



ONLINE

LABOUR RELATIONS

CERTIFICATE OF ACHIEVEMENT IN INDUSTRIAL AND EMPLOYMENT RELATIONS

15 MARCH – 9 APRIL 2021

 4 WEEKS, 120 HRS

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.

CONTENTS

- 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;
- 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.

FORMAT AND METHODOLOGY

The Certificate of Achievement in Industrial and Employment Relations will be entirely held on a distance-learning mode. Classes will be held online.

A participatory approach combining presentations by international experts, discussions, exercises, case studies and group work will be adopted throughout the course.

APPLICATIONS AND FEES

Applications should be accompanied by a sponsorship letter from the participants' sponsoring institution pledging its commitment to cover participation cost (**2,910 Euros**).

Link for applications: <https://oarf2.itcilo.org/MIF/A9713296/en>

Deadline for applications: **5 February 2021**

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

International Training Centre of the ILO

Programme on Social Protection,
Governance and Tripartism (SPGT)
Viale Maestri del Lavoro, 10
10127 Turin – Italy

Mr. Fernando Fonseca
Activity Manager
T +39 011 693 6312
mier@itcilo.org
www.itcilo.org

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