The ILO Turin Centre's facilities

Located in an attractive park on the banks of the River Po, the Centre's campus provides a congenial environment in which to live and study.

- It contains 21 pavilions with fully equipped modern classrooms, conference halls and meeting rooms fitted out for multilingual simultaneous interpretation, and a computerized documentation centre linked to various data banks.

The campus has 287 study/bedrooms, all with private bathroom, telephone, free access to internet and cable television. It also has:

- a reception desk open 24 hours a day;
- a restaurant, a self-service canteen and a coffee lounge, all catering for international dietary needs;
- a bank;
- a travel agency;
- a laundry service;
- a post office;
- an internet point;
- a recreation room;
- facilities for outdoor and indoor sports;
- medical service.

Social events are regularly held both on and off campus, so that participants from different cultural backgrounds can make the most of a stimulating international environment.

For any further information, please contact the secretariat

International Training Centre of the ILO
Viale Maestri del Lavoro, 10
10127 Turin, Italy

tel. +390116936917
fax: +390116391925
Email: f.fonseca@itcilo.org
www.itcilo.org

Eco-Schools

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A9010336

Certificate of Achievement Course in Industrial and Employment Relations

23 January – 13 April 2017
Turin, Italy

ITC ILO
International Training Centre

www.itcilo.org

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Certificate of Achievement Course in Industrial and Employment Relations

Introduction

In a fast-changing environment (political, economic, social, cultural, technological, skills) in which governments, workers' and employers' organizations have to adapt their strategies continuously, a better understanding of the contemporary trends and challenges of different industrial and employment relations in the world is becoming a compelling need.

The Certificate of Achievement Course in Industrial and Employment Relations, offered by the International Training Centre of the International Labour Organization (ITCILO), aims at developing specialized multidisciplinary knowledge in the field of industrial and employment relations from a comparative viewpoint. It will provide participants with theoretical and practical understanding of industrial and employment relations systems in the world, by looking into recent changes and trends in the major economic geographical areas.

Furthermore, the Certificate of Achievement Course will offer a range of learning situations in which participants can enhance their analytical and problem-solving skills. It is relevant to participants from both developing and developed countries who will have an opportunity to share their different experiences.

Objectives

General objective

The Certificate of Achievement Course is designed to provide a wide spectrum of knowledge and skills for those with professional interests in industrial and employment relations. In addition, participants will be exposed to international and comparative industrial and employment relations systems with a view to better understanding the implications for current industrial relations systems and practices.

Specific objectives

On successful completion of the Certificate of Achievement Course, participants will be able to:

- Describe the industrial and employment relations systems with a comparative approach;
- Critically reflect upon theoretical approaches and analyse their application to achieve effective industrial and employment relations strategies;
- Apply multi-disciplinary knowledge to industrial relations-related decision making;
- Represent employers or workers in industrial relations, including negotiation, interpretation, and administration of collective agreements;
- Assist employers or workers in conciliation/mediation or arbitration procedures;
- Apply tools and methodologies for effective labour-management relations at different levels of the economy from enterprise to the national and international level;
- Advise government, employers' and workers' representatives on industrial and employment relations issues.

Participants' profile

- Government, workers' and employers' representatives;
- Practitioners in the field of industrial and employment relations from the public and private sectors;
- Human resources managers; personnel in human resources departments dealing with industrial and employment relations;
- Labour administration and labour inspection officials;
- Staff from international organizations and United Nations agencies;
- ILO staff from field offices and technical cooperation projects;
- Graduate students and researchers.

Entry requirements

- secondary school or high school diploma;
- good working knowledge of spoken and written English.

Content, methodology and resources

Content

- Industrial relations and employment relations: scope and definitions
- International legal framework of industrial and employment relations
- Industrial and employment relations in Europe
- Legal sources and institutional framework of industrial and employment relations in Europe
- Workers' and employers' organizations: structure and role
- Social dialogue and tripartism
- Legal and institutional framework for tripartite social dialogue
- Social dialogue and employment policies, wages, social protection, gender equality, migration
- Recent changes in labour law
- Key principles of economics for industrial relations
- Labour market analysis and institutions
- Collective bargaining; collective bargaining machinery; administration and implementation of collective agreements
- Negotiation theory and practice
- Settlement of labour disputes: conciliation, mediation, arbitration and labour courts
- Labour relations in the Public Service
- Information and consultation at the enterprise level
- Labour administration and labour inspection
- Industrial relations systems, competitiveness and public policy
- The impact of the crisis on industrial relations
- Globalization and industrial and employment relations
- Global supply chains
- Recent trends in human resources management policies
- Workplace relations
- Interpersonal skills: negotiating techniques, team building, communication skills

Methodology

Professors, practitioners and other resource persons will use lectures, case-studies, case law judgments, excerpts of collective agreements and legislation, discussions, group-work and practical exercises to strike a balance between theory and practice and to stimulate interaction with the resource persons and among participants.

Study visits

Study visits to selected local enterprises and other institutions will be organized during the face-to-face phase in Turin to provide an opportunity to participants to be exposed to different practices of industrial and employment relations.

Faculty

The faculty will be selected for its professional experience and subject knowledge. It will consist of academic resource persons and practitioners and experts from the ILO and ITCILO.

Documentation

Participants will receive additional material to expand their knowledge of the topics.

Choice of attendance periods

Participants may choose to attend 4, 8 or 12 weeks. At the end of the chosen period, participants will be required to pass an examination in order to receive a Certificate of Achievement.

Participation cost:

Option A: 23 January – 17 February 2017 (4 weeks): 4,040 Euros

Option B: 23 January – 17 March 2017 (8 weeks): 7,370 Euros

Option C: 23 January – 13 April 2017 (12 weeks): 10,700 Euros

Applications

Participation cost payable in advance by the participant or his/her sponsoring organization, includes tuition, use of training facilities and support services, routine medical care and medical insurance; single-room accommodation at the ITCILO campus, breakfast and laundry service; use of the facilities for recreation and sports at the ITCILO campus.

Applications

Candidates interested in participating in the Certificate of Achievement Course in Industrial and Employment Relations should complete and submit the online application form available on this link:
http://intranetp.itcilo.org/STF/A9010336/en

Applications should be accompanied by a sponsorship letter from the participants' institution pledging its commitment to cover participation cost.

Deadline for applications: **12 December 2016**

For information regarding payment, cancellation and refunds please consult:
www.itcilo.org/en/training-offer/how-to-apply