



SOCIAL DIALOGUE

BUILDING EFFECTIVE LABOUR DISPUTE PREVENTION AND RESOLUTION SYSTEMS

21 – 25 NOVEMBER 2022
TURIN, ITALY

Information Note



International
Labour
Organization



International Training Centre

KEY FEATURES

GLOBAL PERSPECTIVE

An action-oriented, highly participative approach will be used, with particular attention devoted to sharing international experiences with a view to their adaptation and practical application. Particular attention will be paid to the presentation of “good practices” through case studies reflecting experiences already gained locally and internationally.

INTEGRATED E-LEARNING

An innovative e-learning experience combining self-paced modules, group discussions, case studies, forum debates, role-play exercises and group work using up-to-date learning methods and technologies.

PEER-TO-PEER LEARNING

Practitioners from different parts of the world and different background will join the training to share with participants their concrete experience and actions.

EXPERT SPEAKERS

Receive guidance from internationally renowned experts in conflict resolution.

PARTICIPATORY APPROACH

Brainstorm challenges and find solutions to common workplace concerns.

BACKGROUND

The promotion of sound industrial relations is a critical part of effective labour market governance. It requires an effective system for the prevention and resolution of labour disputes. There are times when the relationship between workers and employers and their respective organizations will be harmonious and cooperative; at other times there may be disagreement and conflict. Some conflict is inevitable in any employment relationship and accepted as normal. The inevitability of labour conflicts, however, does not mean that they should be ignored. Conflict can develop into a dispute with negative consequences for the parties involved and the broader economy and thus needs to be managed.

Ideally, conflicts arising within the workplace can be prevented from escalating into formal disputes that then require the intervention of third parties, including State institutions. Strengthening dispute prevention and resolution within workplaces is thus of fundamental importance. However, it is also necessary to consider the various arrangements outside the workplace that can assist employers and workers and their organizations to resolve their disputes through processes such as voluntary conciliation and arbitration, without resorting to the court system.

Providing a voluntary, free-of-charge, and expeditious mechanism for labour disputes settlement as required by ILO standards is therefore crucial. This may be done by an existing labour administration or by an independent commission or board.

The economic downturn in some countries has put even more pressure on labour disputes prevention and resolution mechanisms. Very often under-staffed and under-resourced organisations have to deal with an increasing number of cases. An effective labour disputes prevention and resolution system is critical for ensuring productive and stable employment relations.

This workshop will provide a unique opportunity for anyone interested in the promotion of sound industrial relations to get familiar with modern trends regarding labour disputes prevention and resolution and to increase the knowledge on effective labour disputes mechanisms. The lectures, discussions and training activities will enable participants to identify how to improve the effectiveness of their own labour disputes systems.

OBJECTIVES

The general objective of the workshop is to improve the participants knowledge on effective mechanisms of labour disputes prevention and resolution.

More specifically, at the end of the workshop, the participants will have:

- A better understanding of the role of Labour Ministries and Disputes resolution agencies regarding labour disputes prevention and resolution.
- An increased knowledge on recent trends and new developments in the area of labour disputes prevention and resolution.
- An increased knowledge of ILO standards and action in the area of labour disputes prevention and resolution.

PARTICIPANTS' PROFILE

- Staff from Labour disputes agencies.
- Staff from Ministries of Labour involved in disputes prevention and resolution.
- Employers and Workers' representatives.
- ILO specialists and consultants and technical cooperation project staff.
- Industrial relations experts and practitioners.

CONTENTS AND METHODOLOGY

The content of the workshop will be based on the content of the guide "[Labour dispute system: guidelines for improved performance](#)" developed jointly by the ILO and ITCILO. All participants will receive a hard copy of the guide.

The workshop will alternate experts' presentations, group works and group discussions. The methodology used will be highly participative and will build on the experience and knowledge of participants.

The timetable of the workshop will be shared with participants approximately one month before the starting date of the workshop.

Most of the sessions will be delivered by senior officials from Labour Ministries; Labour disputes agencies and ILO officials.

LANGUAGE

The workshop will be conducted in English.

APPLICATION

The ILO promotes equality of opportunities and strongly encourages women's applications.

Participants will be provided with full board accommodation with private facilities at the ITCILO Campus, routine medical care and medical insurance, use of computer and internet facilities.

For information regarding applications, payments and cancellation, please consult: <https://www.itcilo.org/applications-payments-cancellation>

In order to apply for the course please click on the following link: <https://oarf2.itcilo.org/STF/A9014757/en> and fill in the application form that appears.

At the end you will be asked to attach a sponsorship letter from the Institution that will cover your course fees and travel. Please note that the deadline to apply is **21 November 2022**.

PRICE

Tuition: €1,685

Subsistence: €635

Total: €2,320

WITHDRAWAL, CANCELLATION POLICY, AND REFUNDS FOR OPEN COURSES

If an enrolled participant wishes or must withdraw from a course, they may choose to apply to a different course or be substituted by another candidate. The participant must notify the Centre, in writing, of their decision at least 14 days prior to the start date of the course. Cancellation of participation in regular courses will result in the following penalties:

- 14 days or more prior to the start date of the course: No penalty, 100% refund of amount paid less applicable bank charges
- 8 to 13 days prior to the start date of the course: Penalty of 50% of course price, refund of residual amount paid (if any) less applicable bank charges
- 7 days or less prior to the start date of the course: Penalty of 100% of course price.

INFO

FOR FURTHER INFORMATION PLEASE CONTACT

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