



LABOUR RELATIONS

CERTIFICATE OF ACHIEVEMENT IN INDUSTRIAL AND EMPLOYMENT RELATIONS

15 MARCH – 9 APRIL 2021
TURIN, ITALY

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 legal framework, institutions and mechanisms and labour dispute resolution. In addition, the course will examine the theory and practice of negotiation and conciliation/mediation. 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 court judges and 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

RESOURCE PERSONS

Resource persons will be selected for their professional experience and subject matter 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 by the ITC/ILO 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

Participation cost: 4,340 euros (2,910 euros of tuition and 1,430 euros of accommodation) to be paid in advance by the participant or his/her sponsoring organization. It includes tuition, use of training facilities and support services, routine medical care and medical insurance for travel and stay in Turin, single-room accommodation at the ITCILO campus, breakfast (lunch and dinner are not included), and laundry service, 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 for accommodation at the ITC/ILO campus.

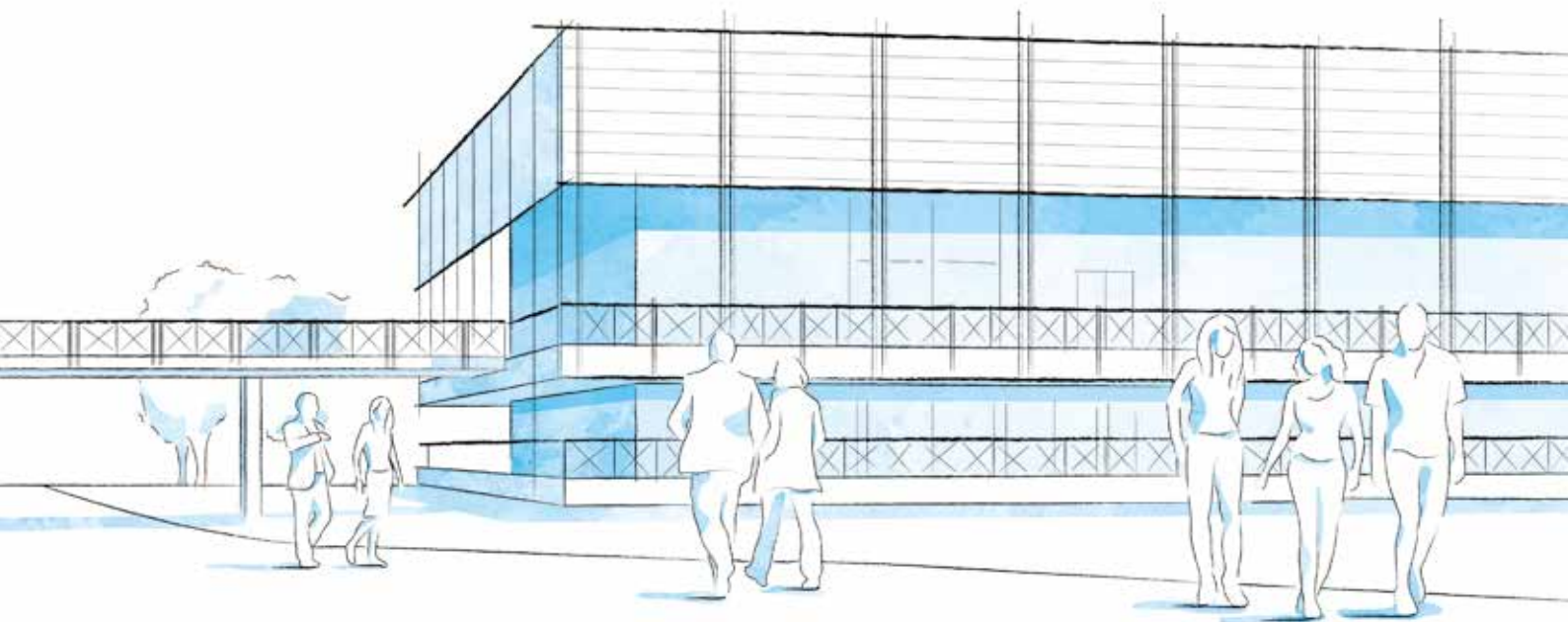
APPLICATIONS

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

Link for applications: <https://oarf2.itcilo.org/STF/A9013296/en>

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

International Training Centre of the ILO

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