



SOCIAL DIALOGUE

MANAGING EMPLOYMENT DISPUTES EFFECTIVELY IN INTERNATIONAL ORGANIZATIONS

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

11 – 13 MAY 2026
TURIN, ITALY

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OVERVIEW

SNAPSHOT OF THE COURSE

International organizations are required to provide their staff with fair employment conditions and effective mechanisms for resolving workplace disputes. This obligation stems not only from the immunities they enjoy, but also from their commitment to upholding high standards of integrity, accountability and professionalism, and to fostering a respectful and enabling workplace capable of attracting and retaining a talented and diverse workforce.

While there is no magic formula for employment dispute resolution in international organizations, there are well-established principles and practices that support effective conflict prevention, sound decision-making and credible review processes.

In a context where many international organizations are operating under increasing financial constraints and reduced human resources, the ability to manage employment disputes effectively, prevent escalation and safeguard institutional integrity is more critical than ever.

This workshop offers a focused and practice-oriented exploration of these principles and practices, equipping participants to critically assess and strengthen both their individual capacity and their institutional frameworks, while enhancing the overall fairness, coherence and effectiveness of their organizations' dispute management systems.



PLACE

TURIN, ITALY



DATES

11 – 13 MAY 2026



LANGUAGES

ENGLISH



APPLICATION DEADLINE

20 APRIL 2026

WHO

WHO IS THIS COURSE FOR?

This workshop is designed for professionals involved in employment relations and dispute resolution within international organizations, including:

- HR professionals
- Legal advisers and counsel
- Members of internal review or appeals bodies
- Managers and decision-makers
- Professionals involved in investigations and disciplinary processes

WHAT

WHAT TOPICS WILL THIS COURSE COVER?

The workshop is structured around three core themes, with each day dedicated to a key dimension of managing employment disputes effectively in international organizations.

Day 1 – Making informal resolution count

Exploring how informal mechanisms can prevent escalation, resolve conflict early and foster a respectful workplace culture.

Day 2 – Getting decisions right – and reviewing them well

Strengthening administrative decision-making and internal review processes to ensure fairness, transparency and consistency with applicable legal frameworks.

Day 3 – Addressing staff conduct issues

Designing and implementing sound approaches to prevention, investigation and disciplinary action, grounded in due process and proportionality.

Together, these three pillars provide participants with a comprehensive and practical framework for preventing, managing and resolving employment disputes within international organizations.

WHAT WILL YOU LEARN?

By the end of the training, participants will be able to:

- Identify and apply the core principles that underpin effective conflict prevention and dispute management
- Integrate best practices into decision-making and day-to-day management of employment disputes in international organizations
- Assess and strengthen internal processes, policies and institutional frameworks to promote trust, fairness and consistency

DATES

The training will start promptly at 9:00 on Monday 11 May and will end at 17:00 on Wednesday 13 May. A social hour is scheduled for Sunday 10 May at 18:00.

ACCOMMODATION AND TRANSPORTATION

The cost of the three-day workshop is €2,500 including full board accommodation at the ITCILO campus. The price does not include travel costs.

A **free shuttle service Geneva-Turin** will be available for interested participants. The shuttle will leave Geneva on Sunday 10 May afternoon and return on Wednesday 13 May in the evening.

REGISTRATION

To apply, please fill in the online application form, available at [THIS LINK](#)

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, covering the course fees.

Attendance is **limited to 30 participants**.

EXPERT SPEAKERS

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

PEER LEARNING

Share your experience with peers from other international organizations

PARTICIPATORY APPROACH

Brainstorm challenges and find solutions to common workplace concerns



SCAN THE QR CODE
OR VISIT

bit.ly/3jKKACv

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, 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.

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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