



# MANAGING EMPLOYMENT DISPUTES EFFECTIVELY IN INTERNATIONAL ORGANIZATIONS

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## OVERVIEW

### SNAPSHOT OF THE COURSE

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. While there is no magic formula for employment dispute resolution in international organizations, there are best practices in preventing and managing conflict effectively.



PLACE

**TURIN, ITALY**



DATES

**8 – 10 MAY 2023**



LANGUAGES

**ENGLISH**



APPLICATION DEADLINE

**14 APRIL 2023**

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## WHO

### WHO IS THIS COURSE FOR?

The training course is intended for all staff involved in conflict prevention and resolution in international organizations, in particular HR and legal professionals, and managers.

## WHAT

### WHAT TOPICS WILL THIS COURSE COVER?

The training course will be composed of six sessions covering the following topics:

- Effective administrative decision-making
- Effective review of staff grievances
- Preventing and addressing harassment and sexual harassment
- Misconduct investigations and disciplinary process
- Special focus session: Performance management
- Alternative dispute resolution.

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## WHAT WILL YOU LEARN?

At the end of the training course, participants will be able to:

- Understand the guiding principles of effective conflict prevention and management
- Apply best practices in preventing and managing employment disputes
- Improve relevant processes, practices, and frameworks within organizations.

## DATES

The training will start promptly at 9:00 on Monday 8 May and will end at 17:00 on Wednesday 10 May. A social hour is scheduled for Sunday 7 May at 18:00.

## FEES

The cost of the three-day workshop is **€2,245** including full board accommodation at the ITCILO campus. The price does not include travel costs.

A free shuttle service leaving Geneva on Sunday 7 May afternoon and returning on Wednesday 10 May evening is offered to interested participants.

## REGISTRATION

To apply, please fill in the online application form available here:

<https://oarf2.itcilo.org/STF/A9015727/en>

Registration will be confirmed on a first-come-first-served basis, upon receipt of the completed online application form and a sponsorship letter from the employing organization regarding the coverage of course fees.

Attendance is limited to **30 participants**.

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### EXPERT SPEAKERS

Receive guidance from internationally renowned experts in conflict resolution within international organizations

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### PEER LEARNING

Share your experience with peers from other international organizations

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### PARTICIPATORY APPROACH

Brainstorm challenges and find solutions to common workplace concerns

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OR VISIT

[bit.ly/3jKKACv](https://bit.ly/3jKKACv)

## 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, no refund.

## INFO

### FOR FURTHER INFORMATION PLEASE CONTACT

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**COURSE CODE: A9015727**