



ONLINE

LABOUR RELATIONS

# FUNDAMENTALS OF INDUSTRIAL AND EMPLOYMENT RELATIONS

29 MARCH – 7 MAY 2021

 6 WEEKS, 6 HRS/WEEK

# INTRODUCTION

This e-learning course has been designed to expose participants to the key principles and concepts relating to industrial and employment relations. In particular, participants will learn about the ILO and the international labour standards system, the international legal framework for industrial relations, introduction to industrial relations, collective bargaining and labour dispute systems, tripartite social dialogue and introduction to labour law.

Participants will have the freedom to choose when to access the e-platform of this e-learning course and engage in the different learning activities. A tutor will provide guidance to the participants in the completion of the assignments and will also facilitate their exchange in a dedicated forum.

## OBJECTIVES

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

- Describe the ILO key principles and the international labour standards system;
- Become familiar with the origins and the evolution of industrial relations;
- Reflect on the role of government, employers' and workers' organizations in industrial relations;
- Describe the functioning of collective bargaining and its implications for the social partners;
- Become acquainted with labour dispute systems;
- Demonstrate the key concepts relating to tripartite social dialogue and the role of the actors of tripartite social dialogue;
- Recognize good practices of industrial relations and/or social dialogue in response to COVID-19.

## 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 administration and labour inspection officials;
- ILO staff from field offices and technical cooperation projects;
- Staff from United Nations agencies and other international organizations;
- Consultants, researchers and graduate students.

**Note:** The ITCILO promotes equality of opportunities and strongly encourages women's applications.

# CONTENTS

**The course will be divided into 6 modules on the following topics:**

- Introduction to the ILO and the international labour standards system;
- Introduction to industrial relations;
- Collective bargaining;
- Labour dispute resolution;
- Tripartite social dialogue;
- Introduction to labour law.

**In addition, live sessions will take place on the following topics:**

- Collective bargaining machinery;
- Collective bargaining trends;
- Labour dispute resolution;
- Social dialogue: actors, types, levels, scope;
- Good practices of social dialogue in response to COVID-19.

## FORMAT AND METHODOLOGY

This e-learning course will be held entirely online. It is composed of 6 modules. Each module contains texts, videos, quizzes and/or assignments. Participants can learn from any location, any time of the day or night as the course is delivered through distance learning. Participants will be required to read selected texts, complete quizzes and/or assignments relating to the different modules and make comments on specific issues in a dedicated forum.

In addition, 5 live sessions will take place during the course. These interactive sessions will focus on key issues (see list of topics in Contents section above). The live sessions will be conducted through video conferencing software (a link with instructions will be provided to participants).

## LANGUAGE

The course will be held in English. Participants should therefore have a good command of English.

## DURATION AND COURSE LOAD

This course will have a total duration of 6 weeks. The total course load of 36 hours requires an average of 6 hours of study per week.

## FEES AND APPLICATIONS

Participation cost (**900 Euros**) including tuition, access to the e-campus and participation in live sessions. To apply, please complete the online application form, not later than **7 March 2021**, on this link: <https://oarf2.itcilo.org/MIF/A9713695/en>

The application should be accompanied by a letter from the sponsoring organization committing to cover participation cost.

## 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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**COURSE CODE: A9713695**