
Employment policy					
13 October 2020	Regional workshop on the impact of COVID-19 on labour market in Iraq, Jordan and Lebanon	RBTC: US\$630	Iraq, Jordan, Lebanon	Tripartite: G: 3 E: 3 W:3	English, Arabic
22 October 2020 Abidjan, (Côte d'Ivoire)	Boosting decent jobs and enhancing skills for youth in Africa's digital economy: A Virtual roundtable on sustainable partnerships and funding mechanisms	RBTC: US\$8,400	Côte d'Ivoire, Kenya, Nigeria, Rwanda, Senegal, South Africa, as well as an Employer representative at the continental level and as well as a Worker representative at continental level	Tripartite: G: 12 E: 7 W:7	English French
28 October Moscow (Russian Federation)	SSTC knowledge-sharing on an integrated approach towards formalization (Tajikistan, Kyrgyzstan, Azerbaijan, Uzbekistan). Workshop "Towards integrated strategy for the transition to formality"	RBTC–SSTC: US\$3,000	Azerbaijan, Kyrgyzstan, Tajikistan, Uzbekistan	Tripartite: G: 8 E: 4 W:4	English Russian
23 November– 7 December 2020	What Skills for the Future of Work in the Middle East and North Africa Region? A South-South tripartite consultation with a focus on job rich sectors. (Phase I)	RBTC: US\$12,306	Egypt, Iraq, Jordan, Lebanon, Morocco	Tripartite: G: 15 E: 15 W: 15	English Arabic

Date/place	Title of meeting	Financing	Geographical coverage	Composition	Languages
17 February 2021 Geneva (Switzerland)	Career guidance during the pandemic	Regular budget: US\$400	Global forum	Tripartite: G: 2 E: 1 W:1	English
15–16 March 2021 Geneva (Switzerland)	Joint European Alliance for Apprenticeship (EaFA-ILO) High-Level Conference on Apprenticeships	No cost	It is a global online event open to all Member States of the ILO and the EU. The panel discussions will involve the participation of four countries (Belgium, Greece and two others)	Tripartite: G:2 E: 1 W: 1	English
7–8 April 2021 Moderated from Geneva (Switzerland)	What Skills for the Future of Work in the Middle East and North Africa Region? A South–South tripartite consultation with a focus on job rich sectors. (Phase II)	RBTC: US\$26,306	Egypt, Iraq, Jordan, Lebanon, Morocco	Tripartite: G: 15 E: 15 W: 15	English Arabic
7-8 April 2021 Moderated from Geneva (Switzerland)	South–South and Triangular Skills forum: Partnerships for knowledge, skills and technology transfer – A webinar series and skills fair (Part 2)	RBTC: US\$30,000	Argentina, Bangladesh, Benin, Brazil, Burkina Faso, Cambodia, China, Colombia, Costa Rica, Côte d'Ivoire, Democratic Republic of the Congo, Egypt, Ethiopia, Gabon, Ghana, India, Indonesia, Jordan, Kenya, Lebanon, Malawi, Mexico, Morocco, Myanmar, Peru, Philippines, Qatar, Russian Federation, Senegal, South Africa, United Republic of Tanzania, Togo, Tunisia, Viet Nam	Tripartite: G: 34 E: 34 W:34	English French Spanish
Enterprises					
16 November 2020 Moderated from Geneva (Switzerland)	Webinar on Joint ILO–WWF report: “NATURE HIRES: How Nature-based Solutions can power a green jobs recovery”	No cost	Public event	Tripartite: G:1 E: 1 W: 1	English

Date/place	Title of meeting	Financing	Geographical coverage	Composition	Languages
2 December 2020 Moderated from Geneva (Switzerland)	Trade for peace through decent work	No cost	Joint activity – International Labour Organization and World Trade Organization and United Nations Development Programme	Tripartite: G:1 E: 1 W: 1	English
Social protection					
8 April 2021 Abidjan (Côte d’Ivoire)	Regional dialogue on the extension of social security to the informal economy and financing options for accelerating social protection coverage	RBTC: US\$10,000	Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Cabo Verde, Central African Republic, Chad, Comoros, Congo, Côte d’Ivoire, Democratic Republic of the Congo, Djibouti, Egypt, Equatorial Guinea, Eritrea, Eswatini, Ethiopia, Gabon, Gambia, Ghana, Guinea, Guinea-Bissau, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Mauritania, Mauritius, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, Sao Tome and Principe, Senegal, Seychelles, Sierra Leone, Somalia, South Africa, South Sudan, Sudan, United Republic of Tanzania, Togo, Tunisia, Uganda, Zambia, Zimbabwe	Tripartite: G: 324 E: 162 W:162	English French
Governance and tripartism					
23–25 February 2021 Moderated from Geneva (Switzerland)	A Vision Zero Fund – High Level forum – Collective action for safe and healthy supply chains	European Union: US\$50,000	Colombia, Ethiopia, Honduras, Lao People’s Democratic Republic, Madagascar, Mexico, Myanmar, Viet Nam, Global event and open to the public	Tripartite: G: 20 E: 25 W: 25	English, French Spanish

Date/place	Title of meeting	Financing	Geographical coverage	Composition	Languages
Conditions of work and equality					
18–22 January 2021 Pretoria (South Africa)	Southern Africa Migration Management (SAMB) Project - Inception workshop for Southern African Development Community (SADC); Common Market for Eastern and Southern Africa (COMESA), and for Indian Ocean Commission (IOC) countries	European Union: US\$65,200	Angola, Botswana, Comoros, Democratic Republic of the Congo, Eswatini, Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, Seychelles, South Africa, United Republic of Tanzania, Zambia, Zimbabwe. As well as 4 United Nations partners (International Labour Organization (ILO), International Organization for Migration (IOM), United Nations Office on Drugs and Crime (UNODC), United Nations High Commissioner for Refugees (UNHCR) and Ministries working closely with these agencies. - Ministries of Labour, Home Affairs, Foreign Affairs, Social Development, Justice and Constitutional Development, National Statistical Offices, and representatives from Police (Organized Crime Units).	Tripartite: G: 128 E: 32 W: 32	English French Portuguese
8 March 2021 Geneva (Switzerland)	Countering the regressive impact of COVID-19 on gender equality, International Women’s Day event	Regular budget: US\$8,500	Global meeting	Tripartite G: 3 E: 1 W: 1	English French Spanish International Sign language (ISL)

Date/place	Title of meeting	Financing	Geographical coverage	Composition	Languages
Sectoral activities					
27 October 2020 Bangkok (Thailand)	Sustainability: Has Covid-19 brought us to a digital tipping point? Asian dialogues on sustainability in the textile and garment industry	No cost	Bangladesh, Cambodia, Indonesia, Myanmar, Pakistan, Viet Nam, Public webinar – Open to the public	Public event	English
4 March 2021 Moderated from Geneva, (Switzerland)	South–South cooperation webinar on future skills needs in the garment and textile sectors in Brazil, Ethiopia, Jordan and Peru	Government of Brazil: US\$5,000	Brazil, Ethiopia, Jordan, Peru	Tripartite G: 4 E: 4 W:4	English, Spanish Arabic Portuguese
Employers’ activities					
11 March 2021 Lima, Peru	International European, Latin American and the Caribbean Business Women Forum	European Union: US\$15,700	Argentina, Brazil, Chile, Costa Rica, Jamaica, Uruguay, as well as EU countries	Employers: 1,000	Spanish
Workers’ activities					
18 October–18 November 2020 San José (Costa Rica)	Virtual course on the strategic use of regulatory mechanisms and frameworks on Responsible Business Conduct in trade union action, for the respect for labour rights and decent work	European Union: US\$30,000	Argentina, Chile, Colombia, Costa Rica, Mexico, Panama, Peru	Workers:119	Spanish
16–19 November 2020 Singapore	ILO–SNTUC Virtual training on protection of labour rights and a Future of Work in the post-COVID-19: Transform ideas into Action	Singapore TUC: US\$10,000	Afghanistan, Australia, Bangladesh, Cambodia, China, Fiji, India, Indonesia, Japan, Republic of Korea, Lao People’s Democratic Republic, Malaysia, Maldives, Mongolia, Myanmar, Nepal, New Zealand, Pakistan, Philippines, Samoa, Singapore, Solomon Islands,	Workers: 83	English

Date/place	Title of meeting	Financing	Geographical coverage	Composition	Languages
			Sri Lanka, Thailand, Timor-Leste, Tonga, Viet Nam		
19 November 2020 Geneva (Switzerland)	Extending sustainable and equitable social protection floors in East Africa: Policies, programmes and methods	No cost	Ethiopia, Kenya, Rwanda, Somalia, South Sudan, Sudan, United Republic of Tanzania, Uganda	Workers: 60	English
20 November 2020 Moscow (Russian Federation)	Effective social protection measures in response to COVID-19	RBTC; US\$200	Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgyzstan, Republic of Moldova, Russian Federation, Tajikistan, Ukraine, Uzbekistan	Workers: 28	Russian
24 November 2020 Moderated from Pretoria (South Africa)	Webinar on trade unions in transition for national trade union centres in West Africa	No cost	Benin, Burkina Faso, Cabo Verde, Côte d'Ivoire, Gambia, Ghana, Guinea, Guinea-Bissau, Liberia, Mali, Niger, Nigeria, Senegal, Sierra Leone, Togo	Workers: 100	English French Portuguese
27 November 2020 Moderated from Geneva (Switzerland)	Promoting social protection and providing better responses to the impact of the COVID-19 crisis	Regular budget US\$2,000	Antigua and Barbuda, Argentina, Bahamas, Barbados, Belize, Bolivia, Plurinational State of, Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Grenada, Guatemala, Guyana, Honduras, Jamaica, Mexico, Nicaragua, Panama, Paraguay, Peru, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago, Uruguay	Workers: 100	English Spanish
7 December 2020 Moderated from Geneva (Switzerland)	Trade unions in transition (Latin America and the Caribbean)	RBTC: US\$2,000	Antigua and Barbuda, Argentina, Bahamas, Barbados, Belize, Bolivia, Plurinational State of, Brazil, Chile, Colombia, Costa Rica, Dominican	Workers: 100	English Spanish

Date/place	Title of meeting	Financing	Geographical coverage	Composition	Languages
			Republic, Ecuador, El Salvador, Grenada, Guatemala, Guyana, Honduras, Jamaica, Mexico, Nicaragua, Panama, Paraguay, Peru, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago, Uruguay		
8 December 2020 Moderated from Geneva (Switzerland)	Strengthening trade union engagement in the UN Development Cooperation Framework process for Central African countries – from the United Nations common country analysis (CCA) to the final evaluation	RBTC: US\$5,000	Angola, Cameroon, Cabo Verde, Central African Republic, Chad, Congo, Democratic Republic of the Congo, Gabon, Guinea-Bissau, Mozambique, Sao Tome and Principe	Workers: 70	English French Portuguese
9 December 2020 Moderated from Beirut (Lebanon)	Decent and quality jobs creation – Youth Employment.	Regular budget US\$3,500	Algeria, Bahrain, Iraq, Jordan, Kuwait, Lebanon, Libya, Mauritania, Morocco, Oman, Tunisia, Yemen, as well as the Occupied Palestinian Territory	Workers: 60	English Arabic
10 December 2020 Moscow (Russian Federation)	Covid-19 and trade unions in transition for Eastern Europe and Central Asia regions	RBTC: US\$2,000	Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgyzstan, Republic of Moldova, Russian Federation, Tajikistan, Ukraine, Uzbekistan	Workers: 28	Russian
11 December 2020 Bangkok (Thailand)	Regional webinar on the role of trade unions in skills and lifelong learning	Regular budget US\$2,000	Afghanistan, Australia, Bangladesh, Cambodia, Fiji, India, Indonesia, Japan, Republic of Korea, Lao People's Democratic Republic, Malaysia, Maldives, Mongolia, Myanmar, Nepal, New Zealand, Pakistan, Philippines, Samoa,	Workers: 100	English

Date/place	Title of meeting	Financing	Geographical coverage	Composition	Languages
			Singapore, Solomon Islands, Sri Lanka, Thailand, Timor-Leste, Tonga, Viet Nam		
17 December 2020 Bangkok (Thailand)	Trade unions in transition in Asia and the Pacific	Regular budget US\$1,000	Afghanistan, Australia, Bangladesh, Cambodia, Fiji, India, Indonesia, Japan, Republic of Korea, Lao People's Democratic Republic, Malaysia, Maldives, Mongolia, Myanmar, Nepal, New Zealand, Pakistan, Philippines, Samoa, Singapore, Solomon Islands, Sri Lanka, Thailand, Timor-Leste, Tonga, Viet Nam	Workers: 100	English Thai Japanese
11 January–8 February 2021 Moderated from San José (Costa Rica)	Training trainers in virtual environments and digital communication	RBTC: US\$21,000	Argentina, Barbados, Belize, Bolivia, Plurinational State of, Brazil, Chile, Colombia, Costa Rica, Dominica, Dominican Republic, Ecuador, El Salvador, Guatemala, Guyana, Honduras, Jamaica, Mexico, Nicaragua, Panama, Paraguay, Peru, Saint Lucia, Suriname, Trinidad and Tobago, Uruguay	Workers: 50	English Spanish
8–10 February 2021 Moderated from Geneva (Switzerland)	ILO ACTRAV–ACFTU South–South Cooperation Project: Training need assessment webinar series for trade unions in Asia and the Pacific	ACFTU: US\$3,120	Australia, Cambodia, China, Fiji, India, Indonesia, Japan, Republic of Korea, Lao People's Democratic Republic, Malaysia, Maldives, Mongolia, Myanmar, Nepal, New Zealand, Pakistan, Philippines, Samoa, Singapore, Sri Lanka, Thailand, Timor-Leste, Tonga, Viet Nam,	Workers: 100	English Hindi Bahasa Thai

Date/place	Title of meeting	Financing	Geographical coverage	Composition	Languages
15 February 2021 Moderated from Geneva (Switzerland)	Launch event of the ILO-ACTRAV trade union reference manual on United Nations Reforms and Decent Work	Regular budget US\$8,400	Argentina, Azerbaijan, Bahrain, Bangladesh, Brazil, Chad, Chile, Colombia, Costa Rica, Dominican Republic, Ghana, India, Indonesia, Jordan, Maldives, Mexico, Republic of Moldova, Mongolia, Myanmar, Nepal, Nigeria, Oman, Pakistan, Philippines, Rwanda, Senegal, Somalia, Tunisia, Uganda, Venezuela, Bolivarian Republic of, Zambia, Zimbabwe, as well as the Occupied Palestinian Territory	Workers: 60	English French Spanish Russian Arabic
11 March 2021 Moderated from Geneva (Switzerland)	ILO ACTRAV-ACFTU South-South Cooperation Project: Follow-up Discussion on the Training Needs of Trade Unions in Asia and the Pacific	AFTUC: US\$935	Cambodia, China, Fiji, India, Indonesia, Lao People's Democratic Republic, Malaysia, Mongolia, Myanmar, Nepal, New Zealand, Pakistan, Philippines, Samoa, Singapore, Sri Lanka, Thailand, Timor-Leste, Tonga, Viet Nam	Workers: 50	English, Hindi, Bahasa, Thai

Note: Further information is available and can be provided on demand at reloff@ilo.org.