

LABOUR RELATIONS

DIPLOMA IN INDUSTRIAL AND EMPLOYMENT RELATIONS

15 MARCH – 21 MAY 2021
TURIN, ITALY

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 court judges and 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 relations
- ILO policies and tools for the promotion of social rights
- Introduction to fundamental principles and rights at work
- Social dialogue and tripartism
- International legal framework for tripartite social dialogue
- National institutions of tripartite social dialogue
- Selected outcomes of social dialogue
- Collective bargaining; collective bargaining machinery; administration and implementation of collective agreements
- Trends in collective bargaining
- Labour dispute resolution
- Key principles for an effective labour dispute resolution system
- Negotiation theory and practice
- Conciliation/mediation of labour disputes: theory and practice
- Labour relations in the Public Service
- International legal framework for gender equality
- Gender and collective bargaining
- Gender equality and social dialogue
- Trade Unions and Employers' Organizations
- Non-discrimination in employment
- Child labour
- Forced labour
- Social dialogue and employment policies
- Social dialogue and wages
- Social dialogue and TVET/skills development
- Fair and effective governance of labour migration
- Negotiation of a bilateral labour agreement
- Industrial relations and the economy
- Grievance handling
- Industrial relations trends in Asia
- Industrial relations trends in Southern and East Africa
- Labour administration/labour administration and industrial relations
- Labour inspection
- Occupational safety and health

- Private workplace compliance initiatives: the case of Betterwork
- The employment relationship
- Non-standard forms of employment
- Employment protection legislation
- Transition from informal to formal economy
- Tripartite Declaration of Principles concerning MNES and Social Policy
- Conducive environment for enterprise development
- Global framework agreements
- Global supply chains
- Social protection
- Domestic work
- Violence and harassment in the world of work
- Social and solidarity economy
- Introduction to green economy
- National/enterprise-level strategies to promote workplace cooperation
- Varieties of capitalism
- Labour market analysis
- Labour market institutions
- Minimum wage and productivity
- Key principles of economics for industrial relations
- 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
- Employee involvement and participation
- Work and well-being

FORMAT AND METHODOLOGY

A two-day study visit to the ILO Headquarters in Geneva (Switzerland) will be organized (depending on the COVID-19 situation in Switzerland and related travel restrictions).

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:** 6,560 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.

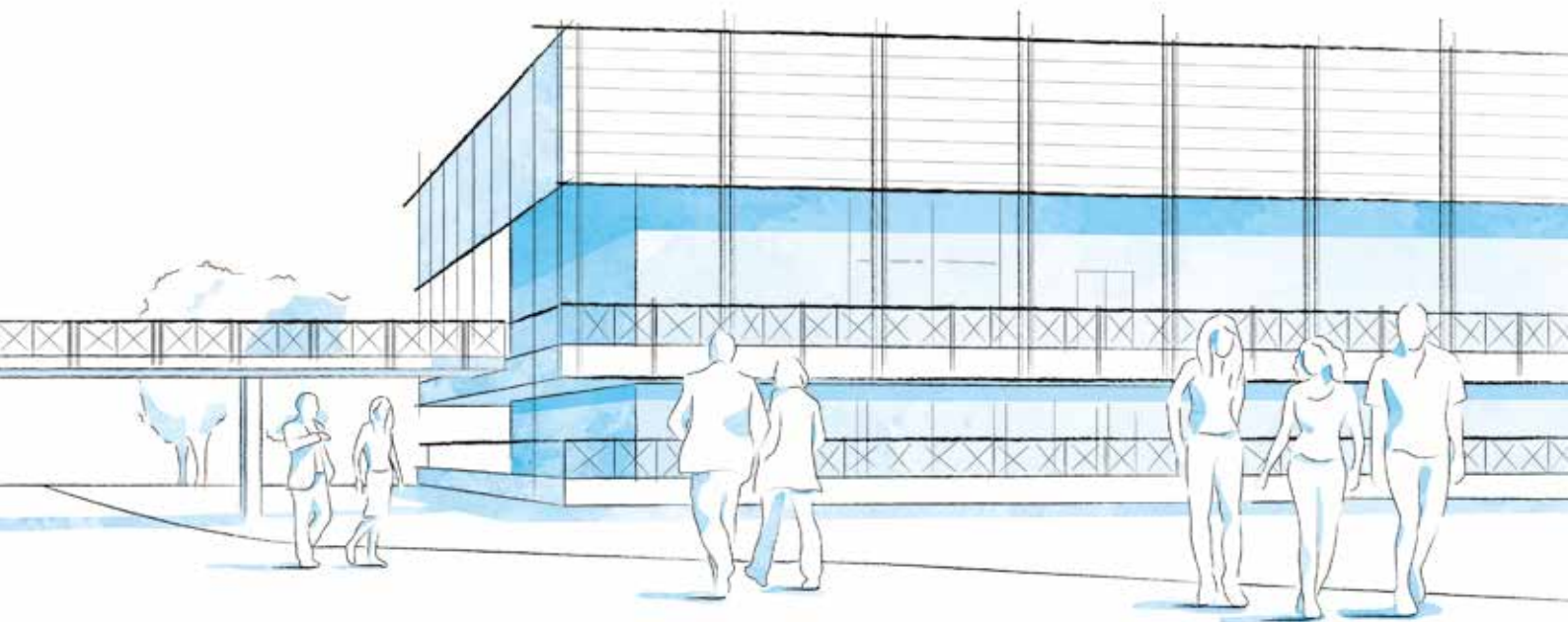
APPLICATIONS

Applications should be made by completing the online application form available on this link: <https://oar2.itcilo.org/STF/A9013295/en>

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

Deadline for applications: **5 January 2021**

For information regarding payment, cancellation and refunds, please consult this webpage: www.itcilo.org/turin-school-of-development/admission



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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