



SOCIAL DIALOGUE

MANAGING EMPLOYMENT DISPUTES EFFECTIVELY IN INTERNATIONAL ORGANIZATIONS

Workshop developed and organized in collaboration
with the ILO Office of the Legal Adviser

26 – 28 OCTOBER 2020
TURIN, ITALY

Information Note

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 26 October and will end at 17:00 on Wednesday 28 October

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 **€ 2,000** including full board accommodation at the ITCILO Campus. The price does not include travel costs.

A free shuttle service leaving Geneva on Sunday 25 October afternoon and returning on Wednesday 28 October evening is offered to interested participants.

REGISTRATION

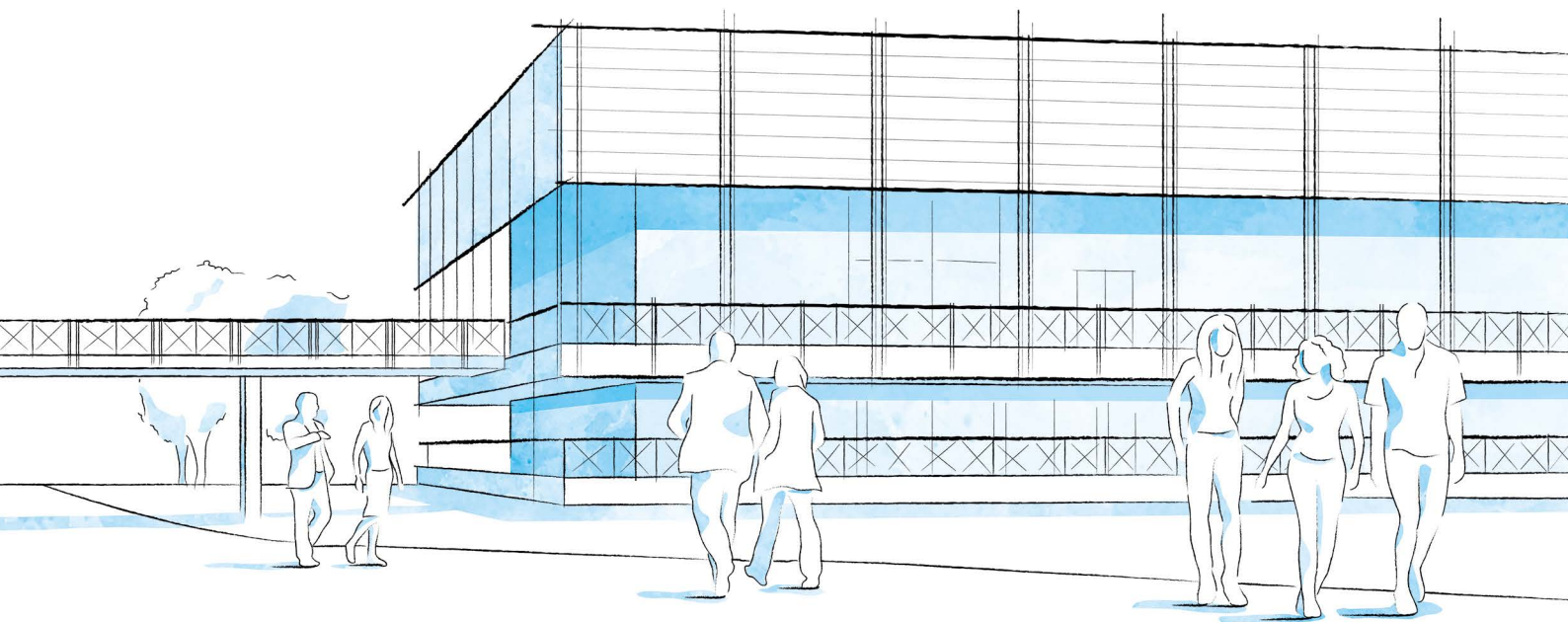
To apply, please fill in the on-line application form available here:

<https://oarf2.itcilo.org/STF/A9012767/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.



CAMPUS LIFE

A THRIVING UNITED NATIONS CAMPUS AND COMMUNITY OF PROFESSIONAL PEOPLE FROM AROUND THE WORLD

- **Three organizations** from the United Nations system on campus
- **More than 300 training courses** and activities in a stimulating international environment
- **Thousands of participants** from all over the world

ENVIRONMENT AND SURROUNDINGS

Grab a campus bicycle and explore the Turin Centre. Located in a leafy park on the banks of the Po River, it's a great place for study and collaboration. Experience innovative learning and training methods in modern classrooms equipped with simultaneous translation services.

HOUSING, DINING, AND MORE

Comprising more than 280 private dormitories, the **Turin Campus provides a broad range of services for course participants and partners** including a free-flow restaurant, bank, travel agency, laundromat, post office, gym, medical services and a reception desk open 24/7.

COMMUNITY ENGAGEMENT AND DIVERSITY

Participants can enjoy social events organized by the Turin Centre as well as by their course facilitators. Whether on or off campus, people from different cultural backgrounds have the opportunity to listen to live music together, cook and share traditional foods, or team up to play games and network.

INFO

FOR FURTHER INFORMATION PLEASE CONTACT

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COURSE CODE:A9012767

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