

Managing employment disputes effectively in international organizations



Background

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. The increasing number of employees of international organizations as well as the growing judicialization of employment disputes points to the need to raise awareness and improve the ability of international organizations to prevent and manage conflict effectively.



Objectives

The workshop is intended to enhance the participants' capacity to effectively prevent and manage employment disputes in international organizations.

At the end of the workshop, participants will be able to:

- Recognize the importance of effective employment dispute resolution systems in the specific environment of international organizations
- Understand the guiding principles of effective conflict prevention and management
- Apply best practices in preventing and managing employment disputes
- Improve existing dispute management processes, practices and frameworks within organizations

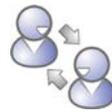


Participants' profile

- Legal and HR professionals
- Managers
- Mediators and ombudspersons
- Ethics officers and investigators
- Staff of administrative tribunals and peer review bodies
- Staff representatives

Attendance is limited to 25 persons.

The workshop will be confirmed approximately 5 weeks before the event (a minimum of 15 participants is required).



Resource persons

The facilitators of the workshop include both ILO staff and guest speakers, including:

- Kirsten Baxter, European Organization for Nuclear Research (CERN)
- Chris de Cooker, NATO Administrative Tribunal
- Olufemi Elias, World Bank Administrative Tribunal
- Laurent Germond, European Patent Office (EPO)



Methodology

The workshop will be composed of six working sessions, including both presentations and group exercises. The facilitators will ensure a conducive environment that promotes exchange of experience and best practices among participants from different organizations. Participants will be required to complete a pre-course questionnaire concerning their learning objectives and experience. Participants will have access to an on-line learning platform including selected articles and case studies in preparation for the workshop.



Contents

The workshop will address the following key themes:

- Conflict prevention and early resolution
- Alternative dispute resolution mechanisms
- Internal means of redress
- Judicial review
- Ethics and whistleblower protection
- Internal investigations
- Accountability and lessons learned



Language

English



Fees

The total cost of participation in the workshop is **EUR 1,730**, including full board accommodation at the ITC/ILO Campus. The price does not include travel costs.

To apply, please fill in the online application form:

<http://intranetp.itcilo.org/STF/A9010338/en>

The deadline for applications is **9 January 2017**.

For further information, please contact

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Design Luca Fiore – Printed by the International Training Centre of the ILO, Turin, Italy

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