



BLENDED

LABOUR MIGRATION

# DEVELOPING, NEGOTIATING AND IMPLEMENTING BILATERAL LABOUR MIGRATION AGREEMENTS

13 APRIL – 15 MAY 2026

ONLINE (E-CAMPUS): 13 APRIL – 1 MAY 2026

TURIN, ITALY: 4 – 8 MAY 2026

ONLINE (E-CAMPUS): 11 – 15 MAY 2026

## Information Note



International  
Labour  
Organization

**ITC**

International Training Centre

# OVERVIEW

## SNAPSHOT OF THE COURSE

Recently bilateral labour migration agreements (BLMAs), such as bilateral agreements and memorandums of understanding on labour migration, have gained prominence as tools to facilitate the cross-border movement of workers. While BLMAs can play an important role in ensuring that labour rights of migrant workers are protected; in practice, they exhibit a number of shortcomings regarding their design, content, monitoring, implementation and impact. In response to these challenges and opportunities, the ITCILO designed this course on E-learning on Negotiating Bilateral Labour Migration Agreements, with a view to increasing the potential of BLMAs in improving the governance of labour migration, promoting and protecting the rights of migrant workers, and enhancing migration and development linkages. This course aims to reinforce the negotiation skills and techniques of officials involved in the adoption and follow-up of bilateral and/or multilateral agreements.

## WHAT TOPICS DOES THIS COURSE COVER?

### **Technical content on BLMAs and MoU**

- Historical overview and current developments of bilateral labour migration agreements (BLMAs) and memorandum of understanding (MoU)
- Types and general features of BLMAs and MoU on labour migration
- Recent global and regional trends of BLMAs and MoU
- Normative foundations of bilateral labour agreements including Global Guidance on Bilateral Labour Migration Agreements
- Agreement Structure, Assessment and Good Practices
- Minimum standards/provisions for a bilateral agreement/MOU
- Skills Dimension in the BLMAs and MoU
- Social Protection provision in the BLMAs and MoU
- Adopting a gender-sensitive approach to the development and implementation of BLMAs and MoU
- How to make agreements work?
- Monitoring and evaluation
- Joint committees: role, TORs and agenda
- Good practice review: Bilateral Agreements/MOUs on Labour Migration

### **Technical content on Negotiation skills**

- Process and stages of negotiating bilateral labour agreements;
- Characteristics of position-based and needs-based negotiation;
- Behaviours of effective negotiators

## **WHAT WILL I BE REQUIRED TO DO DURING THE COURSE?**

Course learning materials and tuition will be offered in English and French. The following requirements are therefore essential to participate in this course:

- the ability to use and access a computer with internet
- working knowledge of written English or French
- the availability to dedicate per week between 5-10 hours to the course and one full week to the residential phase which will take place in Turin.

## **WHAT WILL I BE ABLE TO DO?**

By the end of this course, participants will be able to:

- Discuss potential challenges for effective implementation of BLAs/MoUs and the way forward;
- Appreciate the role, objectives, challenges and opportunities associated with negotiating bilateral labour agreements (BLAs);
- Become familiar with key policy priorities that justify the need to adopt bilateral labour agreements;
- Identify good practices in bilateral labour agreements based on specific criteria drawn from international norms, and highlight agreements which could lead to better outcomes in terms of migration governance and protection of migrant workers;
- Improve capacity for critical review of existing BLAs and MOUs and negotiate for their revisions;
- Understand the negotiation process and techniques of effective negotiation, including through the simulation of a negotiation agreement.

# **WHY?**

## **WHY SHOULD I JOIN?**

The Turin Centre is known for its innovative learning tools and methodologies.

- Course facilitators are subject matter experts and specialists.
- Training delivery includes online and tutor based learning opportunities.
- Participants exchange knowledge and ideas on existing good practices.
- This course qualifies for the [ITCILO Diploma for Labour Migration Experts and Practitioners](#). Take the Academy on Labour Migration, three courses out of all eligible courses within a five year period, and complete a capstone project to become part of a global cadre of practitioners and experts with a recognised set of skills in labour migration policy.



ONLINE (E-CAMPUS)

**13 APRIL – 1 MAY 2026**



RESIDENTIAL PHASE

**4 – 8 MAY 2026**



ONLINE (E-CAMPUS)

**11 – 15 MAY 2026**



COLLABORATIVE LEARNING

**BLENDED LEARNING  
EXPERIENCE**



LANGUAGES  
**ENGLISH**



APPLICATION DEADLINE

**6 MARCH 2026**

## WHO?

### WHO ATTENDS THIS COURSE?

The course is designed for:

- stakeholders involved in the negotiation of bilateral and regional agreements/MoUs and migration issues, in particular officials dealing with migration policy and/or international relations;
- policy-planners involved in the conclusion of bilateral labour agreements;
- practitioners from public institutions and ministries dealing with migration policies and/or international relations;
- representatives of workers' and employers' organizations.

## HOW?

The course is composed of an online phase and a residential phase. The online phase consists of modules offered through the eCampus online platform over a first period of 3 weeks. This will build the foundation for the residential component taking place at the ITCILO campus with activities fostering knowledge exchange and activate the cross-fertilization of ideas. In addition, there will be a one-week online wrap-up phase for a total of 6 weeks of training. The course is broken down into three phases:

- **Pre-course learning:** Flexible self-guided and tutor-led online learning on eCampus and an end of phase assessment.
- **Residential learning:** Face-to-face sessions and engaging presentations by highly experienced trainers, blended with individual and collaborative group exercises, peer-to-peer assessment and an end-of-phase assessment.
- **End of course assignment:** Individual assignment applying the key learnings to a concrete context.

Participants who successfully complete all assessments and the final assignment will receive a Certificate of Achievement.

## HOW TO APPLY?

Interested candidates should register on-line through this link:

<https://oarf2.itcilo.org/STF/A9718838/en>

Selection will be based on the following criteria:

- Proven work experience in relevant field;
- Submission of a letter of sponsorship to cover the total course fees. The deadline for applications is **6 March 2026**

## COSTS AND PAYMENT

The cost of participation is **€ 2,775** and is payable in advance by the participant or his or her sponsoring organization.

Tuition €2,020

Subsistence €755

Total €2,775

# 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

### International Training Centre of the ILO

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[www.itcilo.org](http://www.itcilo.org)

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