



A9012413

Diploma in Industrial and Employment Relations

Turin, Italy
20 January – 27 March 2020

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Diploma in Industrial and Employment Relations

Introduction

The Diploma in Industrial and Employment Relations will provide a sound foundation in theory, principles and practice for all those whose careers require knowledge of and skills in industrial and employment relations. It will enable participants to apply multidisciplinary knowledge to decision-making in the field of industrial and employment relations; represent employers or workers in industrial-relations activities, including the negotiation and administration of collective agreements and conciliation/mediation procedures; and advise government, employers' and workers' representatives on industrial and employment-relations issues. It will expose participants to various industrial and employment-relations systems and practices. It is relevant to participants from both developing and developed countries, who will have opportunity to share their different experiences. On passing the exams, participants will earn the Diploma in Industrial and Employment Relations awarded by the ITCILO.

Objectives

On successful completion of the Diploma in Industrial and Employment Relations, participants will be able to:

- Reflect upon theoretical approaches and analyse their application to achieve effective industrial and employment relations strategies;
- Represent employers or workers in industrial relations, including negotiation, interpretation, and administration of collective agreements and conciliation/mediation 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.
- Apply multi-disciplinary knowledge to industrial relations-related decision making;
- Describe the industrial and employment relations systems with a comparative approach.

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 lawyers;
- Labour administration and labour inspection officials;
- ILO staff from field offices and technical cooperation projects;
- Staff from United Nations agencies and other international organizations;
- Trainers, consultants, researchers and graduate students.

Content and resources

- Industrial relations and employment relations: scope and definitions
- Varieties of industrial relations in Europe
- ILO standard-setting system
- International legal framework for industrial and employment relations
- Labour administration / labour administration and industrial relations
- Main roles and functions of Trade Unions and Employers' Organizations
- Fundamental principles and rights at work
- ILO policies and tools for the promotion of social rights
- Social dialogue and tripartism
- International legal framework and national institutions of tripartite social dialogue
- Social dialogue and employment policies/ Social dialogue and wages
- Selected outcomes of social dialogue
- Collective bargaining; collective bargaining machinery; administration and implementation of collective agreements/ Trends in collective bargaining
- Labour dispute resolution
- Negotiation theory and practice
- Labour relations in the Public Service
- International legal framework for gender equality
- Gender and collective bargaining/ Gender equality and social dialogue
- Fair and effective governance of labour migration
- Negotiation of a bilateral labour agreement
- Industrial relations and the economy
- Conciliation/mediation of labour disputes

- Grievance handling
- Labour inspection / Occupational safety and health
- Private workplace compliance initiatives
- The employment relationship
- Non-standard forms of employment
- Transition from informal to formal economy
- Tripartite Declaration of Principles concerning MNES and Social Policy
- Global Union Federations and Multinational Enterprises
- Global framework agreements
- International trade agreements and labour clauses
- Global supply chains
- Labour law and employability
- Social protection
- Social and solidarity economy
- Introduction to green jobs
- National/enterprise-level strategies to promote workplace cooperation
- Key principles of economics for industrial relations
- Labour market analysis / Labour market institutions
- Minimum wage and productivity
- Economic aspects of wage negotiation: productivity as a key factor
- Management of a corporate crisis
- Negotiated arrangements to increase productivity
- Market environments and their effects on industrial relations
- Strategic human resources management
- Recruitment and selection
- Reward practices
- Work and well-being
- Violence and harassment in the world of work

Format and methodology

A number of study visits to selected institutions and enterprises will take place in Turin. In addition, a two-day study visit to the ILO Headquarters in Geneva (Switzerland) will also be organized.

A participatory approach combining presentations by international experts, discussions, exercises, case studies and group work will be adopted throughout the course.

Resource persons

Resource persons will be selected for their professional experience and subject knowledge. It will consist of international experts, experts from the ILO and ITCILO and practitioners.

Diploma

A Diploma in Industrial and Employment Relations will be awarded to the participants who fulfil the following conditions:

- attendance of training sessions (at least 90% attendance);
- pass four examinations demonstrating the level of knowledge required.

Note: participants who do not meet the above requirements will receive a Certificate of Attendance.

Minimum entry requirements

- Secondary school or high school diploma;
- Good working knowledge of spoken and written English.

Fees

- **Tuition fees:** 6,410 Euros, including tuition, use of training facilities and support services, routine medical care and medical/health insurance for travel and stay in Turin.
- **Subsistence fees:** 3,740 Euros, including single-room accommodation at the ITCILO campus, breakfast (lunch and dinner are **not** included), laundry service and use of the facilities for recreation and sports at the ITCILO campus.

Please note that both tuition fees and subsistence fees should be paid in advance. However, you can choose to look for your own accommodation elsewhere. In this case you will not be required to pay subsistence fees.

Applications

Applications should be made by completing the online application form available on this link: <https://oarf2.itcilo.org/STF/A9012413/en>

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

Deadline for applications: **17 November 2019**



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, a computer laboratory, and a computerized documentation centre linked to various data banks.

The campus has 287 study/bedrooms, all with private bathrooms, telephones 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 the stimulating international climate.

FOR FURTHER INFORMATION PLEASE CONTACT

International Training Centre of the ILO

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