

Background

International organizations are under the obligation to offer their staff fair employment conditions and effective means of employment dispute resolution. This requirement is not only the direct consequence of the immunities enjoyed by international organizations, but it also reflects the aspiration of global organizations to attract and retain a talented and diverse workforce by offering a respectful and enabling workplace. The increasing number of employees affected by managerial decisions of international organizations as well as the growing judicialization of employment disputes point to the need to improve the ability of international organizations to prevent and manage conflict effectively.

Objectives

The training course is intended to enhance the participants' capacity to effectively prevent and manage employment disputes in international organizations.

At the end of the training course, participants will be able to:

- Recognize the importance of effective employment dispute resolution systems in international organizations;
- Understand the guiding principles of effective conflict prevention and management;
- Apply best practices in preventing and managing employment disputes;
- Improve existing dispute management processes, practices and frameworks within organizations.

Participants' profile

The training course is targeted at all staff involved in conflict prevention and resolution within international organizations, in particular HR and legal professionals and managers.

Faculty members

The faculty of the training, which is reviewed annually, includes a mix ILO staff and internationally renowned experts from other international organizations.

Methodology

The three-day workshop will be composed of six working sessions, including both presentations and group exercises. The faculty members will ensure a conducive environment that promotes exchange of experience and best practices among participants. Participants will be invited to complete a pre-course questionnaire concerning their learning objectives and experience. They will also be required to prepare for the training through a dedicated on-line learning platform.

Contents

The training will address the following key themes:

- Conflict prevention and early resolution
- Alternative dispute resolution mechanisms
- Internal means of redress
- Judicial review
- Ethics
- Internal investigations
- Special focus: Harassment and sexual harassment

Language

English

Duration

The training will start promptly at 9:00 on Monday 4 February and will end at 17:00 on Wednesday 6 February.

Important: Participants are expected to attend the training until its closing in order not to disrupt the smooth running of the event and should make their travel arrangements accordingly.

Fees

The cost of the three-day workshop is € 1,965 including full board accommodation at the ITCILO Campus. The price does not include travel costs.

A free shuttle service leaving Geneva on Sunday 3 February afternoon and returning on Wednesday 6 February evening is offered to interested participants.

Registration

To apply, please fill in the on-line application form available here: <https://oarf2.itcilo.org/STF/A9011814/en>

Registration will be confirmed on a first-come-first-served basis, upon receipt of the completed on-line application form and a sponsorship letter from the employing organization regarding the coverage of course fees.

Attendance is limited to 30 persons.

In order to allow participation from as many organizations as possible, a maximum of two persons per organization may be registered.

FOR FURTHER INFORMATION PLEASE CONTACT

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