



A9012414

Certificate of Achievement in Industrial and Employment Relations

Turin, Italy
20 January – 14 February 2020

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Certificate of Achievement in Industrial and

Introduction

The Certificate of Achievement in Industrial and Employment Relations will introduce participants to the key principles and institutions of industrial and employment relations, and selected practices in this discipline. In particular, it will address the international legal framework of industrial relations; varieties of industrial relations in Europe; the principles of freedom of association, collective bargaining and its machinery and administration; social dialogue institutions and mechanisms; and the linkages with employment policies and wages. In addition, the course will examine the theory and practice of negotiation, and labour dispute resolution. Participants will be required to pass an examination in order to obtain the Certificate of Achievement in Industrial and Employment Relations awarded by the ITCILO.

Objectives

On successful completion of the Certificate of Achievement, 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.

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
- 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
- ILO standards and criteria for an effective labour dispute resolution system
- Negotiation theory and practice
- Labour relations in the Public Service

Employment Relations

- 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
- Non-standard forms of employment
- Violence and harassment in the world of work

Methodology

A participatory approach combining presentations by international experts, discussions, exercises, case studies and group work will be adopted throughout the course. A couple of study visits to selected institutions will take place in Turin.

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.

Certificate of Achievement

A Certificate of Achievement 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 two 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:** 2,845 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:** 1,430 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/A9012414/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

For information regarding payment, cancellation and refunds please consult:

www.itcilo.org/en/training-offer/how-to-apply



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

Social Protection, Governance and
Tripartism Programme (SPGT)
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