

2016



International Training Centre
Centre international de formation
Centro Internacional de Formación

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TRAINING CATALOGUE
CATALOGUE DE FORMATION
CATÁLOGO DE FORMACIÓN

02

OUR AREAS OF EXPERTISE NOS DOMAINES D'EXPERTISE NUESTRAS ÁREAS DE ESPECIALIZACIÓN

expertise

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03

THE INTERNATIONAL TRAINING CENTRE OF THE ILO LE CENTRE INTERNATIONAL DE FORMATION DE L'OIT EL CENTRO INTERNACIONAL DE FORMACIÓN DE LA OIT

The **Centre** is the training arm of the International Labour Organization. It has more than 50 years' experience in providing training and learning opportunities and services to policymakers, managers, practitioners and trainers from governments, workers' organizations and employers' organizations, and other partner organizations who promote decent work and sustainable development. Its services are also available to the United Nations system as a whole, and in particular to ILO staff.

Thousands of women and men from over 190 nations have benefited from the Centre's training and learning services. In recent years, the Centre has implemented an annual programme of some 400 to 500 training activities with an average of 12,000 participants.

Le **Centre** est l'organe de formation de l'Organisation internationale du Travail. Il possède une expérience de 50 ans dans le domaine de l'apprentissage et de la formation pour les décideurs, gestionnaires, praticiens et formateurs des trois mandants de l'OIT, à savoir les praticiens et formateurs des gouvernements, des organisations de travailleurs et d'employeurs, ainsi que des institutions partenaires dans la promotion du travail décent et du développement durable. En outre, il met ses services à la disposition de l'ensemble du Système des Nations Unies, et en particulier du personnel du BIT.

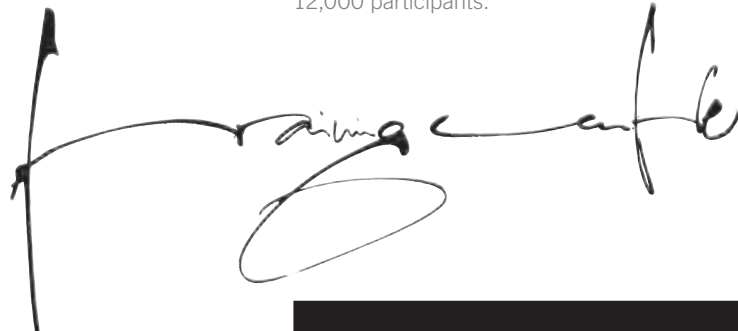
Des milliers de femmes et hommes provenant de plus de 190 pays ont bénéficié jusqu'à présent de ses services d'apprentissage et de formation. Chaque année, entre 400 et 500 projets sont réalisés, auxquels participent en moyenne 12 000 personnes.

El **Centro** es el órgano de formación de la Organización Internacional del Trabajo. Lleva más de 50 años ofreciendo oportunidades y servicios de formación y aprendizaje a responsables de la formulación de políticas, directivos, profesionales y formadores procedentes de gobiernos, organizaciones de empleadores y de trabajadores, y otras instituciones asociadas que se dedican a la promoción del trabajo decente y el desarrollo sostenible. Sus servicios están también a disposición del sistema de las Naciones Unidas en su conjunto y, especialmente, del personal de la OIT.

Miles de mujeres y hombres de más de 190 países se han beneficiado de los servicios de formación y aprendizaje del Centro. En los últimos años, el Centro ha realizado anualmente entre 400 y 500 actividades de formación, en las que participan una media de 12 000 personas.



Photo by: Antonio Giangregorio



04



The Centre offers short courses, academies, **tailor-made** learning events, comprehensive training projects, advisory services and the design and production of training material. It also offers Masters' Programmes run by its Turin School of Development. Activities take place on our campus in Turin, in the participants' home countries, at a distance or through a mixture of these. The Centre uses information technology, including the Internet, social media and mobile phones, to provide distance learning and tutoring services.

In addition to the courses described in this catalogue, the Centre organizes tailor-made programmes that meet the specific needs of partner institutions. It also establishes partnerships with national and regional academic and training institutions to adapt and jointly run training and learning activities.

Courses are held in Arabic, Chinese, English, French, Italian, Portuguese, Russian and Spanish. The titles and descriptions in this catalogue are given in the language in which the course is conducted (except for Arabic, Chinese and Russian).

Le Centre propose des cours et des académies, des initiatives d'apprentissage conçues **sur mesure**, des projets de formation complets et des services de consultance. En outre, il conçoit et produit du matériel didactique. Il propose également des masters dans le cadre de la *Turin School of Development*. Les activités se déroulent sur le campus à Turin, sur le terrain, à distance ou selon des modalités mixtes. Le Centre fait appel aux technologies de l'information, y compris l'Internet, pour offrir une formation à distance et des services de tutorat.

En plus des cours décrits dans ce catalogue, le Centre organise des programmes sur mesure afin de répondre aux exigences spéciales des pays. Il établit également des partenariats avec des institutions académiques et pédagogiques nationales et régionales pour l'adaptation et la délivrance conjointe de ses produits de formation et d'apprentissage.

Les cours sont donnés en anglais, arabe, chinois, espagnol, français, italien, portugais et russe. Les titres et les descriptions figurent dans ce catalogue dans la langue du cours (sauf pour l'arabe, le chinois et le russe).

El Centro ofrece cursos breves, academias, programas de formación **a medida**, proyectos completos de formación y servicios de asesoramiento, además del diseño y realización de material didáctico. A su vez, ofrece programas de maestrías en el marco de la Turin School of Development. Las actividades se realizan en nuestro campus de Turín, sobre el terreno, a distancia o combinando distintas modalidades. El Centro hace uso de las tecnologías de la información, incluida internet, para ofrecer actividades de formación a distancia y servicios de tutoría.

Además de los cursos descritos en el presente catálogo, el Centro organiza programas a medida para responder a las necesidades específicas de los países. También establece asociaciones con otras instituciones académicas y centros de formación nacionales y regionales para la adaptación y prestación conjunta de sus servicios de formación y aprendizaje.

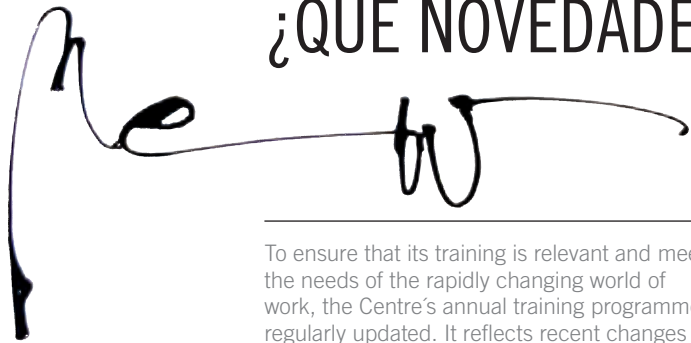
Los cursos se imparten en árabe, chino, español, inglés, francés, italiano, portugués y ruso. En el presente catálogo los títulos y descripciones figuran en el idioma del curso (salvo para los idiomas árabe, chino y ruso).



Photo by: Fotolia

05

WHAT'S NEW IN 2016? QUELLES SONT LES NOUVEAUTÉS POUR 2016? ¿QUÉ NOVEDADES HAY EN 2016?



To ensure that its training is relevant and meets the needs of the rapidly changing world of work, the Centre's annual training programme is regularly updated. It reflects recent changes in the economic and social environment which affect the workplace, businesses and the wider development agenda.

This year's training programme offers **new** courses on important topics which have seen significant recent developments, like the adoption of the post-2015 sustainable development agenda for the United Nations system. In addition to new courses, some existing courses have been revised to reflect key social and economic developments or to address emerging policy debates and challenges as well as new policy priorities, in line with the ILO Programme and Budget for 2016–17.

Pour garantir que ses activités soient pertinentes et répondent aux changements rapides dans le monde du travail, le Centre met régulièrement à jour son programme de formation. Celui-ci reflète les évolutions récentes de l'environnement économique et social qui ont un impact sur le lieu de travail, les entreprises et l'agenda du développement dans son ensemble.

Le programme de cette année propose de **nouveaux** cours sur toute une série de sujets dans lesquels d'importants développements politiques ont été récemment observés, comme par exemple l'adoption du programme de développement des Nations Unies pour l'après-2015. À côté de ces nouveaux cours, plusieurs cours existants ont été revus afin de tenir compte des grands défis sociaux et économiques, d'aborder les débats et enjeux politiques émergents et de donner corps aux nouvelles priorités politiques établies dans le Programme et budget de l'OIT pour 2016-17.

Para asegurar que sus programas de formación sean pertinentes y respondan a las circunstancias cambiantes del mundo del trabajo, el programa anual de formación del Centro se actualiza con regularidad. Este último refleja los cambios recientes en el entorno económico y social que han tenido un impacto en los lugares de trabajo, las empresas y la agenda de desarrollo en general.

El programa de formación de este año ofrece **nuevos** cursos sobre diversos temas importantes en los que recientemente se han observado cambios políticos significativos, como por ejemplo, la adopción del programa de desarrollo de las Naciones Unidas para después de 2015. Se han creado nuevos cursos y algunos ya existentes se han revisado para reflejar los principales cambios sociales y económicos, o para abordar los nuevos debates y desafíos políticos, así como las nuevas prioridades de política establecidas conforme al Programa y Presupuesto de la OIT para 2016-2017.



Photo by: Matteo Montezano



Photo by: Matteo Montesano

ILO policy outcomes for 2016-17

- Outcome 1:** More and better jobs for inclusive growth and improved youth employment prospects
- Outcome 2:** Ratification and application of international labour standards
- Outcome 3:** Creating and extending social protection floors
- Outcome 4:** Promoting sustainable enterprises
- Outcome 5:** Decent work in the rural economy
- Outcome 6:** Formalization of the informal economy
- Outcome 7:** Promoting workplace compliance through labour inspection
- Outcome 8:** Protecting workers from unacceptable forms of work
- Outcome 9:** Promoting fair and effective labour migration policies
- Outcome 10:** Strong and representative employers' and workers' organizations

Résultats stratégiques de l'OIT pour 2016-17

- Résultat 1:** Des emplois plus nombreux et de meilleure qualité pour une croissance inclusive et de meilleures perspectives d'emploi pour les jeunes
- Résultat 2:** La ratification et l'application des normes internationales du travail
- Résultat 3:** La création et l'extension des socles de protection sociale
- Résultat 4:** La promotion des entreprises durables
- Résultat 5:** Le travail décent dans l'économie rurale
- Résultat 6:** La formalisation de l'économie informelle
- Résultat 7:** La promotion de la conformité des lieux de travail par l'inspection du travail
- Résultat 8:** La protection des travailleurs contre les formes de travail inacceptables
- Résultat 9:** La promotion de politiques équitables et efficaces en matière de migrations de main-d'œuvre
- Résultat 10:** Des organisations d'employeurs et de travailleurs fortes et représentatives

Resultados en materia de políticas de la OIT para 2016-2017

- Resultado 1:** Más y mejores empleos para un crecimiento incluyente y mejores perspectivas de empleo para los jóvenes
- Resultado 2:** Ratificación y aplicación de las normas internacionales del trabajo
- Resultado 3:** Establecimiento y extensión de los pisos de protección social
- Resultado 4:** Promoción de empresas sostenibles
- Resultado 5:** Trabajo decente en la economía rural
- Resultado 6:** Formalización de la economía informal
- Resultado 7:** Promoción del cumplimiento de las normas en el lugar de trabajo mediante la inspección del trabajo
- Resultado 8:** Protección de los trabajadores contra formas inaceptables de trabajo
- Resultado 9:** Promoción de políticas equitativas y eficaces en materia de migraciones laborales
- Resultado 10:** Organizaciones de empleadores y de trabajadores fuertes y representativas

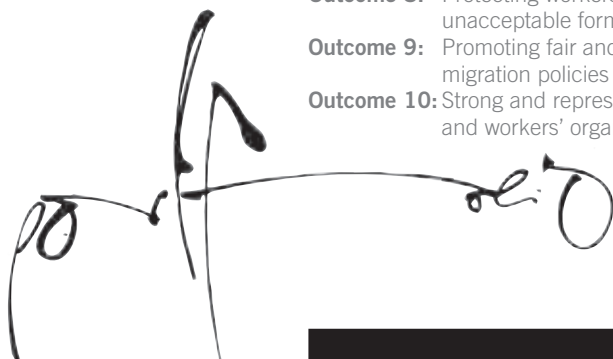




Photo by: Matteo Montessano



Photos by: Gó Palazzo

As a reflection of the interrelated nature of many of the ILO policy outcomes, an increasing number of the Centre's courses are offered as so-called "academies", delivered on our campus and in the field as larger and more visible learning events which cluster together different topics in a particular field and offer participants a choice of individual learning paths with a variety of subject and language options. The Centre is furthermore expanding its offering of Mass Open Online Courses delivered via the Internet, in an effort to significantly upscale its global outreach while bringing down the service transaction costs for learners.

The Centre is also placing stronger emphasis on IT enhanced learning, through the use of tablet computers on our campus, the rollout of blended activities linking distance learning and face-to-face training and the promotion of mobile learning technology to link up with participants after training.

Afin de refléter les interconnexions entre ces résultats, de plus en plus de cours du Centre sont réorganisés en académies, c'est-à-dire en événements formatifs plus visibles qui regroupent différents cours d'un domaine de compétence particulier et offrent un choix de pistes d'apprentissage individualisées parmi une grande variété d'options thématiques et linguistiques. Dans un effort d'extension de sa portée et de réduction des coûts de transaction pour les apprenants, le Centre approfondit également son offre de cours en ligne ouverts à tous.

De même, il recourt de plus en plus aux technologies de l'information, que ce soit par l'utilisation de tablettes pour les cours réalisés sur le campus, par le déploiement d'activités mixtes associant une phase à distance et une phase résidentielle, ou encore par la promotion de l'apprentissage mobile afin de créer des contacts entre les participants et de les maintenir par la suite.

A fin de reflejar la interrelación entre estos resultados, se ha reorganizado un número creciente de cursos del Centro impartidos en nuestro campus bajo forma de "academias" es decir, actividades de aprendizaje de mayor envergadura y visibilidad que reúnen diversos temas de un ámbito concreto y ofrecen a los participantes una selección de itinerarios de aprendizaje individualizados entre diversas opciones temáticas y lingüísticas. Además, el Centro está expandiendo su programa de cursos en línea abiertos a todas las personas en su esfuerzo por extender su alcance y reducir los costos de transacción para los participantes. A su vez, el Centro hace cada vez más uso de tecnologías de la información, a través del empleo de tabletas para los cursos impartidos en el campus, el desarrollo de actividades mixtas que combinan una parte a distancia con una parte presencial, y la promoción del aprendizaje móvil para mantener un contacto entre los participantes después del curso.

Partnership



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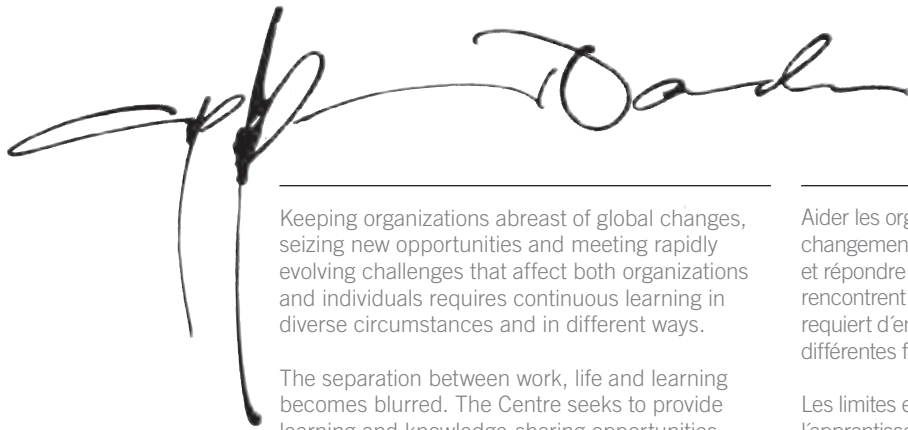
In 2016, the Turin School of Development, which is a **partnership** between the Centre, the University of Turin, the Polytechnic and other academic institutions and specialist multilateral organizations, will offer ten Masters' Programmes using a blend of distance learning and face-to-face learning. Some of these courses will be offered in French and Spanish in addition to English.

La *Turin School of Development*, un **partenariat** unique entre le Centre, l'Université et l'Institut polytechnique de Turin et d'autres institutions académiques et organisations spécialisées multilatérales, proposera en 2016 dix masters en modalité mixte (à distance et face à face). Certains de ces cours seront proposés également en espagnol et en français.

En 2016, la Turin School of Development, una **alianza** única entre el Centro, la Universidad de Turín, el Politécnico, otras instituciones académicas y organizaciones especializadas multilaterales, ofrecerá diez programas de maestría que combinarán distintas modalidades de aprendizaje (a distancia y presencial). Algunos de estos cursos se impartirán también en francés y español, además de inglés.

09

THE TURIN LEARNING APPROACH L'APPROCHE DE L'APPRENTISSAGE DE TURIN EL ENFOQUE DE APRENDIZAJE DE TURÍN



Keeping organizations abreast of global changes, seizing new opportunities and meeting rapidly evolving challenges that affect both organizations and individuals requires continuous learning in diverse circumstances and in different ways.

The separation between work, life and learning becomes blurred. The Centre seeks to provide learning and knowledge-sharing opportunities in response to the diversified needs, priorities, constraints and learning styles of its partner institutions and their staff worldwide. The Turin Learning **Approach** is the pedagogical framework for how you will learn with us. It contains several ingredients which, blended together, differentiate the Centre from other learning and training institutes. Its four essential methodological features are described below.

Aider les organisations à suivre le rythme des changements mondiaux, saisir de nouvelles occasions et répondre à l'évolution rapide des enjeux que rencontrent les organisations et les individus, tout cela requiert d'enseigner dans différents contextes et de différentes façons.

Les limites entre le travail, la vie privée et l'apprentissage s'estompent. Le Centre entend offrir des possibilités d'apprentissage et de partage des connaissances en réponse aux divers besoins, priorités, contraintes et styles d'étude des institutions partenaires et de leur personnel. L'**approche** de l'apprentissage de Turin est le cadre pédagogique dans lequel vous apprendrez avec nous. Ses treize assertions fondamentales sont les ingrédients de base de la recette qui différencie le Centre des autres instituts d'apprentissage et de formation. Quatre d'entre elles méritent d'être mises en exergue.

Para mantener a las organizaciones al día de los cambios mundiales, aprovechar las nuevas oportunidades y hacer frente a la rápida evolución de los desafíos que afectan tanto a las organizaciones como a los individuos, es necesario un aprendizaje continuo en circunstancias diversas y de formas distintas.

La separación entre el trabajo, la vida y el aprendizaje se ha vuelto borrosa. El Centro tiene como objetivo ofrecer oportunidades de aprendizaje e intercambio de conocimientos que respondan a las diversas necesidades, prioridades, limitaciones y estilos de aprendizaje de sus instituciones asociadas y su personal. El **enfoque** de aprendizaje de Turín es el marco pedagógico que determina cómo aprenderá con nosotros. Contiene diversos ingredientes que, combinados entre ellos, diferencian al Centro de otras instituciones de formación y aprendizaje cuyas cuatro características metodológicas se describen a continuación.



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Photo by: Gio Palazzo



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Training is learner-centred

Individual and organizational learning needs are systematically assessed and matched with the design of the activities to ensure relevance and retention. The content, method and language of our programmes reflect your needs and those of your organization in a rapidly evolving labour market.

Learning is experiential

Activities are experiential and results-based. Methods are active, participatory, practice-oriented and make extensive use of information and communication technology. At least 60 per cent of the time is used for structured facilitated learning, sharing knowledge and experience among practitioners. Presentations by experts are limited to inputs that are necessary to support your individual and organizational learning needs.

La formation est centrée sur l'apprenant

Les besoins d'apprentissage individuels et institutionnels sont systématiquement analysés et alignés afin d'assurer la pertinence, l'utilité et la rétention de la formation. Les contenus, les méthodologies et les langues utilisés dans nos programmes reflètent vos besoins et ceux de votre organisation dans un marché du travail en évolution constante.

L'apprentissage est expérientiel

Les activités du Centre sont expérientielles et basées sur les résultats; les méthodes utilisées sont actives, participatives et orientées sur la pratique et recourent de manière extensive aux technologies de l'information et de la communication. Au moins 60 pour cent du temps est consacré à l'apprentissage structuré et guidé, au partage d'expériences entre participants et aux exercices pratiques. Les présentations magistrales sont limitées aux contributions nécessaires à la réponse aux besoins d'apprentissage individuels et organisationnels.

La formación se centra en el participante

Las necesidades de aprendizaje de los individuos e instituciones se evalúan sistemáticamente para adaptar a las mismas el diseño de las actividades a fin de garantizar la pertinencia y retención. Los contenidos, métodos e idiomas de nuestros programas reflejan sus necesidades y las de sus organizaciones en un mercado laboral en rápida evolución.

El aprendizaje está basado en la experiencia

Las actividades del Centro están basadas en la experiencia y en los resultados. Los métodos utilizados son activos, participativos y están orientados a la práctica. Además, hacen un amplio uso de las tecnologías de la información y la comunicación. Al menos el 60 por ciento del tiempo se dedica al aprendizaje estructurado y guiado, y al intercambio de conocimiento y experiencias entre los participantes. Las clases magistrales impartidas por expertos se limitan a presentar la información necesaria para satisfacer las necesidades de aprendizaje de los individuos y organizaciones participantes.

Competencies are embedded

Training is work-related. A portion of every workshop is devoted to the application of the acquired **competencies** in your organizational and broader context. You will develop awareness-raising, advocacy or policy development plans and projects, to embed your learning and increased competencies at organizational level, in order to produce the desired change.

Training is systematically evaluated

Because relevance and impact are increasingly important to participants and donors, all training is systematically evaluated against previously set objectives. To constantly monitor and improve the quality of training, regular reports document the findings and create a feedback loop that continuously feeds into the design and implementation of new activities.

Les compétences sont intégrées

La formation est liée à la fonction. Une partie de chaque activité du Centre est dédiée à l'application des nouvelles **compétences** dans le contexte de votre organisation. Vous acquerez ainsi des techniques de sensibilisation, de plaidoyer et de développement de politiques qui vous permettront de diffuser concrètement et d'intégrer l'apprentissage au niveau de l'organisation afin de produire l'effet multiplicateur recherché.

La formation fait l'objet d'une évaluation systématique

La pertinence et l'impact étant des éléments de plus en plus importants pour les participants et les bailleurs de fonds, la formation fait l'objet d'une évaluation systématique sur la base d'objectifs fixés au préalable. Afin de contrôler et d'améliorer en permanence la qualité de la formation, des rapports réguliers contenant les conclusions des évaluations de satisfaction et d'application des compétences acquises assurent la rétroaction, qui sert ensuite à la conception et à la mise en œuvre des nouveaux programmes.

Las competencias están integradas

La formación está relacionada con el trabajo. Una parte de cada actividad del Centro está centrada en la aplicación de las **competencias** adquiridas en el contexto de su organización o en un contexto más amplio. Usted realizará planes y proyectos de sensibilización, cabildeo o desarrollo de políticas, con el objetivo de integrar el aprendizaje y las competencias mejoradas en el ámbito de la organización para producir el cambio deseado.

La formación se evalúa en forma sistemática

Dado que la pertinencia y el impacto son cada vez más importantes tanto para los participantes como para los donantes, toda la formación se evalúa sistemáticamente frente a una serie de objetivos fijados con anterioridad. Con el fin de supervisar y mejorar de forma constante la calidad de la formación, se elaboran informes regulares para documentar los hallazgos y crear un proceso de retroalimentación que contribuya a la mejora continua del diseño y la puesta en marcha de las actividades.

Competencies

11



Photo by: Nat Clegg

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HOW TO APPLY COMMENT S'INSCRIRE? CÓMO INSCRIBIRSE



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All standard courses are open to candidates with grants or their own sources of funding. These candidates should **apply** directly to the Centre.

Training courses under the Workers' Activities Programme or the Employers' Activities Programme are by invitation. Additional candidates paying an appropriate fee may be accepted subject to the approval of the Secretary of the Workers' Group or of the Employers' Group of the ILO Governing Body.

Les candidats disposant d'une bourse ou d'une source de financement propre peuvent s'inscrire à tous les cours réguliers. Ils doivent **s'inscrire** directement auprès du Centre.

La participation aux cours du Programme des activités pour les travailleurs et du Programme des activités pour les employeurs n'est possible que sur invitation. D'autres candidats payant un montant approprié pourront y être admis sous réserve de l'approbation, respectivement, du Secrétaire du groupe des travailleurs ou du groupe des employeurs du Conseil d'administration du Bureau international du Travail.



Todos los cursos regulares están abiertos a los candidatos que dispongan de becas o de una fuente de financiación propia. Estos pueden enviar directamente su solicitud de **inscripción** al Centro.

Solo se puede asistir a los cursos de formación del Programa de Actividades para los Trabajadores o del Programa de Actividades para los Empleadores con invitación previa. No obstante, otros candidatos podrían ser aceptados mediante el pago de los gastos de participación, si así lo aprobara la Secretaría del Grupo de los Trabajadores o del Grupo de los Empleadores del Consejo de Administración de la Oficina Internacional del Trabajo.

13

COURSE COSTS COÛTS DES COURS COSTO DE LOS CURSOS

The fee shown against each activity comprises a tuition cost and a subsistence cost. These costs are subject to change.

Tuition costs cover:

course preparation, implementation and evaluation; training materials and books; the use of training facilities and support services, including online resources. For residential courses they also cover emergency medical insurance. Some courses also include a study tour.

Subsistence costs cover:

- For courses in Turin: full board and lodging on the Centre's campus; laundry (for courses longer than one week); local study visits (when foreseen); a supplement for additional travel and living expenses during study tours (when foreseen).
- For courses outside Turin: full board and lodging and incidentals, depending on the facilities available at the course venue.

Le coût total figurant à côté de chaque activité comprend les frais didactiques et les frais de subsistance. Les coûts sont sujets à fluctuations.

Les frais didactiques englobent:

la préparation, la mise en œuvre et l'évaluation du cours; les livres et matériels didactiques; l'utilisation des infrastructures de formation et des services de soutien, y compris des ressources en ligne. Pour les cours résidentiels, ils englobent également l'assurance pour soins médicaux d'urgence. Certains cours incluent un voyage d'étude.

Les frais de subsistance englobent:

- Pour les cours tenus à Turin: la pension complète sur le campus du Centre; la blanchisserie (pour les cours de plus d'une semaine); les visites d'étude locales éventuelles; un supplément pour les frais additionnels de voyage et de séjour en cas de voyage d'étude.
- Pour les cours tenus ailleurs qu'à Turin: la pension complète et les frais divers, compte tenu des structures existantes.

El costo indicado para cada actividad incluye los costos de formación y de subsistencia. Estos importes están sujetos a variaciones.

Los costos de formación comprenden:

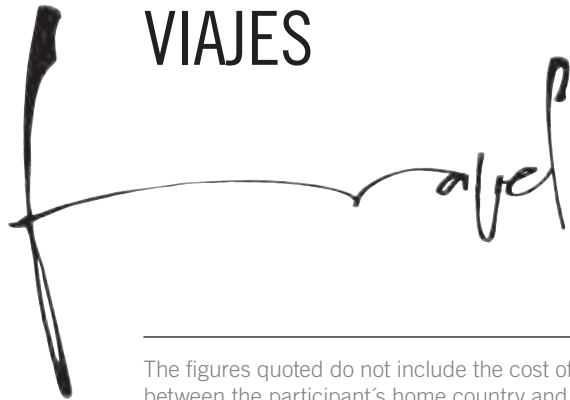
la preparación, realización y evaluación del curso, los libros y el material didáctico; el uso de las instalaciones de formación y los servicios de apoyo, incluidos los recursos en línea. Para los cursos residenciales, comprenden también el seguro médico para tratamientos de urgencia. Algunos cursos incluyen un viaje de estudio.

Los costos de subsistencia comprenden:

- En los cursos impartidos en Turín: alojamiento y pensión completa en el campus del Centro; servicio de lavandería (para cursos de más de una semana de duración); visitas de estudio locales (cuando estén previstos); un suplemento para desplazamientos y gastos de estancia adicionales durante los viajes de estudio (cuando estén previstos).
- En los cursos impartidos fuera de Turín: alojamiento y pensión completa y gastos menores en función de los servicios disponibles en el lugar donde se realice el curso.

14

TRAVEL VOYAGE VIAJES



The figures quoted do not include the cost of **travel** between the participant's home country and the course venue. Participants must ensure that they have a valid passport and appropriate visa for the country in which the course is held, for any country in which transit or stopover to or from the course venue is required, and for all countries in which study tours are scheduled as part of the programme.

The cost of the visa, airport taxes, internal travel in the participant's home country and unauthorized stopovers is not covered.

Les prix mentionnés n'incluent pas le coût du **voyage** international du pays du participant vers le lieu où se déroule le cours.

Les participants doivent s'assurer d'avoir un passeport valable et les visas requis pour entrer dans le pays où se déroulent le cours et le voyage d'étude éventuellement prévu dans le programme didactique et dans tout autre pays d'escale pendant leur voyage vers et depuis le lieu du cours.

Le coût du visa, les taxes d'aéroport, le voyage à l'intérieur du pays d'origine du participant et les escales non autorisées ne seront pas remboursés.

Los precios indicados no incluyen el **viaje** desde el país de origen del participante hasta el lugar donde se imparte el curso. Los participantes deben asegurarse de tener un pasaporte válido, así como de los visados necesarios para el país en el que se celebre el curso, para cualquier país en el que sea necesaria una escala durante el viaje de ida o vuelta al lugar del curso, y para todos los países en los que se hayan previsto viajes de estudio como parte del programa.

El costo del visado, las tasas de aeropuerto, los viajes internos en el país de origen del participante y las escalas no autorizadas no están cubiertas.

FOR REGISTRATION, PLEASE CONTACT:

The Participants'
Admissions and Travel Unit
Tel.: (+39) 011 6936 671 / 6936 629
Fax: (+39) 011 6391 929
Email: recruitment@itcilo.org

POUR VOUS INSCRIRE, VEUILLEZ CONTACTER:

Unité Admission des
participants et voyages
Tél.: (+39) 011 6936 671 / 6936 629
Fax: (+39) 011 6391 929
Courriel: recruitment@itcilo.org

SI DESEA INSCRIBIRSE, PÓNGASE EN CONTACTO CON:

Unidad de Admisión
de participantes y viajes
Tel.: (+39) 011 6936 671 / 6936 629
Fax: (+39) 011 6391 929
Correo electrónico: recruitment@itcilo.org



DECENT WORK AND SUSTAINABLE DEVELOPMENT TRAVAIL DÉCENT ET DÉVELOPPEMENT DURABLE TRABAJO DECENTE Y DESARROLLO SOSTENIBLE

The promotion of Decent Work features prominently in the Sustainable Development Goals (SDGs) adopted at the UN Summit on Sustainable Development held in New York in September 2015. Explicitly linked to goal 8 of the SDGs, the promotion of Decent Work is also implicitly referenced under many targets linked to the other sixteen goals. The training activities of the Centre aim to strengthen the capacity of ILO constituents and other relevant stakeholders to analyze the link between Decent Work and Sustainable Development and to formulate and implement strategies and approaches to make Decent Work for All a reality.

La promotion du travail décent figure en bonne place parmi les Objectifs de développement durable adoptés lors du Sommet spécial des Nations Unies en septembre 2015. Si elle est explicitement liée à l'Objectif n° 8, la promotion du travail décent l'est aussi implicitement aux seize autres. Les activités du Centre entendent renforcer les capacités des mandants de l'OIT et des autres acteurs clés à analyser les corrélations entre le travail décent et le développement durable et à concevoir des stratégies et approches susceptibles de faire du travail décent une réalité pour tous.

La promoción del trabajo decente ocupa un lugar destacado en los Objetivos de Desarrollo Sostenible adoptados en la cumbre de las Naciones Unidas sobre Desarrollo sostenible celebrada en Nueva York en septiembre de 2015. Explícitamente relacionada con el objetivo n° 8, la promoción del trabajo decente también está implícitamente relacionada con los demás 16 objetivos. Las actividades del Centro aspiran a reforzar las capacidades de los mandantes de la OIT y de otros actores pertinentes para analizar el nexo entre el trabajo decente y el desarrollo sostenible y poner en práctica estrategias y enfoques que hagan del trabajo decente una realidad para todos.

15

DECENT WORK AND SUSTAINABLE DEVELOPMENT

DECENT WORK AND SUSTAINABLE DEVELOPMENT (BLENDED)

A979123	4 WEEKS	TURIN AND DISTANCE	EN	14/03/2016 - 01/04/2016 (IN TURIN: 29/03/2016 - 01/04/2016)	sdp@itcilo.org
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TUITION FEE: 1,600 EURO	SUBSISTENCE COSTS: 500 EURO	TOTAL COST: 2,100 EURO
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This course has a two-pronged approach: firstly, it provides a broad introduction to the Sustainable Development Goals, how they came into being, what lessons were taken into account and the ideas and principles underpinning them. Secondly, it will locate the issues contained in the ILO's Decent Work Agenda in this framework. The training course combines a tutor-based distance-learning stage with 3.5 days of face-to-face training delivered on-campus in Turin. The distance-learning stage is intended to bring all participants to a similar level of subject comprehension. The face-to-face training stage includes interaction with learning experts from the Centre, from the ILO's MULTILATERALS department in charge of collaboration with the UN system, and from other UN agencies.

ILO staff in ILO field offices and technical departments in headquarters, ILO constituents, and staff of international organizations that engage closely with the ILO.

DECENT WORK AND SUSTAINABLE DEVELOPMENT

SUMMER SCHOOL ON SUSTAINABLE DEVELOPMENT AND DECENT WORK (NEW)

A909052	2 WEEKS	TURIN	EN	22/08/2016 - 02/09/2016	sdp@itcilo.org
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TUITION FEE: 2,225 EURO	SUBSISTENCE COSTS: 1,350 EURO	TOTAL COST: 3,575 EURO
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Taking the Sustainable Development Goals (SDGs) and the post-2015 Development Agenda as a starting point, the course provides an interdisciplinary overview and raises awareness on issues of economic and social sustainable development, with a special focus on labour topics and international organizations. The programme includes subjects such as: the work of international organizations and their respective development agendas and approaches; socio-economic development in industrialized and non-industrialized countries; the ILO and the world of work; promotion of gender equality; employment policies to facilitate job-rich growth; the sustainable enterprise development framework; green economy for development.

Undergraduate students of any discipline with an interest in issues surrounding Sustainable Development.



EMPLOYMENT AND LABOUR MARKET POLICIES POLITIQUES DE L'EMPLOI ET DU MARCHÉ DU TRAVAIL POLÍTICAS DE EMPLEO Y DEL MERCADO DE TRABAJO

The ILO estimates that more than 600 million new jobs will need to be created over the next decade in order to generate sustainable growth and maintain social cohesion. At national level, a coherent, integrated and well-designed employment policy, which cuts across the macro- and microeconomic dimensions and addresses both labour demand and supply, is of utmost importance to tackle employment related problems. The training activities of the Centre aim to equip participants with the necessary conceptual and operational tools to actively engage in the employment policy process.

L'OIT estime que plus de 600 millions de nouveaux emplois productifs devront être créés au cours des dix prochaines années en vue de générer une croissance durable et de préserver la cohésion sociale. Au niveau national, des politiques de l'emploi cohérentes, intégrées et bien conçues, qui transcendent les dimensions macro- et microéconomiques et abordent les questions de l'offre et de la demande, sont indispensables pour lutter contre le chômage. Les activités du Centre visent à fournir aux participants les instruments conceptuels et opérationnels qui leur permettront de s'engager activement dans le processus de formulation de politiques de l'emploi.

La OIT estima que será necesario crear 600 millones de nuevos puestos de trabajo en el próximo decenio con el fin de impulsar un crecimiento sostenible y mantener la cohesión social. A nivel nacional, es indispensable contar con políticas de empleo coherentes, integradas y bien concebidas, que trasciendan las dimensiones macro y microeconómicas y aborden las cuestiones de la oferta y la demanda para poder luchar contra el desempleo. Las actividades del Centro están destinadas a proporcionar a los participantes los instrumentos conceptuales y operativos que les permitirán participar activamente en el proceso de formulación de políticas de empleo.

EMPLOYMENT AND LABOUR MARKET POLICIES

JOB CREATION IN FRAGILE CONTEXTS

A909074	4 DAYS	TURIN	EN	18/04/2016 - 21/04/2016	emld@itcilo.org
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TUITION FEE: 1,400 EURO	SUBSISTENCE COSTS: 500 EURO	TOTAL COST: 1,900 EURO
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This course will familiarize participants with effective employment creation strategies in fragile contexts, drawing on experiences where such strategies have effectively boosted peace and resilience.

This training course aims to strengthen the capacity of ILO constituents and development practitioners in fragile states to mitigate the impact of crisis and to accelerate the pace of recovery.

EMPLOYMENT AND LABOUR MARKET POLICIES

ACTIVE LABOUR MARKET PROGRAMMES / PUBLIC EMPLOYMENT SERVICES (PES)

A909212	1 WEEK	TURIN	EN	25/04/2016 - 29/04/2016	epap@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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This course promotes experience and best-practice sharing in the design, implementation and evaluation of active labour market programmes in different development and institutional context. A gender-balanced participation is sought.

Officials from statistics offices; officials from ministries of employment, planning, education, vocational training; workers' or employers' representatives.

EMPLOYMENT AND LABOUR MARKET POLICIES

MACROECONOMIC POLICIES, JOBS AND INCLUSIVE GROWTH

A909060	1 WEEK	TURIN	EN	27/06/2016 - 01/07/2016	epap@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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The course aims to build capacities among government officials, social partners and other relevant stakeholders on how to better integrate employment concerns into economic policies, particularly macroeconomic (fiscal and monetary) policies, by exposing participants to an appropriate combination of theoretical insights and hands-on experiences.

The course is intended for policy-makers, planners, technical staff of relevant ministries, and representatives of workers' and employers' organizations. A gender-balanced participation is sought.

EMPLOYMENT AND LABOUR MARKET POLICIES

EMPLOYMENT POLICY COURSE /
COURS SUR LES POLITIQUES DE L'EMPLOI

A909063	2 WEEKS / SEMAINES	TURIN	EN / FR	12/09/2016 - 23/09/2016	epap@itcilo.org
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TUITION FEE: 2,225 EURO	SUBSISTENCE COSTS: 1,350 EURO	TOTAL COST: 3,575 EURO
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The course aims to build capacities among government officials, social partners and other relevant stakeholders on the design, implementation, monitoring and evaluation of effective national employment policies. Participants will become acquainted with the employment policy-making process and related technical areas and policy implementation strategies.

The course is intended for policy-makers, planners, technical staff of ministries; representatives of workers' and employers' organizations. A gender-balanced participation is sought.

Le cours vise à améliorer les capacités des fonctionnaires gouvernementaux, des partenaires sociaux et des autres parties prenantes en matière de développement, de mise en œuvre et de suivi des politiques nationales pour l'emploi efficaces. Les participants reçoivent des conseils sur le processus de développement de politiques pour l'emploi et les domaines techniques associés, ainsi que sur les stratégies d'application de ces politiques.

Décideurs politiques, responsables de la planification ou personnel technique de ministères; représentants des organisations de travailleurs et d'employeurs. Un équilibre de genre sera recherché.

EMPLOYMENT AND LABOUR MARKET POLICIES						
LEARNING FORUM ON INNOVATIONS IN PUBLIC INVESTMENT AND EMPLOYMENT PROGRAMMES / FORUM D'APPRENTISSAGE SUR LES INNOVATIONS DANS LES INVESTISSEMENTS ET LES PROGRAMMES PUBLICS POUR L'EMPLOI						
A909215	2 WEEKS, SEMAINES	TURIN	EN / FR	26/09/2016 - 07/10/2016	epap@itcilo.org	
TUITION FEE: 2,225 EURO		SUBSISTENCE COSTS: 1,350 EURO		TOTAL COST: 3,575 EURO		
<p>The forum will focus on a set of policy and operational measures which can enhance the effectiveness and impact of public investment in infrastructure and public employment programmes in the context of a long-term development framework. The forum is jointly organized by the ILO's International Training Centre (ITCILO) and the Employment-Intensive Investment Programme (EIIP).</p> <p><i>The forum is aimed at people who are concerned with or working in the areas of public investment, employment strategies, active labour market policies, social protection, public employment programmes and rural development. It is intended for a mixed audience of development actors including senior government officials, representatives of social partners, programme managers and staff of research and education institutions. A gender-balanced participation is sought.</i></p> <p>Le forum se concentrera sur un ensemble de politiques et mesures opérationnelles qui peuvent améliorer l'efficacité et l'impact des investissements publics dans l'infrastructure et des programmes d'emploi publics dans un cadre de développement à long terme. Le forum est organisé en collaboration avec le Programme des investissements à haute intensité de main-d'œuvre (HIMO) de l'OIT.</p> <p><i>Le forum vise les acteurs concernés par ou travaillant dans les domaines de l'investissement public, des stratégies pour l'emploi, des politiques actives pour le marché du travail, de la protection sociale, des programmes d'emploi publics et du développement rural. Il s'adresse à un public mixte d'acteurs pour le développement incluant des hauts fonctionnaires gouvernementaux, les partenaires sociaux, les responsables de programmes et le personnel d'institutions de recherche et de formation. Un équilibre de genre sera recherché.</i></p>						

EMPLOYMENT AND LABOUR MARKET POLICIES						
BUILDING EFFECTIVE WAGE POLICIES FOR MORE AND BETTER JOBS AND INCLUSIVE GROWTH						
A909214	1 WEEK	TURIN	EN	14/11/2016 - 18/11/2016	epap@itcilo.org	
TUITION FEE: 1,550 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,150 EURO		
<p>This course examines the latest developments in policies on minimum wages, wage bargaining, pay equity and public sector pay.</p> <p><i>Officials from ministries of labour and employment; social partners. A gender-balanced participation is sought.</i></p>						



ENTERPRISE DEVELOPMENT DÉVELOPPEMENT DES ENTREPRISES DESARROLLO EMPRESARIAL

The purpose of enterprise development training is to assist countries to promote more and better jobs for both women and men. The training activities of the Centre seek to better equip ILO constituents and other ILO stakeholders to promote an environment conducive to the growth of sustainable enterprises that is aligned with sustainable development objectives and the creation of productive employment and decent work.

La formation au développement des entreprises entend aider les pays à promouvoir des emplois meilleurs et plus nombreux pour les femmes et les hommes. Les activités du Centre confèrent aux mandants de l'OIT et aux autres intervenants les capacités de développement d'un environnement propice à la croissance des entreprises et aligné sur les Objectifs du développement durable, de création d'emplois productifs et de réalisation du travail décent pour tous.

El objetivo de la formación para el desarrollo empresarial es ayudar a que los países promuevan un mayor número de empleos de mejor calidad para hombres y mujeres. Las actividades de formación del Centro confieren a los mandantes de la OIT y a otras partes interesadas las capacidades de desarrollo de un ambiente propicio para el crecimiento de las empresas y armonizado con los Objetivos de Desarrollo Sostenible, de creación de empleos productivos y de trabajo decente para todos.

ENTERPRISE DEVELOPMENT						
INVESTMENT FACILITATION: BEYOND THE HANDSHAKE (NEW)						
A909152	3 DAYS	TURIN	EN	08/03/2016 - 10/03/2016	mne-gsc@itcilo.org	
TUITION FEE: 1,300 EURO		SUBSISTENCE COSTS: 400 EURO		TOTAL COST: 1,700 EURO		
<p>Central to effective investment promotion is the ability for Investment Promotion Agencies (IPAs) to design and develop a toolkit they can use to facilitate investments. This course enables IPA staff to identify the steps, procedures and analysis required to convert leads into real breakthrough investment projects. All investments are unique, which means that IPAs have to customize their approach. This course provides checklists to use to size up investors and to help them in practical ways. It also informs participants of available models of investment facilitation; the technique of offering low-hanging fruit first; the networks investors ought to tap into; the “single window operation” feel they must experience; the technical expertise IPAs must develop in-house and also finally the quick mitigation of issues that IPAs must be equipped to execute.</p> <p><i>Staff of Investment Promotion Agencies and other government officials involved in investment facilitation, for example staff from foreign services or ministries of economy, as well as private sector actors engaged in foreign investment projects.</i></p>						

ENTERPRISE DEVELOPMENT						
INTERNATIONAL FINANCIAL REPORTING STANDARDS (IFRS)						
A909126	1 WEEK	TURIN	EN	14/03/2016 - 18/03/2016	mne-gsc@itcilo.org	
TUITION FEE: 1,550 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,150 EURO		
<p>This course provides a comprehensive review of the most important IFRS and SIC/IFRIC interpretations, explains the requirements and choices for IFRS financial statements, analyses, IFRS amendments, latest developments and changes. It will help officials to understand the main issues to be addressed when applying IFRS. Participants will also receive information on the latest developments in, and anticipated changes to, IFRS. Using real-world company financial statements and other case studies, officials will learn how to apply IFRS accounting principles.</p> <p><i>Accounting and financial management staff from the public and private sectors; project directors and staff involved in the implementation of projects funded by international financial institutions (World Bank, the Asian and African Development Banks, etc.); auditors and staff of supreme audit institutions.</i></p>						

ENTERPRISE DEVELOPMENT

ENTERPRISE DEVELOPMENT THROUGH VALUE CHAINS AND BUSINESS SERVICES MARKETS
DESARROLLO DE LA EMPRESA A TRAVÉS DE LAS CADENAS DE VALOR Y LOS MERCADOS DE SERVICIOS EMPRESARIALES
DESENVOLVIMENTO DA EMPRESA ATRAVÉS DAS CADEIAS DE VALOR E OS MERCADOS DE SERVIÇOS EMPRESARIAIS

A979072	36 WEEKS / SEMANAS	DISTANCE	EN / ES / PT	04/04/2016 - 09/12/2016	emld@itcilo.org
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FULL DISTANCE (4 MODULES): EUROS 2,200

This course is highly relevant for professionals creating and implementing value chain and enterprise development projects in rural and urban areas. It offers a unique on-the-job learning opportunity using practical tools and lessons from enterprise development programmes that have reached thousands of small enterprises. Participants select a work challenge as an assignment during the course and receive support from international experts who act as online tutors. The final outcome of the course is a market development implementation project designed by the participant.

The course targets professionals working on enterprise development.

Este curso es sumamente pertinente para los profesionales que desarrollan y ejecutan proyectos relacionados con las cadenas de valor y el desarrollo empresarial en áreas rurales y urbanas. Ofrece una oportunidad única de aprendizaje en el trabajo utilizando herramientas prácticas y lecciones extraídas de programas de desarrollo empresarial que han llegado a miles de pequeñas empresas. Los participantes seleccionan un desafío concreto como tarea que realizarán durante el curso y recibirán ayuda de expertos internacionales que actúan como tutores en línea. El resultado final del curso es un proyecto de ejecución de desarrollo del mercado diseñado por el participante.

El curso está diseñado para profesionales en desarrollo empresarial.

Este curso é extremamente relevante para profissionais que desenvolvem e implementam projetos de cadeias de valor e desenvolvimento de empresas em zonas rurais e urbanas. O curso oferece uma oportunidade única de aprendizagem no trabalho usando ferramentas práticas e lições retiradas de programas de desenvolvimento empresarial que abrangeram milhares de pequenas empresas. Os participantes escolhem um desafio concreto como tarefa a cumprir durante o curso e recebem apoio de peritos internacionais que atuam como tutores online. O resultado final do curso é um projeto de implementação de desenvolvimento de mercado elaborado pelo participante.

O curso está desenhado para profissionais em desenvolvimento empresarial.

ENTERPRISE DEVELOPMENT					
REDUCCIÓN DEL RIESGO DE DESASTRES Y DESARROLLO LOCAL SOSTENIBLE (NUEVA EDICIÓN CON INTEGRACIÓN DEL ENFOQUE DE GÉNERO) (COMBINADO) / REDUÇÃO DO RISCO DE DESASTRES E DESENVOLVIMENTO LOCAL SUSTENTÁVEL (NOVA EDIÇÃO COM INTEGRAÇÃO DA PERSPECTIVA DE GÉNERO) (COMBINADO)					
A979073	29,5 SEMANAS	TURÍN Y A DISTANCIA	ES / PT	09/04/2016 - 30/10/2016 (IN TURIN: 06/06/2016 - 10/06/2016)	emld@itcilo.org
TUITION FEE: 2,950 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 3,550 EURO	
<p>El objetivo de este curso es contribuir a fortalecer las capacidades de los actores locales para integrar la reducción del riesgo de desastres en los procesos de desarrollo local. Propone el estudio de conceptos teóricos y la elaboración de herramientas prácticas en materia de prevención, preparativos, reconstrucción, cambio climático y planificación estratégica para el desarrollo local.</p> <p><i>El curso se dirige a los técnicos, gestores y responsables de instituciones públicas y privadas que participan en procesos de desarrollo local y de reducción del riesgo de desastres como parte integral de los procesos de desarrollo local.</i></p> <p>O objetivo deste curso é contribuir para reforçar as capacidades dos atores locais na integração da redução do risco de desastres nos processos de desenvolvimento local. Propõe a análise de conceitos teóricos e a elaboração de ferramentas práticas em matéria de prevenção, preparativos, reconstrução, mudança climática e planeamento estratégico para o desenvolvimento local.</p> <p><i>O curso dirige-se aos técnicos, gestores e responsáveis de instituições públicas e privadas que participam em processos de desenvolvimento local e de redução do risco de desastres como parte integrante dos processos de desenvolvimento local.</i></p>					

ENTERPRISE DEVELOPMENT					
MULTINATIONAL ENTERPRISES, DEVELOPMENT AND DECENT WORK: THE APPROACH OF THE ILO MNE DECLARATION / ENTREPRISES MULTINATIONALES, DÉVELOPPEMENT ET TRAVAIL DÉCENT: LA DÉCLARATION DE L'OIT SUR LES EMN					
A909143	1 WEEK, SEMAINE	TURIN	EN / FR	23/05/2016 - 27/05/2016	mne-gsc@itcilo.org
TUITION FEE: 2,150 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,750 EURO	
<p>This course looks at the potential of MNEs and national enterprises to contribute to the protection of labour rights and the achievement of decent work for all. It introduces participants to the guidance set out in the MNE Declaration for enterprises, governments, employers' and workers' organizations. Through case studies, dialogues with MNEs and a company visit, participants will gain a better understanding of the roles and responsibilities of government and enterprises in implementing workers' rights, fostering job creation and skills development, and supporting development of SMEs through business linkages. The course strengthens the capacity of government institutions, employers' and workers' organizations and enterprises to apply the principles of the MNE Declaration and align private actions more closely with public policy objectives, including in the light of the Sustainable Development Goals and the broader post-2015 Development Agenda.</p> <p><i>Representatives of governments, employers' and workers' organizations responsible for policies related to socio-economic development, FDI and operations of MNEs; managers in enterprises responsible for social policy and interested in developing more collaborative approaches to address the labour-related human rights impact of their operations as well as related socio-economic development issues.</i></p> <p>Les participants se pencheront sur les possibilités offertes aux entreprises multinationales et aux entreprises nationales pour contribuer au respect des droits du travail et à la réalisation du travail décent pour tous. Les participants se familiariseront avec les directives énoncées dans la Déclaration de principes tripartite sur les entreprises multinationales et la politique sociale de l'OIT (Déclaration sur les EMN). Au travers d'études de cas, de dialogues avec les entreprises multinationales et d'une visite d'études, les participants acquerront une meilleure compréhension des rôles et des responsabilités du gouvernement et des entreprises par rapport à la réalisation des droits des travailleurs, à la création d'emplois, au développement des compétences et au soutien pour le développement des PME par l'établissement de liens d'affaires.</p> <p><i>Le cours renforcera les capacités des institutions gouvernementales et des organisations d'employeurs et de travailleurs à appliquer les principes de la Déclaration sur les EMN et à aligner et rapprocher les actions privées avec les objectifs des politiques publiques, y compris les Objectifs du développement durable et l'agenda du développement pour l'après-2015</i></p>					

ENTERPRISE DEVELOPMENT					
ACADEMY ON SUSTAINABLE ENTERPRISE					
A909075	1 WEEK	TURIN	EN	20/06/2016 - 24/06/2016	enterprise.academy@itcilo.org
TUITION FEE: 1,550 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,150 EURO	
<p>This year's Sustainable Enterprise Academy will focus on the impact of MSME policies and programmes on job creation and decent work. The Academy will cover entrepreneurship training methodologies, value chain development, actions to improve the business environment, microfinance for MSMEs and methodologies for improving productivity and working conditions in enterprises. Elective classes will look at how to improve business training for specific target groups, and how to design results-based measurement frameworks, amongst others. Participants will be offered a choice of learning tracks on their areas of interest.</p> <p><i>Government and social partners; enterprise development programmes and projects; international development agencies.</i></p>					

ENTERPRISE DEVELOPMENT					
INTERNATIONAL LABOUR STANDARDS AND CORPORATE SOCIAL RESPONSIBILITY: FRAMEWORKS AND PRACTICES / NORMES INTERNATIONALES DU TRAVAIL ET RESPONSABILITÉ SOCIALE DE L'ENTREPRISE: CADRES ET PRATIQUES					
A909156	1 WEEK, SEMAINE	TURIN	EN / FR	04/07/2016 - 08/07/2016	sdp@itcilo.org
TUITION FEE: 2,150 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,750 EURO	
<p>By analysing international trends in corporate social responsibility, the course aims to strengthen the capacity to promote international labour standards and apply them in the framework of corporate social responsibility.</p> <p><i>Representatives of governments, employers' and workers' organizations involved with CSR policies and practices; representatives of enterprises, NGOs, multi-stakeholder initiatives and all those interested in CSR.</i></p> <p>À travers l'analyse des tendances actuelles, ce cours visera à renforcer les capacités à promouvoir les normes internationales du travail et à les appliquer dans le cadre de la responsabilité sociale des entreprises.</p> <p><i>Fonctionnaires gouvernementaux et représentants des organisations d'employeurs et de travailleurs chargés des politiques et pratiques en matière de RSE; représentants d'entreprises, d'ONG, d'initiatives multi-intervenants et de tous les acteurs concernés par la RSE.</i></p>					

ENTERPRISE DEVELOPMENT					
VALUE CHAIN DEVELOPMENT: MOVING FROM ANALYSIS TO ACTION (NEW)					
A909080	1 WEEK	TURIN	EN	05/09/2016 - 09/09/2016	emld@itcilo.org
TUITION FEE: 1,550 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,150 EURO	
<p>Do you want to move from analysis to action in value chain development? Do you want to know how to facilitate the development of sustainable business models to secure lasting results? Do you want to know how to facilitate market system development? Do you want to know how to strengthen inclusive market systems? Do you want your enterprise development project to engage the private sector? Do you want to know how to manage value chain development programmes? If so, this NEW training course is for you.</p> <p><i>This course is aimed at programme staff and managers leading value chain projects, as well as donors, consultants, and agencies of the UN system.</i></p>					

ENTERPRISE DEVELOPMENT					
LAS EMPRESAS MULTINACIONALES, DESARROLLO Y TRABAJO DECENTE: EL ENFOQUE DE LA DECLARACIÓN EMN DE LA OIT					
A259164	1 SEMANA	LIMA, PERÚ	ES	26/09/2016 - 30/09/2016	mne-gsc@itcilo.org
TUITION FEE: 1,600 EURO		SUBSISTENCE COSTS / TOTAL COST: TO BE DETERMINED			
<p>Este curso se centra en el potencial de las empresas multinacionales y nacionales para contribuir al respeto por los derechos laborales y conseguir un trabajo decente para todos. Introduce las directrices establecidas en la Declaración sobre EMN para las empresas, los gobiernos, los empleadores y las organizaciones de trabajadores. A través de estudios de casos, diálogos con las empresas multinacionales y una visita a una empresa, los participantes obtendrán una mejor comprensión de las funciones y responsabilidades del gobierno y de las empresas en el cumplimiento de los derechos laborales, el fomento de la creación de nuevos empleos y el desarrollo de competencias laborales, así como el apoyo al desarrollo de las PYME a través de vínculos comerciales.</p> <p><i>Representantes de gobiernos, representantes de las organizaciones de trabajadores y de las organizaciones de los empleadores responsables por las políticas relacionadas con el desarrollo socio-económico, la inversión extranjera directa y las operaciones de las empresas multinacionales; los gerentes en empresas responsables por las políticas sociales e interesadas en desarrollar enfoques de mayor colaboración para hacer frente a los impactos sobre los derechos humanos relacionados a las cuestiones laborales, así como cuestiones de desarrollo socioeconómico en sus operaciones.</i></p>					

ENTERPRISE DEVELOPMENT						
PRIVATE SECTOR DEVELOPMENT IN FRAGILE AND CONFLICT-AFFECTED STATES						
A909085	3 DAYS	TURIN	EN	25/10/2016 - 27/10/2016	emld@itcilo.org	
TUITION FEE: 1,300 EURO		SUBSISTENCE COSTS: 400 EURO		TOTAL COST: 1,700 EURO		
<p>Private sector development is a vital tool with which to promote economic development and peace in fragile and conflict-affected environments. This three-day course is jointly organized by the Centre and GIZ under the auspices of the Donor Committee for Enterprise Development. The training course is based on the DCED framework to design and implement PSD interventions in a conflict-sensitive way, and understand the linkages and contribution of PSD to all aspects of peace-building and development.</p> <p><i>Private sector development experts in charge of programme design and implementation in fragile and conflict-affected environments, practitioners, donors and international organizations working on post-conflict recovery initiatives.</i></p>						

ENTERPRISE DEVELOPMENT						
INTRODUCTION TO INTERNATIONAL FINANCIAL REPORTING STANDARDS						
A409154	1 WEEK	TURIN	RU	07/11/2016 - 11/11/2016	mne-gsc@itcilo.org	
TUITION FEE: 1,550 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,150 EURO		
<p>This course presents an overview of major International Accounting Board standards and explains how these standards fit together and how to resolve apparent conflicts. Emphasis is placed on the application of International Financial Reporting Standards (IFRS) to practical accounting problems, anticipation of changes in the requirements of IFRS, and understanding of the main differences between IFRS and other major accounting systems.</p> <p><i>Project directors and accounting and financial management staff of projects funded by international financial institutions (World Bank, Asian Development Bank, European Bank for Reconstruction and Development, etc.); government officials.</i></p>						

ENTERPRISE DEVELOPMENT

SCALING UP JOBS AND JOB QUALITY IN ENTERPRISE DEVELOPMENT (NEW)

A909087	1 WEEK	TURIN	EN	14/11/2016 - 18/11/2016	eMId@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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Do you want to know how to scale up jobs and job quality in enterprise development? Do you want to know what works and what does not work in enterprise development? Do you want to know what the new trends in enterprise development are? Do you want to know how to identify and promote high-growth SMEs? Do you want to know how to move from analysis to action in enterprise development? Do you want to implement your project using a systemic approach? Do you want practical tools in enterprise development? If yes, this NEW training course is for you.

This course is aimed at programme staff and managers, as well as donors, consultants, and agencies of the UN system who want to promote innovative and impact-focused sustainable enterprise interventions.

ENTERPRISE DEVELOPMENT

WOMEN'S ENTREPRENEURSHIP DEVELOPMENT

A909088	1 WEEK	TURIN	EN	05/12/2016 - 09/12/2016	eMId@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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This course provides policy-makers and development practitioners with practical guidance on how to design and implement an integrated approach to women's entrepreneurship promotion, addressing both policy and practical aspects. Participants will get acquainted with tools to assess and improve the enabling environment, build the capacity of women's entrepreneurs associations and integrate gender equality in value chain development and business training

The course will target policy makers and practitioners from government agencies, NGOs and BDS providers.



GENDER, EQUALITY AND DIVERSITY GENRE, ÉGALITÉ ET DIVERSITÉ GÉNERO, IGUALDAD Y DIVERSIDAD

Gender equality is a cross-cutting policy driver for the Centre. The promotion of equal opportunities and equal treatment for women and men has always had an important place in the policy and activities of the ILO. The ILO has adopted several international labour standards on equality in employment. Some of them, for example those on equal remuneration, non-discrimination at work and workers with family responsibilities, cover all women and men in the world of work. Others target specific categories, such as women, indigenous and tribal peoples, workers with HIV and AIDS, and people with disabilities. The activities of the Centre in this area aim to assist ILO constituents and other ILO stakeholders in ensuring that relevant international labour standards are ratified and applied and policies, programmes and institutions are gender-responsive, promoting equality in the world of work, and creating the conditions for more inclusive workplaces.

L'égalité hommes-femmes est un thème transversal de l'action du Centre, et elle a toujours occupé une place importante dans la politique et les activités de l'OIT. Ainsi, cette dernière a adopté plusieurs normes internationales du travail sur l'égalité dans l'emploi. Certaines d'entre elles, par exemple celles sur l'égalité de rémunération, sur la non-discrimination au travail et sur les travailleurs ayant des responsabilités familiales, couvrent tous les travailleurs, quel que soit leur sexe. D'autres visent des catégories plus spécifiques, comme les femmes, les peuples indigènes et tribaux, les travailleurs atteints du VIH ou du sida, ou encore les handicapés. Les activités du Centre dans ce domaine entendent aider les mandants de l'OIT et les autres intervenants à assurer la ratification et l'application des normes internationales du travail pertinentes et à veiller à ce que les politiques, programmes et institutions soient sensibles aux questions de genre, promeuvent l'égalité dans le monde du travail et créent les conditions propices à des lieux de travail ouverts à tous.

La igualdad de género es un impulsor de política transversal para el Centro. La promoción de la igualdad de oportunidades y de trato para las mujeres y los hombres ha ocupado siempre un lugar destacado en las políticas y actividades de la OIT. La OIT ha adoptado numerosas normas en materia de igualdad de empleo. Algunas de ellas, como las relacionadas con la igualdad de remuneración, la lucha contra la discriminación en el trabajo y los trabajadores con cargas familiares, atañen a todos los trabajadores, mientras que otras solo se dirigen a grupos específicos, como las mujeres, los pueblos indígenas y tribales, los trabajadores con VIH y SIDA, y las personas con discapacidades. Las actividades del Centro en este ámbito están destinadas a ayudar a que los mandantes de la OIT y otras partes interesadas de la OIT se aseguren de que se ratifiquen y apliquen las normas del trabajo pertinentes y que las políticas, los programas y las instituciones tengan en cuenta las cuestiones de género, promuevan la igualdad en el mundo del trabajo y creen las condiciones favorables para puestos de trabajo más incluyentes.

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GENDER, EQUALITY AND DIVERSITY					
DIVERSITY, INCLUSIVENESS AND NON-DISCRIMINATION IN THE WORLD OF WORK					
A909179	1 WEEK	TURIN	EN	22/02/2016 - 26/02/2016	gend@itcilo.org
TUITION FEE: 1,550 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,150 EURO	
<p>Managing diversity in the workplace brings many benefits but is not without problems. In this training course we will analyse types of discrimination and barriers to inclusiveness and the negative impact in organizations and society at large. We will look at new approaches to promoting diversity and inclusiveness in the workplace, such as deep democracy, to help organizations to identify common values and purpose.</p> <p><i>Trade unions, leaders and managers at all levels in the public sector, aid organizations, UN organizations, the private sector and the non-profit sector.</i></p>					

GENDER, EQUALITY AND DIVERSITY					
MAINSTREAMING GENDER EQUALITY: CONCEPTS AND TOOLS / GENRE ET DÉVELOPPEMENT: CONCEPTS ET INSTRUMENTS					
A909188	2 WEEKS, SEMAINES	TURIN	EN / FR	07/03/2016 - 18/03/2016	gend@itcilo.org
TUITION FEE: 2,600 EURO		SUBSISTENCE COSTS: 1,350 EURO		TOTAL COST: 3,950 EURO	
<p>Discuss gender approaches and tools to bring gender equality into the mainstream of labour-related development activities. Use the regulatory framework, gender analysis and planning tools.</p> <p><i>Employers' representatives; workers' representatives; policy-makers; staff of national and local public service, regional and international development agencies and civil society.</i></p> <p>Le cours abordera les approches et les instruments permettant d'intégrer l'égalité des genres dans les activités de développement liées au travail. Il présentera le cadre réglementaire, le concept d'analyse de genre et les outils de planification sensible au genre.</p> <p><i>Représentants des employeurs, représentants des travailleurs; responsables des politiques; fonctionnaires nationaux et locaux; personnel des agences internationales de développement; représentants de la société civile.</i></p>					

GENDER, EQUALITY AND DIVERSITY					
GENDER AND ORGANIZATIONAL CHANGE					
A909178	1 WEEK	TURIN	EN	18/04/2016 - 22/04/2016	gend@itcilo.org
TUITION FEE: 1,550 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,150 EURO	
<p>How can organizations become gender responsive and transformative? The presence of more women does not automatically mean greater equality. This course analyses success stories and barriers, and goes deeper by looking at gender as part of an organizational change management strategy rather than a stand-alone item on the agenda.</p> <p><i>Leaders and managers at all levels in the public sector; aid organizations; UN organizations; the private sector; the non-profit sector; gender and HR specialists.</i></p>					

GENDER, EQUALITY AND DIVERSITY					
EMPOWERING UN SYSTEM GENDER FOCAL POINTS (BLENDED)					
A979180	4 WEEKS	TURIN AND DISTANCE	EN	02/05/2016 - 27/05/2016 (IN TURIN: 23/05/2016 - 27/05/2016)	gend@itcilo.org
TUITION FEE: 2,300 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,900 EURO	
<p>This training course, which is delivered both online and residentially in Turin, will provide GFPs with an introduction to the UN gender architecture and explore strategies and tools for identifying and addressing gender equality obstacles within the UN. It will examine gender mainstreaming tools (such as gender markers and the UN system-wide policy on gender equality) and their concrete application and build a community of practice within the UN to foster discussion and sharing of good practices.</p> <p><i>UN System GFPs and gender facilitators tasked with supporting and promoting gender integration in their work unit and agencies.</i></p>					

GENDER, EQUALITY AND DIVERSITY

INTRODUCTION TO PARTICIPATORY GENDER AUDITING FOR FACILITATORS

A909181	1 WEEK	TURIN	EN	06/06/2016 - 10/06/2016	gend@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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Learn to use the ILO participatory gender audit as a tool for assessing organizations' gender performance and helping them improve their capacity to promote gender equality as both the right and intelligent thing to do.

Government, United Nations and civil society staff, gender experts and staff involved in organizational change (trainers, managers, equality officers, gender focal points). Previous knowledge of key concepts and approaches to gender mainstreaming is recommended.

GENDER, EQUALITY AND DIVERSITY

SUMMER SCHOOL ON GENDER ECONOMICS AND SOCIETY

A909182	1 WEEK	TURIN	EN	04/07/2016 - 08/07/2016	gend@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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The importance of gender strategies to promote growth and development and to improve welfare systems is widely recognized. This is reflected in the increasing commitment of both international organizations and national governments to programmes aimed at strengthening women's participation in economic life, politics and institutions, as well as in the progress of theoretical analysis and development of indicators to monitor and evaluate policies and programmes from a gender perspective. The course will have an interdisciplinary approach, focussing on the gender dimensions of the economy, and their different impacts on society.

Master's and PhD students in economics, sociology, politics, demography, management engineering and related disciplines, from both European and non-European countries.

GENDER, EQUALITY AND DIVERSITY

PREVENTING AND ADDRESSING GENDER-BASED VIOLENCE IN THE WORLD OF WORK (NEW)

A909183	1 WEEK	TURIN	EN	12/09/2016 - 16/09/2016	gend@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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Questions addressed will include: What is “gender-based violence” in the “world of work”, and how is it linked with domestic violence? What are the rights-based and business cases for tackling violence related to paid work? What are the individual, workplace and societal risk factors for victims, as well as for perpetrators? Experts will then share innovative initiatives and instruments and include lessons learned in overcoming challenges.

Policy-makers, national and local public services staff involved in human resource management and gender equality; civil society representatives interested in performing advocacy work and raising awareness of violence against women in the world of work; employers' and workers' representatives wishing to ensure a safe working environment for men and women.

GENDER, EQUALITY AND DIVERSITY

ILO PARTICIPATORY GENDER AUDIT FACILITATOR CERTIFICATION (BLENDED)

A979184	5 WEEKS	TURIN AND DISTANCE	EN	12/09/2016 - 14/10/2016 (IN TURIN: 10/10/2016 - 14/10/2016)	gend@itcilo.org
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TUITION FEE: 2,400 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 3,000
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Participants will explore innovative new tools that complement the classic participatory gender auditing (PGA) tools for gender audits in large organizations. The focus is on surveys, knowledge-sharing and report-writing.

Gender experts, individuals who have attended previous ITCILO PGA training or have already carried out gender audits within organizations. Governmental, United Nations and civil society staff, gender experts and staff involved in mainstreaming gender in their organizations.

GENDER, EQUALITY AND DIVERSITY					
HIV AND AIDS AND THE WORLD OF WORK / LE VIH ET LE SIDA ET LE MONDE DU TRAVAIL					
A909201	1 WEEK, SEMAINE	TURIN	EN / FR	17/10/2016 - 21/10/2016	ilsgen@itcilo.org
TUITION FEE: 2,050 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,650 EURO	
<p>The training focuses on the HIV and AIDS Recommendation, 2010 (No. 200), the ILO Code of Practice on HIV/AIDS and the World of Work, and includes elements of equality and non-discrimination, gender and rights at work.</p> <p><i>Officials from various institutions and ministries dealing with HIV and AIDS; representatives of workers' organizations; representatives of employers' organizations; judges; labour lawyers; NGO representatives.</i></p> <p>Cette formation sur la recommandation (n° 200) sur le VIH et le sida, 2010 et le Recueil de directives pratiques du BIT sur le VIH et le sida et le monde du travail abordera spécifiquement l'économie informelle, ainsi que quelques éléments relatifs à l'égalité, à la non-discrimination, aux questions de genre et aux droits au travail.</p> <p><i>Fonctionnaires d'institutions gouvernementales et de ministères chargés des politiques en matière de VIH et de sida; représentants d'organisations d'employeurs et de travailleurs; magistrats du travail; personnel des ONG.</i></p>					

GENDER, EQUALITY AND DIVERSITY					
INDIGENOUS AND TRIBAL PEOPLES: RIGHTS AND DEVELOPMENT / LOS PUEBLOS INDÍGENAS Y TRIBALES: DERECHOS Y DESARROLLO					
A909202	1 WEEK, SEMANA	TURIN	EN / ES	14/11/2016 - 18/11/2016	ilsgen@itcilo.org
TUITION FEE: 1,950 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,550 EURO	
<p>This course aims to strengthen international, national and local capacity to promote and apply indigenous peoples' rights and to integrate indigenous peoples' rights and perspectives into development frameworks.</p> <p><i>Civil servants from government institutions concerned with tribal and indigenous affairs; members of national human rights commissions; representatives of indigenous peoples and their organizations; representatives of NGOs concerned with indigenous issues; representatives of workers' and employers' organizations; regional human rights bodies.</i></p> <p>Este curso tiene la finalidad de ampliar la capacidad internacional, nacional y local para promover y aplicar los derechos de los pueblos indígenas e integrar los derechos y las perspectivas de dichos pueblos en los marcos de desarrollo.</p> <p><i>Funcionarios de instituciones gubernamentales encargados de las cuestiones relacionadas con los pueblos indígenas y tribales e indígenas; miembros de las comisiones nacionales de derechos humanos; representantes de pueblos indígenas y sus organizaciones; representantes de organizaciones no gubernamentales que tratan las cuestiones indígenas; representantes de las organizaciones de trabajadores y de empleadores; organismos regionales de derechos humanos.</i></p>					

GENDER, EQUALITY AND DIVERSITY

GENDER EQUALITY AND RESULTS-BASED MANAGEMENT (NEW)

A909208	1 WEEK	TURIN	EN	14/11/2016 - 18/11/2016	gend@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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This hands-on workshop will introduce participants to the fundamentals of results-based management for social change and gender equality. Topics include: participatory techniques, problem analysis, defining theories of change for gender equality, planning for gender equality results, gender sensitive monitoring and evaluation.

Development planners and practitioners who wish to design and carry out effective, equitable and sustainable programmes and projects.

GENDER, EQUALITY AND DIVERSITY

AN INTRODUCTION TO GENDER-RESPONSIVE BUDGETING (NEW)

A909185	1 WEEK	TURIN	EN	21/11/2016 - 25/11/2016	gend@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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This five-day workshop provides an introduction to GRB by analysing key concepts and tools. We will analyse gender-responsive budgeting as a strategic tool to boost gender equality mainstreaming in economic planning and financial management at organizational level.

Policy-makers, staff of national and local public services; staff of regional and international development agencies; civil society representatives interested in performing advocacy work and raising awareness of gender issues; employers' and workers' representatives wishing to ensure equitable access and processes in their organization.



GREEN JOBS EMPLOIS VERTS EMPLEOS VERDES

The move towards a “green economy” has been gaining momentum in parallel with the international debate and negotiations on climate change. That discussion has highlighted the need to take a closer look at the notion of “green jobs” and their links with economic, social and environmental development goals. The potential for green jobs exists in all countries, and at all levels of economic development. Green jobs span a wide array of skills, educational backgrounds and occupational profiles. They contribute to reducing the environmental impact of enterprises and economic sectors to levels which are sustainable.

L'évolution vers une économie verte a progressé parallèlement au débat international et aux négociations en rapport avec le changement climatique. Ce débat en constante évolution implique d'étudier plus en profondeur la notion d'emplois verts et ses implications vis-à-vis des objectifs de développement économique, social et environnemental. Le potentiel de création d'emplois verts existe dans tous les pays, quel que soit leur niveau de développement économique. Les emplois verts couvrent un large panel de compétences, contextes éducatifs et profils professionnels. Ils contribuent à réduire l'impact environnemental des entreprises et des secteurs économiques à des niveaux durables à terme.

El cambio hacia una “economía verde” ha ido cobrando fuerza al tiempo que se desarrollaban el debate y las negociaciones internacionales sobre el cambio climático. Este debate ha puesto en evidencia la necesidad de profundizar el estudio del concepto de empleos verdes y sus vínculos con los objetivos de desarrollo económico, social y medioambiental. Existe potencial para los empleos verdes en todos los países, independientemente del nivel de desarrollo económico que tengan. Los empleos verdes abarcan una amplia variedad de competencias, formación educativa y perfiles ocupacionales y contribuyen a reducir el impacto medioambiental de las empresas y los sectores económicos hasta niveles sostenibles.

GREEN JOBS

GREEN JOBS FOR SUSTAINABLE DEVELOPMENT: CONCEPTS AND PRACTICES

A979204	10 WEEKS	DISTANCE	EN	04/04/2016 - 10/06/2016	greenjobs@itcilo.org
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TUITION FEE: 800 EURO	SUBSISTENCE COSTS: N.A.	TOTAL COST: 800 EURO
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An interactive e-learning opportunity looking at the concepts and definitions of green jobs, through a review of tools, selected literature and ongoing practices, featuring the world of work's contribution to sustainable development.

Mixed audience of professionals interested in the basic concept of green jobs, its linkage with the ILO agenda and the sustainable development framework. A gender-balanced participation is sought.

GREEN JOBS

PROMOTING GREEN JOBS IN THE TRANSITION TO LOW-CARBON ECONOMIES (BLENDED) (NEW)

A979142	4 WEEKS	TURIN AND DISTANCE	EN	16/05/2016 - 10/06/2016 (IN TURIN: 30/05/2016 - 03/06/2016)	greenjobs@itcilo.org
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TUITION FEE: 1,750 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,350 EURO
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Through the review of global practices, case studies and ongoing projects, participants will gain access to knowledge and tools enabling them to: assess employment potential and skill requirements in a low-carbon economy, devise appropriate strategies to promote green jobs in different economic sectors, and engage in labour and environmental policy discussions for a just transition to a sustainable and inclusive economy.

Representatives from ministries of labour/employment and social partners, as well as government officials from other ministries (e.g. environment, planning, finance and the like), national and international development agencies, civil society organizations and academia. A gender-balanced participation is sought.

GREEN JOBS

EMPLEOS VERDES PARA UN DESARROLLO SOSTENIBLE: CONCEPTOS Y PRÁCTICAS

A979207	10 SEMANAS	A DISTANCIA	ES	12/09/2016 - 18/11/2016	greenjobs@itcilo.org
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TUITION FEE: 800 EURO	SUBSISTENCE COSTS: N.A.	TOTAL COST: 800 EURO
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Una oportunidad de intercambio y trabajo en red para fortalecer las capacidades y competencias en materia de empleos verdes. A través de una plataforma de formación a distancia, el curso ofrece una selección de literatura, buenas prácticas y herramientas para analizar las oportunidades y los desafíos laborales en la promoción del desarrollo sostenible.

Profesionales interesados en el concepto de empleos verdes y su vinculación con el programa de la OIT en el marco del desarrollo sostenible. Se buscará asegurar un equilibrio geográfico y de género en la composición del grupo de participantes.

GREEN JOBS

**ACADEMY ON THE GREEN ECONOMY /
ACADÉMIE SUR L'ÉCONOMIE VERTE /
ACADEMIA SOBRE LA ECONOMÍA VERDE**

A909165	2 WEEKS, SEMAINES, SEMANAS	TURIN	EN / FR / ES	03/10/2016 - 14/10/2016	greenjobs@itcilo.org
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TUITION FEE: 2,225 EURO	SUBSISTENCE COSTS: 1,350 EURO	TOTAL COST: 3,575 EURO
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Organized in collaboration with the Partnership for Action on Green Economy (PAGE), this learning event is designed to build capacities on the green economy and to equip policy-makers, technical staff and practitioners with the knowledge and skills needed to promote environmentally sustainable and socially inclusive economies.

Representatives from governments, social partners, national and international development agencies, the private sector, civil society, organizations and academia working on/interested in the green economy and related fields.

Organisé en collaboration avec le Partenariat pour l'action en faveur d'une économie verte (PAGE), cet événement d'apprentissage a pour objectif de développer les capacités sur l'économie verte et conférer aux décideurs, au personnel technique et aux praticiens les connaissances et compétences nécessaires pour la promotion d'économies écologiquement durables et socialement inclusives.

Représentants des gouvernements, des partenaires sociaux, des agences de développement nationales et internationales, du secteur privé, des organisations de la société civile et du monde universitaire travaillant sur ou intéressés par l'économie verte et les questions connexes.

Organizado en colaboración con la Alianza para la Acción sobre la Economía Verde (PAGE), este evento de aprendizaje tiene como objetivo el fortalecimiento de las capacidades y competencias en materia de economía verde para que los responsables políticos, técnicos y profesionales puedan contribuir a la promoción de economías sostenibles e incluyentes respecto al medio ambiente.

Representantes de los gobiernos, interlocutores sociales, organismos de desarrollo nacionales e internacionales, sector privado, organizaciones de la sociedad civil y del mundo académico que trabajan/estén interesados por la economía verde y los ámbitos relacionados.



INFORMAL ECONOMY ÉCONOMIE INFORMELLE ECONOMÍA INFORMAL

The informal economy represents 30–90 per cent of employment in developing countries and as much as 10 per cent in certain developed economies. Informality persists in countries even in the presence of steady growth. Promoting transitions to formality and decent jobs within the informal economy has become a major development challenge, nationally, across regions and as a global development goal. The training activities offered by the Centre draw on the wealth of experience and knowledge accumulated over the years by the ILO on the informal economy and formalization. They seek to disseminate knowledge of the patterns and effectiveness of policy packages for formalization and contribute to increasing the capacity of constituents to effectively collect data on informality, and to design, implement, monitor and evaluate formalization policies and strategies.

L'économie informelle représente entre 30 et 90 pour cent des emplois dans les pays en développement et jusqu'à 10 pour cent dans certains pays développés. Les dernières tendances révèlent une augmentation de l'informalité, un phénomène qui persiste même dans les pays dont la croissance est régulière. La promotion de la transition vers la formalité et l'emploi décent dans l'économie informelle est devenue un enjeu fondamental de développement à l'échelle nationale et régionale et un objectif de développement mondial. Les activités de formation du Centre puisent dans la riche expérience et les connaissances que l'OIT a accumulées au cours des années sur l'économie informelle et la formalisation. Elles cherchent à faire connaître la structure et l'efficacité des ensembles de mesures politiques pour la formalisation et contribuent à renforcer les capacités nationales afin de recueillir efficacement des données sur l'informalité et formuler, mettre en œuvre, suivre et évaluer les politiques et stratégies de formalisation.

La economía informal representa del 30 al 90 por ciento del empleo en los países en desarrollo y hasta el 10 por ciento en algunos países desarrollados. La economía informal persiste incluso en presencia de un crecimiento constante. La promoción de la transición hacia una economía formal y trabajos decentes se ha convertido en el principal reto de desarrollo a nivel nacional, entre las regiones y como objetivo de desarrollo mundial. Las actividades de formación ofrecidas por el Centro nacen de la sólida experiencia y los conocimientos acumulados por la OIT a lo largo de los años en el ámbito de la economía informal y su formalización. Dichos cursos tienen por objetivo difundir conocimientos sobre los modelos y eficacia de los paquetes de políticas para la formalización y contribuyen a incrementar la capacidad de los mandantes para recopilar la información sobre la informalidad, diseñar, aplicar, supervisar y evaluar las políticas y estrategias para la formalización.

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INFORMAL ECONOMY						
DECENT WORK FOR DOMESTIC WORKERS (DW4DW) / TRABAJO DECENTE PARA LAS TRABAJADORAS Y LOS TRABAJADORES DOMÉSTICOS						
A909090	1 WEEK, SEMANA	TURIN	EN / ES	25/04/2016 - 29/04/2016	domestic@itcilo.org	
TUITION FEE: 1,550 EURO		SUBSISTENCE COSTS: 600		TOTAL COST: 2,150 EURO		

The course promotes an interregional dialogue among the different actors involved in the promotion of decent work for domestic workers and enhances their institutional capacities to ensure adequate protection of domestic workers.

The course is designed for officials, policy planners from ministries of labour and other relevant public institutions dealing with domestic work, representatives of workers' and employers' organizations, experts, and activists from civil society organizations engaged in actions to protect the rights of domestic workers.

El curso promueve un diálogo interregional entre los diferentes actores involucrados en la promoción del trabajo decente para las trabajadoras y los trabajadores domésticos y mejora sus capacidades institucionales para garantizar su protección adecuada.

El curso está dirigido a funcionarios, planificadores de políticas del ministerio del trabajo y otras instituciones públicas relevantes que se ocupan del ámbito del trabajo doméstico, representantes de organizaciones de trabajadores y empleadores, expertos y activistas de organizaciones de la sociedad civil que participan en acciones para proteger los derechos de los trabajadores domésticos.

INFORMAL ECONOMY						
TRANSITION TO THE FORMAL ECONOMY: I. MEASURING AND MONITORING						
A909057	1 WEEK	TURIN	EN	13/06/2016 - 17/06/2016	epap@itcilo.org	
TUITION FEE: 1,550 EURO		SUBSISTENCE COSTS: 600		TOTAL COST: 2,150 EURO		

This course is the first in a series on the transition to the formal economy. It offers diagnostic tools and methodologies to measure informality, and monitor and evaluate policies and programmes on the transition from the informal to the formal economy. Participants may attend the following course (back-to back) on policy framework and strategy development.

The course targets ILO officials, labour statisticians, officials from research institutes as well as officials, staff of government ministries and social partners working on or interested in collecting data, analysing it and measuring results on formalizing policies and strategies. A gender-balanced participation is sought.

INFORMAL ECONOMY

TRANSITION TO THE FORMAL ECONOMY: II. POLICY FRAMEWORK AND STRATEGY DEVELOPMENT

A909059	1 WEEK	TURIN	EN	20/06/2016 - 24/06/2016	epap@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600	TOTAL COST: 2,150 EURO
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The course – the second in a series on the transition to the formal economy – follows a policy cycle management approach and aims to build capacities among government officials, social partners and relevant stakeholders to enable them to design, implement and monitor a national integrated policy framework for the transition to formal employment.

The course is aimed at policy-makers, planners from labour ministries, technical staff of relevant ministries (finance, social affairs), representatives of workers' and employers' organizations, as well as representative organizations of informal workers, enterprises (cooperatives, NGOs) and development agencies. A gender-balanced participation is sought.

INFORMAL ECONOMY

TRANSITION TO THE FORMAL ECONOMY: III. TOOLS AND APPROACHES AT LOCAL LEVEL

A909062	1 WEEK	TURIN	EN	05/09/2016 - 09/09/2016	epap@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600	TOTAL COST: 2,150 EURO
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The course – the third in the series on the transition to the formal economy – introduces local authorities and their partners in the private, public and community sectors to tools and approaches to address challenges they face with regards to growing informality in a given locality and/or community. It considers methodologies for local economic development, value chain development, small enterprise development, or which may be pertinent to the social and solidarity economy.

ILO tripartite constituents, in particular at local level: social partners and local governments and municipalities; other stakeholders such as BDS providers, local business communities, social solidarity associations, and other relevant private enablers as well as local representatives of enterprises and workers from the informal economy. A gender-balanced participation is sought.

INFORMAL ECONOMY

ACADEMY ON THE FORMALIZATION OF THE INFORMAL ECONOMY /
ACADÉMIE SUR LA FORMALISATION DE L'ÉCONOMIE INFORMELLE

A909067 | 2 WEEKS, SEMAINES | TURIN | EN / FR | 14/11/2016 - 25/11/2016 | epap@itcilo.org

TUITION FEE: 2,225 EURO | SUBSISTENCE COSTS: 1,350 EURO | TOTAL COST: 3,575 EURO

This is the second time this academy has been run. It offers a worldwide learning platform to all stakeholders to enable them to consolidate their technical knowledge, engage in constructive dialogue and knowledge-sharing and review good practices in the transition from the informal to the formal economy. Participants will choose from a wide range of technical themes including data collection and analysis of informality, policy design and implementation, sectoral formalization policies, formalization of enterprises, and extending social protection to informal workers.

The academy targets managers and policy-makers at various levels from several key public institutions including ministries (labour, finance, planning, social affairs); officials from employers' and workers' organizations; technical staff from associations of workers in the informal economy as well as small business associations; and staff from ILO and other international development partners. A gender-balanced participation is sought.

Cette deuxième édition de l'Académie offre une plateforme d'apprentissage au niveau mondial, à tous les intervenants qui veulent consolider leurs connaissances techniques, s'engager dans un dialogue constructif et un partage des connaissances sur les bonnes pratiques quant à la transition vers l'économie formelle. Les participants choisiront parmi une large gamme de thèmes techniques, notamment la collecte et l'analyse de données sur l'informalité, la conception et la mise en œuvre de politiques, les politiques sectorielles de formalisation, la formalisation des entreprises et l'extension de la protection sociale aux travailleurs du secteur informel.

L'Académie cible les gestionnaires et les décideurs politiques à différents niveaux de différentes institutions publiques clés, incluant les ministères (Travail, Finances, Planification, Affaires sociales, etc.), les responsables d'organisations d'employeurs et de travailleurs, le personnel technique d'associations de travailleurs de l'économie informelle et d'associations de petites entreprises; personnel du BIT et d'autres partenaires du développement. Un équilibre de genre sera recherché.



INTERNATIONAL LABOUR STANDARDS NORMES INTERNATIONALES DU TRAVAIL NORMAS INTERNACIONALES DEL TRABAJO

International labour standards are legal instruments that establish basic minimum social standards agreed upon by governments, employers and workers. They cover all matters related to work and are backed up by a supervisory system designed to deal with any problems in their application at national level. The training activities of the Centre aim to better equip ILO constituents and other ILO stakeholders to promote the ratification of international labour standards and apply and implement them as a means to advance decent work and achieve social justice.

Les normes internationales du travail sont des instruments juridiques établissant les normes sociales fondamentales minimales adoptées par les gouvernements et les partenaires sociaux. Elles traitent de tous les aspects liés au travail et s'appuient sur un système de contrôle permettant d'aborder tous les problèmes que soulève leur application à l'échelon national. Les activités de formation du Centre visent à doter les mandants de l'OIT et les autres partenaires de l'Organisation des capacités qui leur permettront de promouvoir la ratification des normes internationales du travail et leur application en tant que moyen de faire progresser le travail décent pour tous et d'arriver à une plus grande justice sociale.

Las normas internacionales del trabajo son instrumentos jurídicos que establecen las normas sociales mínimas y esenciales negociadas entre los gobiernos, los empleadores y los trabajadores. Las normas abarcan todos los aspectos relacionados con el trabajo y cuentan con el respaldo de un sistema de supervisión diseñado para abordar todos los problemas en su aplicación en el ámbito nacional. Las actividades del Centro tienen el objetivo de preparar mejor a los mandantes de la OIT y a otras partes interesadas de la OIT para promover la ratificación, la aplicación y la vigencia de las normas internacionales del trabajo como medios para fomentar el trabajo decente y alcanzar la justicia social.

INTERNATIONAL LABOUR STANDARDS

COMMUNIQUER SUR LES DROITS AU TRAVAIL: UNE FORMATION POUR LES PROFESSIONNELS DES MÉDIAS (MIXTE)

A179187	6 SEMAINES	AFRIQUE ET DISTANCE	FR	25/01/2016 - 04/03/2016 (PHASE SUR LE TERRAIN AFRICA: 01/02/2016 – 05/02/2016)	ils@itcilo.org
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TUITION FEE: 2,100 EURO	SUBSISTENCE COSTS / TOTAL COST: TO BE DETERMINED
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Le cours vise à renforcer la capacité des participants à utiliser les normes internationales du travail et le travail des organes de contrôle de l'OIT pour sensibiliser le public aux droits de l'homme sur le lieu de travail, et à leur pertinence pour les enjeux sociaux locaux.

Journalistes et professionnels de tous les types de médias; attachés de presse des gouvernements, des organisations d'employeurs, des organisations de travailleurs et des ONG.

INTERNATIONAL LABOUR STANDARDS

DISTANCE TRAINING IN BEST PRACTICES IN ILS REPORTING

A979189	8 WEEKS	DISTANCE	EN	14/03/2016 - 06/05/2016	ils@itcilo.org
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TUITION FEE: 1,150 EURO	SUBSISTENCE COSTS: N.A.	TOTAL COST: 1,150 EURO
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The course aims to strengthen reporting on the application of ratified ILO Conventions. Member States are obliged by the ILO Constitution to produce such reports.

Government officials responsible for reporting on the implementation of ratified ILO Conventions; representatives of employers' and workers' organizations responsible for monitoring reporting activities.

INTERNATIONAL LABOUR STANDARDS

EVOLVING FORMS OF EMPLOYMENT RELATIONSHIPS AND DECENT WORK

A909191	1 WEEK	TURIN	EN	09/05/2016 - 13/05/2016	ilsgen@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600	TOTAL COST: 2,150 EURO
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This course aims to strengthen the capacity of public institutions, social partners and other stakeholders to use international labour standards in order to enhance the labour rights and social protection of workers in “non-standard” employment relationships. It also examines regional and national experiences.

Representatives of ministries of labour, employers' and workers' organizations, public employment centres, private employment agencies; judges and lawyers; academics and researchers; representatives of NGOs.

INTERNATIONAL LABOUR STANDARDS

INTERNATIONAL LABOUR STANDARDS /
NORMES INTERNATIONALES DU TRAVAIL /
NORMAS INTERNACIONALES DEL TRABAJO

A909192	1.5 WEEKS, SEMAINE, SEMANAS	TURIN / GENEVA	EN / FR / ES	19/05/2016 - 27/05/2016	ils@itcilo.org
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TUITION FEE: 2,400 EURO	SUBSISTENCE COSTS: 1,600	TOTAL COST: 4,000 EURO
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By examining the procedures and substance of the international labour standards system, the course aims to strengthen the capacity to follow standards-related procedures, including reporting obligations under the ILO Constitution.

Government officials responsible for matters relating to international labour standards; representatives of employers' and workers' organizations responsible for ILO matters.

À travers l'examen des procédures et du contenu du système des normes internationales du travail, le cours vise à renforcer la capacité d'appliquer les procédures liées aux normes internationales du travail, y compris l'obligation de présenter des rapports en vertu de la Constitution de l'OIT.

Fonctionnaires publics responsables des questions liées aux normes internationales du travail; représentants d'organisations d'employeurs et de travailleurs chargés des questions concernant l'OIT.

A través del examen de los procedimientos y del contenido del sistema de normas internacionales del trabajo, el curso tiene por objetivo fortalecer la capacidad de aplicar los procedimientos relativos a las normas internacionales del trabajo, incluido el cumplimiento de las obligaciones sobre la presentación de memorias de conformidad con la Constitución de la OIT.

Funcionarios gubernamentales responsables de las cuestiones relativas a las normas internacionales del trabajo; representantes de las organizaciones de empleadores y de trabajadores encargados de los temas relacionados con la OIT.

INTERNATIONAL LABOUR STANDARDS

ILO MARITIME LABOUR ACADEMY – TRACK 6: WORKSHOP ON THE ILO MARITIME LABOUR CONVENTION, 2006, FOR RECRUITMENT AND PLACEMENT AGENCIES

A909198	3 DAYS	TURIN	EN	24/02/2016 - 26/02/2016	maritime@itcilo.org
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TUITION FEE: 1,500 EURO	SUBSISTENCE COSTS: 400 EURO	TOTAL COST: 1,900 EURO
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The course aims to provide participants with a sound understanding of the requirements of the ILO Maritime Labour Convention, 2006, as regards placement and recruitment agencies and to make suggestions as to how those requirements may be implemented.

Competent and regulatory authorities, placement and recruitment agencies, shipowners' and seafarers' organizations.

INTERNATIONAL LABOUR STANDARDS

ILO MARITIME LABOUR ACADEMY - TRACK 2: WORKSHOP ON NATIONAL LEGAL IMPLEMENTATION OF THE ILO MLC, 2006

A909224	1 WEEK	TURIN	EN	13/06/2016 - 17/06/2016	maritime@itcilo.org
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TUITION FEE: 1,800 EURO	SUBSISTENCE COSTS: 600	TOTAL COST: 2,400 EURO
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This workshop focuses on questions that may arise for personnel entrusted with implementing the MLC, 2006 in national legal systems. It assumes a good knowledge of the Convention text but will also provide an overview of the MLC, 2006 requirements and model legal provisions.

Law and/or policy officials from government departments concerned with the legal aspects of treaty implementation. For example, Attorney-General's Department, ministries of labour, transport, maritime authorities, and seafarers' and shipowners' associations involved in tripartite consultations on the transposition and implementation of international conventions in the maritime sector.

INTERNATIONAL LABOUR STANDARDS

ILO MARITIME LABOUR ACADEMY - TRACK 1: TRAINING OF TRAINERS AND MARITIME INSPECTORS IN THE APPLICATION OF THE ILO MARITIME LABOUR CONVENTION, 2006

A909194	2 WEEKS	TURIN	EN	20/06/2016 - 01/07/2016	maritime@itcilo.org
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TUITION FEE: 2,750 EURO	SUBSISTENCE COSTS: 1,350 EURO	TOTAL COST: 4,100 EURO
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The course aims to strengthen the capacity of trainers to train maritime labour inspectors in the ILO Maritime Labour Convention, 2006, and ensure better quality and consistency in inspection systems worldwide.

Trainers of maritime inspectors/surveyors, including labour inspectors with experience of maritime inspections, surveyors from classification societies that carry out maritime labour inspections on behalf of flag States and port States, representatives of seafarers' and shipowners' organizations.

INTERNATIONAL LABOUR STANDARDS

ILO MARITIME LABOUR ACADEMY - TRACK 1: TRAINING OF TRAINERS AND MARITIME INSPECTORS IN THE APPLICATION OF THE ILO MARITIME LABOUR CONVENTION, 2006

A909225	2 WEEKS	TURIN	EN	19/09/2016 - 30/09/2016	maritime@itcilo.org
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TUITION FEE: 2,750 EURO	SUBSISTENCE COSTS: 1,350 EURO	TOTAL COST: 4,100 EURO
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The course aims to strengthen the capacity of trainers to train maritime labour inspectors in the ILO Maritime Labour Convention, 2006, and ensure better quality and consistency in inspection systems worldwide.

Trainers of maritime inspectors/surveyors, including labour inspectors with experience of maritime inspections, surveyors from classification societies that carry out maritime labour inspections on behalf of flag States and port States, representatives of seafarers' and shipowners' organizations.

INTERNATIONAL LABOUR STANDARDS					
INTERNATIONAL LABOUR STANDARDS FOR JUDGES, LAWYERS AND LEGAL EDUCATORS / NORMES INTERNATIONALES DU TRAVAIL POUR JUGES, JURISTES ET PROFESSEURS DE DROIT					
A909195	2 WEEKS, SEMAINES	TURIN	EN / FR	20/06/2016 - 01/07/2016	jurist@itcilo.org
TUITION FEE: 3,000 EURO		SUBSISTENCE COSTS: 1,350 EURO		TOTAL COST: 4.350 EURO	
<p>This course examines international labour standards as a resource for strengthening domestic case law on labour matters. It also provides materials and methodology with which to train in this field.</p> <p><i>Judges, lawyers, legal educators, legal advisers to employers' or workers' organizations.</i></p> <p>Le cours analysera les normes internationales du travail comme ressources pour la consolidation des jurisprudences nationales en matière de travail et mettra à disposition du matériel et une méthodologie pour l'enseignement de cette matière.</p> <p><i>Juges; juristes; professeurs de droit; conseillers juridiques des organisations d'employeurs et de travailleurs.</i></p>					

INTERNATIONAL LABOUR STANDARDS					
COMMUNICATING LABOUR RIGHTS: A TRAINING COURSE FOR MEDIA PROFESSIONALS (BLENDED)					
A979197	6 WEEKS	TURIN AND DISTANCE	EN	25/07/2016 - 02/09/2016 (TURIN: 01/08/2016 - 05/08/2016)	ils@itcilo.org
TUITION FEE: 2,100 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,700 EURO	
<p>This course aims to strengthen participants' capacity to use international labour standards and the ILO's supervisory work to raise public awareness of internationally recognized human rights at work, and their relevance to local social issues.</p> <p><i>Journalists and professionals from all types of media; communication and press officers from governments, employers' organizations, workers' organizations and NGOs.</i></p>					

INTERNATIONAL LABOUR STANDARDS

NORMAS INTERNACIONALES DEL TRABAJO PARA MAGISTRADOS, JURISTAS Y DOCENTES EN DERECHO

A259199	1 SEMANA	AMÉRICA LATINA	ES	26/09/2016 - 30/09/2016	jurist@itcilo.org
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TUITION FEE: 1,600 EURO	SUBSISTENCE COSTS / TOTAL COST: TO BE DETERMINED
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El curso tiene como objetivo fortalecer la capacidad de utilizar las fuentes del derecho internacional del trabajo para reforzar la jurisprudencia nacional en temas laborales.

Jueces, magistrados, juristas, docentes en derecho y asesores jurídicos de organizaciones de empleadores y de trabajadores.



LABOUR ADMINISTRATION AND LABOUR INSPECTION ADMINISTRATION ET INSPECTION DU TRAVAIL ADMINISTRACIÓN E INSPECCIÓN DEL TRABAJO

Governments across the globe recognize that in a globalized world, labour administration institutions play a key role in designing and implementing economic and social policies. Labour inspection is an essential part of the labour administration system. It has the fundamental function of labour law enforcement and plays a key role in ensuring good governance and fairness in the workplace. The training activities of the Centre aim to strengthen the capacity of Governments to better govern labour markets through the design of effective labour administration and labour inspection systems.

À travers le monde, les gouvernements prennent conscience de ce que, dans une économie mondialisée, les institutions de l'administration du travail deviennent des acteurs clés de la conception et de la mise en œuvre des politiques économiques et sociales. L'inspection du travail est une composante essentielle du système d'administration du travail d'un pays. Elle assume la fonction fondamentale de l'application de la législation et joue un rôle de premier plan dans la garantie de la justice sur le lieu de travail et de la bonne gouvernance. Les activités de formation du Centre visent à développer les capacités des gouvernements à mieux régir les marchés du travail à travers la conception de systèmes efficaces d'administration du travail et d'inspection du travail.

Los gobiernos de todo el mundo reconocen que en un mundo globalizado las instituciones en materia de administración del trabajo desempeñan un papel clave en el diseño y aplicación de políticas económicas y sociales. La inspección del trabajo es una parte esencial del sistema de administración del trabajo. Cumple la función fundamental de cerciorarse del cumplimiento de la ley y desempeña un papel clave en asegurar la buena gobernanza y equidad en el lugar de trabajo. Las actividades de formación del Centro están destinadas a reforzar la capacidad de los gobiernos para gobernar mejor los mercados de trabajo a través del diseño de sistemas eficaces de administración e inspección del trabajo.

LABOUR ADMINISTRATION AND LABOUR INSPECTION

E-LEARNING COURSE ON LABOUR INSPECTION (NEW)

A979112	8 WEEKS	DISTANCE	EN	19/09/2016 - 11/11/2016	spgt@itcilo.org
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TUITION FEE: 850 EURO	SUBSISTENCE COSTS: N.A.	TOTAL COST: 850 EURO
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The course will familiarize participants with the principles, functions and main characteristics of labour inspection. Participants will be able to choose from different compliance strategies and carry out a more comprehensive and effective labour inspection visit relating to working conditions and occupational safety and health, applying new tools and a set of indicators in order to identify the employment relationship.

Labour inspectors and managers from labour inspectorates; ILO officials and staff from technical cooperation projects.



LABOUR MARKET STATISTICS AND ANALYSIS STATISTIQUES ET ANALYSES SUR LE MARCHÉ DU TRAVAIL ESTADÍSTICAS Y ANÁLISIS DEL MERCADO DE TRABAJO

Building technical and institutional capacity to collect and analyze information on the labour market, establishing a labour market profile, and using the labour market diagnosis to design appropriate policies and evaluate such policies, is critical to accelerating progress towards full and productive employment and decent work for all. To this end, countries need to establish or maintain sound labour market information and analysis systems in order to produce accurate and comparable data on decent work and labour market conditions, and use them to develop evidence-based policy-making. The Centre's training activities contribute to the building of sound labour market information and analysis systems as a basis for comprehensive employment policies.

Pour pouvoir faire avancer plus rapidement l'objectif de plein emploi et travail décent pour tous, il est absolument décisif de renforcer la capacité technique et institutionnelle à recueillir et analyser l'information sur le marché du travail, établir un profil du marché du travail, exploiter le diagnostic ainsi obtenu pour concevoir des politiques adéquates, et évaluer lesdites politiques. À cette fin, les pays doivent mettre en place ou maintenir de solides systèmes d'information sur le marché du travail afin de produire des données précises et comparables sur le travail décent et les conditions des marchés du travail, et faciliter leur utilisation dans le but d'élaborer des politiques sur la base d'éléments concrets. Les activités de formation du Centre contribuent à la création de systèmes d'information et d'analyse sur le marché du travail en tant qu'éléments de base de politiques de l'emploi exhaustives.

El desarrollo de la capacidad técnica e institucional con el fin de recopilar y analizar información sobre el mercado de trabajo, establecer un perfil del mercado de trabajo, utilizar los diagnósticos para diseñar políticas apropiadas y evaluar dichas políticas es una medida estratégica para acelerar el avance hacia un empleo pleno y productivo y trabajo decente para todos. Con ese propósito, los países necesitan establecer o mantener sistemas sólidos de información y análisis del mercado de trabajo para generar datos precisos y comparables sobre el trabajo decente y las condiciones del mercado de trabajo, y utilizarlos para el desarrollo de formulación de políticas basadas en hechos concretos. Las actividades de formación del Centro contribuyen a construir sistemas de información y análisis del mercado de trabajo como base para la formulación de políticas integrales de empleo.

LABOUR MARKET STATISTICS AND ANALYSIS

MACROECONOMICS AND MODELLING FOR LABOUR MARKET ANALYSIS

A909061	1 WEEK	TURIN	EN	25/07/2016 - 29/07/2016	epap@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600	TOTAL COST: 2,150 EURO
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This course will introduce participants to concepts, structures and basic assumptions relating to the most prominent macroeconomic models and modelling techniques and their relative strengths and weaknesses in terms of simulation and forecasting of labour market outcomes. The course is policy-oriented.

Macroeconomic policy managers and practitioners in government ministries and central banks, researchers, policy analysts and policy advisors in research institutions and international and regional organizations. A gender-balanced participation is sought.

LABOUR MARKET STATISTICS AND ANALYSIS

ACADEMY ON LABOUR STATISTICS /
ACADÉMIE SUR LES STATISTIQUES DU TRAVAIL

A909065	2 WEEKS, SEMAINES	TURIN	EN / FR	17/10/2016 - 28/10/2016	epap@itcilo.org
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TUITION FEE: 2,225 EURO	SUBSISTENCE COSTS: 1,350	TOTAL COST: 3,575 EURO
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The academy aims to strengthen institutional capacity to collect, process, disseminate, analyse and interpret labour market information in line with the latest international statistical standards.

Labour statisticians, policy analysts and managers from national statistical offices, labour observatories, government ministries, research and academic institutions and international organizations. A gender-balanced participation is sought.

L'Académie a pour but de renforcer la capacité institutionnelle de collecte, traitement, diffusion, analyse et interprétation des informations sur le marché du travail conformément aux dernières normes internationales sur les statistiques.

Statisticiens du travail; analystes des politiques et dirigeants de bureaux nationaux de statistiques ou d'observatoires du travail; représentants de ministères, d'institutions universitaires et de recherche et d'organisations internationales. Un équilibre de genre sera recherché.



LABOUR MIGRATION MIGRATIONS DE MAIN-D'ŒUVRE MIGRACIÓN LABORAL

Labour migration affects most countries in the world, and migrant workers contribute greatly to development, both in countries of origin and countries of destination. However, the migration process implies complex challenges in terms of governance, migrant workers' protection, migration and development linkages, and international cooperation. The training activities of the Centre aim to strengthen the capacity of ILO constituents and other key stakeholders to develop and implement policies that minimize the negative individual costs of labour migration and maximize its positive effects for all those involved.

Les migrations de main-d'œuvre touchent la plupart des pays du monde, et les travailleurs migrants contribuent grandement au développement de l'économie, tant dans les pays d'origine que dans les pays de destination. Pourtant, le processus migratoire implique des défis complexes en termes de gouvernance, de protection des travailleurs migrants, de lien entre migration et développement, et de coopération internationale. Les activités de formation du Centre visent à renforcer les capacités des mandants de l'OIT et des autres intervenants à élaborer et à appliquer des politiques qui atténuent les coûts négatifs individuels des migrations de main-d'œuvre et en maximisent les effets positifs.

Las migraciones laborales afectan a la mayor parte de los países del mundo, y los trabajadores migrantes contribuyen considerablemente al desarrollo tanto en los países de origen como en los de destino. Sin embargo, el proceso de migración implica retos complejos en términos de gobernanza, protección de los trabajadores migrantes, desarrollo y cooperación internacional. Las actividades del Centro tienen como objetivo fortalecer la capacidad de los mandantes de la OIT y de otras partes interesadas clave para desarrollar y poner en práctica políticas que reduzcan al mínimo sus posibles efectos para todos los implicados.

LABOUR MIGRATION

**MAINSTREAMING MIGRATION INTO DEVELOPMENT PLANNING /
 INTEGRACIÓN DE LA MIGRACIÓN EN LA PLANIFICACIÓN DEL DESARROLLO**

A909095	1 WEEK, SEMANA	TURIN	EN / ES	23/05/2016 - 27/05/2016	migration@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600	TOTAL COST: 2,150 EURO
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This course deals with the emergence and evolution of, and current trends in, migration and development (M&D) discourses, policies and practices. It explores the concept, process and implications of integrating migration in development planning and strategies at national and local level.

The course is designed for key stakeholders dealing with migration and development issues and more specifically: (1) officials, policy-planners and practitioners at public institutions and ministries dealing with migration policies and/or development planning processes at local and national level; (2) practitioners dealing with the linkages between migration and development; (3) officials, managers and experts from international development agencies.

Este curso aborda la aparición, la evolución y las tendencias actuales en los discursos, políticas y prácticas sobre el tema de la migración y el desarrollo (MyD). Se explora el concepto, el proceso y las implicaciones de la integración de la migración en la planificación del desarrollo y de las estrategias a nivel nacional y local.

El curso está dirigido a los principales interesados encargados de las cuestiones de migración y desarrollo, más concretamente: (1) funcionarios, planificadores de políticas y profesionales de instituciones públicas y ministerios que se ocupan de las políticas de migración y/o procesos de planificación del desarrollo a nivel nacional y local; (2) profesionales encargados de los vínculos entre la migración y el desarrollo; (3) funcionarios, gerentes y expertos de las agencias internacionales de desarrollo.

LABOUR MIGRATION

ACADEMY ON LABOUR MIGRATION /
ACADÉMIE SUR LES MIGRATIONS DE MAIN-D'ŒUVRE

A959116	2 WEEKS, SEMAINES	AFRICA	EN / FR	17/10/2016 - 28/10/2016	migration@itcilo.org
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TUITION FEE: 2,225 EURO	SUBSISTENCE COSTS / TOTAL COST: TO BE DETERMINED
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The Academy on Labour Migration is a unique training opportunity to review and analyse key issues, strategies, policies and tools for tackling the complex challenges in terms of governance, protection of migrant workers and their families, migration and development linkages, and international cooperation. To address the regional dimension of labour migration more effectively, the academy will take place in Africa in 2016.

The course is designed for key stakeholders dealing with migration issues and more specifically: (1) officials, policy planners and practitioners from public institutions and ministries dealing with migration issues at local, national, regional and international level; (2) representatives of workers' and employers' organizations; (3) practitioners and activists from civil society organizations dealing with the protection of migrants' rights and the link between migration and development; (4) officials, managers and experts from international development agencies and regional economic communities; and (5) academics from research institutes.

L'Académie sur les migrations de main-d'œuvre est une occasion unique d'examiner et analyser les problématiques clés, les stratégies, les politiques et les outils nécessaires afin de relever les défis complexes en matière de gouvernance, de protection des travailleurs migrants et de leurs familles, de liens entre migration et développement, et de coopération internationale. Pour mieux répondre à la dimension régionale des migrations de main-d'œuvre, l'édition 2016 aura lieu en Afrique.

Le cours est conçu pour les acteurs clés traitant des questions de migration et plus précisément: 1) les responsables, les planificateurs de politiques et les praticiens des institutions publiques et ministères chargés des questions de migration au niveau local, national, régional et international; 2) les représentants d'organisations de travailleurs et d'employeurs; 3) les praticiens et les militants d'organisations de la société civile chargées de la protection des droits des migrants et du lien entre la migration et le développement; 4) les fonctionnaires, cadres et experts des agences internationales de développement et des communautés économiques régionales; et 5) les universitaires des instituts de recherche.



MICROFINANCE
MICROFINANCE
MICROFINANZAS

Microfinance is the provision of sustainable financial services to the poor, including credit, savings, guarantees, insurance, transfer payments, remittances and other transactions. Microfinance seeks to extend the financial market to a wider segment of the population, including young people and women. It is also seen as an instrument for reducing poverty and social vulnerability, and therefore translates fundamental ILO values into action: it opens up opportunities for better livelihoods, fosters solidarity and empowers the working poor.

La microfinance consiste à fournir des services financiers aux pauvres sur une base durable, parmi lesquels différents types de crédit, d'épargne, de garantie, d'assurance, de transfert, d'envoi de fonds et autres transactions. Elle cherche à élargir et à approfondir le marché financier pour atteindre un segment plus large de la population, incluant les jeunes et les femmes. Elle est également considérée comme un instrument de réduction de la pauvreté et de la vulnérabilité sociale. Par conséquent, elle traduit les valeurs fondamentales de l'OIT en actions en étendant les possibilités de mieux vivre, renforce la solidarité et autonomise les travailleurs pauvres.

Las microfinanzas consisten en la prestación de servicios financieros a los pobres de manera sostenible, entre los que se incluyen el crédito, los ahorros, las garantías, los seguros, los pagos por transferencias, las remesas y otras transacciones. Las microfinanzas pretenden aumentar y consolidar el mercado financiero para que abarque un segmento más amplio de la población, incluyendo a los jóvenes y las mujeres. Pueden ser consideradas como un instrumento para reducir la pobreza y la vulnerabilidad social y de este modo traducen los valores fundamentales de la OIT en acciones: facilitan oportunidades para mejores medios de subsistencia, fomentan la solidaridad y empoderan a los trabajadores pobres.

MICROFINANCE

**THE BOULDER MICROFINANCE TRAINING PROGRAMME /
PROGRAMME DE FORMATION EN MICROFINANCE BOULDER**

A909079	3 WEEKS, SEMAINES	TURIN	EN / FR	18/07/2016 - 05/08/2016	boulder@itcilo.org
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TUITION FEE: TO BE DETERMINED (TUITION FEES IN US DOLLARS) FOR SUBSISTENCE COSTS, SEE WEBSITE: www.itcilo.org/microfinance

The Boulder Microfinance Programme is a 3-weeks intensive training on best practice in microfinance. The course provides an unparalleled learning environment encompassing a rich community of leaders from across the field of microfinance.

Microfinance institutions; NGOs, donor agencies; consulting firms; government agencies; central banks; commercial banks; socially responsible investors.

Le programme de formation en microfinance Boulder est un cours intensif de trois semaines sur les pratiques d'excellence en matière de microfinance. Il offre un environnement d'apprentissage à nul autre pareil, rehaussé par la présence de nombreux grands noms de la microfinance.

Institutions de microfinance; ONG; bailleurs de fonds; sociétés de conseil; organismes gouvernementaux; banques centrales; banques commerciales; investisseurs socialement responsables.

MICROFINANCE

MAKING MICROFINANCE WORK: MANAGING PRODUCT DIVERSIFICATION

A909086	1 WEEK	TURIN	EN	31/10/2016 - 04/11/2016	emld@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600	TOTAL COST: 2,150 EURO
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The course examines the challenges inherent in microfinance product diversification and identifies strategies for meeting those challenges. It provides tools and advice for managing the product diversification process as well as the ongoing delivery and maintenance of a diverse product portfolio.

Middle and senior managers of microfinance institutions, funding agencies and technical assistance providers wishing to support MFI diversification efforts.



OCCUPATIONAL SAFETY AND HEALTH SÉCURITÉ ET SANTÉ AU TRAVAIL SEGURIDAD Y SALUD EN EL TRABAJO

The ILO seeks to create worldwide awareness of the dimensions and consequences of work-related accidents, injuries and diseases as these are estimated to kill over two million workers each year. In addition, the ILO aims to secure basic protection for all workers through international labour standards. The Centre's training activities seek to enhance the capacity of member States and industry to design and implement policies that provide both prevention and protection.

L'OIT cherche à produire une prise de conscience mondiale des dimensions et conséquences des accidents du travail, des blessures et des maladies, dont on a estimé qu'ils tuaient plus de deux millions de travailleurs chaque année. De surcroît, l'OIT vise à assurer une protection de base pour tous les travailleurs, grâce aux normes internationales du travail. Les activités du Centre visent à développer les capacités des États Membres et de l'industrie à concevoir et exécuter des politiques alliant prévention et protection.

La OIT trata de fomentar la sensibilización a escala mundial respecto a las dimensiones y las consecuencias de los accidentes, las lesiones y las enfermedades relacionadas con el trabajo. Se estima que estos sucesos dan lugar al fallecimiento de más de dos millones de trabajadores cada año. Además, la OIT se propone garantizar la protección básica de todos los trabajadores mediante las normas internacionales del trabajo. Las actividades de formación del Centro procuran reforzar la capacidad de los Estados Miembros y de las empresas para formular y aplicar políticas que ofrezcan prevención y protección.

OCCUPATIONAL SAFETY AND HEALTH

DISTANCE-LEARNING COURSE ON OCCUPATIONAL SAFETY AND HEALTH

A979089	25.5 WEEKS	DISTANCE	EN	01/02/2016 - 28/07/2016	spgt@itcilo.org
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TUITION FEE: 3,000 EURO	SUBSISTENCE COSTS: N.A.	TOTAL COST: 3,000 EURO
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The objective of this distance-learning course on OSH, delivered through an Internet-based platform, is to develop the competencies required for dealing effectively with occupational safety and health issues. The course has an estimated duration of 550 hours of study.

The course has been designed for engineers, physicians, chemists, inspectors and other civil servants, or simply OSH practitioners interested in increasing their knowledge of and competency in occupational safety and health.

OCCUPATIONAL SAFETY AND HEALTH

OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT IN THE CONSTRUCTION SECTOR

A909101	2 WEEKS	TURIN	EN	06/06/2016 - 17/06/2016	spgt@itcilo.org
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TUITION FEE: 2,225 EURO	SUBSISTENCE COSTS: 1,350 EURO	TOTAL COST: 3,575 EURO
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The general objective of the course is to increase participants' competencies in OSH management in construction sector enterprises, by exposing participants to the ILO's international experience as well as to other selected international best practices.

Trainers and advisers in OSH from government, employers' and workers' organizations involved in the promotion of OSH in the construction sector. Professional or industrial bodies, training institutions involved in OSH issues and, above all, managers, supervisors and technical staff in charge of OSH within enterprises in the construction sector.

OCCUPATIONAL SAFETY AND HEALTH						
GESTIÓN DE LA SEGURIDAD Y SALUD EN EL TRABAJO						
A209104	2 SEMANAS	TURIN	ES	27/06/2016 - 08/07/2016	spgt@itcilo.org	
TUITION FEE: 2,225 EURO		SUBSISTENCE COSTS: 1,350 EURO		TOTAL COST: 3,575 EURO		
<p>El objetivo de este programa es el fortalecimiento de la capacidad para la implementación y desarrollo de sistemas de gestión efectivos de la Seguridad y Salud en el Trabajo (SST) en las empresas.</p> <p><i>Este programa ha sido diseñado especialmente para formadores/as y consultores procedentes de organizaciones gubernamentales, de empleadores y de trabajadores implicados en la promoción de la SST en las empresas. Resulta interesante también para organismos e instituciones públicas o privadas que ofrecen asesoramiento y formación sobre SST; y empresarios y miembros del equipo técnico de las empresas con competencias en el ámbito de la SST.</i></p>						

OCCUPATIONAL SAFETY AND HEALTH						
FORMACIÓN DE FORMADORES SOLVE: INTEGRACIÓN DE LA PROMOCIÓN DE LA SALUD EN LAS POLÍTICAS DE SEGURIDAD Y SALUD EN EL TRABAJO						
A209111	2 SEMANAS	TURIN	ES	05/09/2016 - 16/09/2016	spgt@itcilo.org	
TUITION FEE: 2,225 EURO		SUBSISTENCE COSTS: 1,350 EURO		TOTAL COST: 3,575 EURO		
<p>El objetivo general de este curso es capacitar a formadores en la metodología SOLVE. Esta metodología promueve el conocimiento y las habilidades esenciales para la integración de los factores psicosociales y la promoción de la salud en las políticas de la empresa y el establecimiento de un marco para la acción preventiva en materia de Seguridad y la Salud en el Trabajo (SST). Esta metodología incluye los siguientes elementos: el estrés relacionado con el trabajo; el alcohol y las drogas; la violencia física y psicológica; VIH y el sida en el trabajo; el tabaquismo; la falta de sueño reparador; la nutrición, el ejercicio y los estilos de vida saludables; y los estresores económicos.</p> <p><i>Empresarios, directores de recursos humanos, directores de SST; funcionarios de los departamentos gubernamentales y las organizaciones privadas encargadas de promover la SST; organizaciones de empleadores y de trabajadores interesadas en la promoción de la salud; gerentes de organizaciones de apoyo a las empresas, profesionales que actúan en el campo de la promoción de la SST, profesores e investigadores que aborden los problemas psicosociales y de estrés en el trabajo.</i></p>						

OCCUPATIONAL SAFETY AND HEALTH

EMPLOYMENT INJURY SCHEMES AND THE PREVENTION OF OCCUPATIONAL ACCIDENTS AND DISEASES

A909115	2 WEEKS	TURIN	EN	10/10/2016 - 21/10/2016	spgt@itcilo.org
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TUITION FEE: 2,225 EURO	SUBSISTENCE COSTS: 1,350 EURO	TOTAL COST: 3,575 EURO
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The objective of the course is to strengthen the capacity of employment injury institutions for the management of occupational accidents and diseases and the promotion of a preventive approach to occupational safety and health (OSH). This course disseminates the ILO's international experience and facilitates knowledge-sharing and discussion of selected innovative and successful strategies to promote preventive and proactive OSH approaches involving employment injury schemes.

The course is aimed at decision-makers from ministries and institutions in charge of social security and occupational safety and health; representatives of employers' and workers' organizations involved in the governance of OSH and social security; technical staff from employment injury institutions; other people from training institutions involved in OSH and social security issues.

OCCUPATIONAL SAFETY AND HEALTH

NATIONAL PROGRAMMES AND SYSTEMS OF OCCUPATIONAL SAFETY AND HEALTH

A909118	2 WEEKS	TURIN	EN	07/11/2016 - 18/11/2016	spgt@itcilo.org
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TUITION FEE: 2,225 EURO	SUBSISTENCE COSTS: 1,350 EURO	TOTAL COST: 3,575 EURO
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The objective of the course is to develop knowledge and skills leading to integration of psychosocial and health promotion issues in a comprehensive health and safety policy in the enterprise, and the development of a framework for preventive action.

The course is designed for employers, general managers, human resource managers, OSH and social welfare managers from organizations and enterprises; directors and officers from institutions and government departments responsible for OSH and health promotion; members of employers' organizations and trade unions with an active interest in health promotion in the workplace; managers and staff from organizations supporting businesses; consultants and university lecturers and researchers working in the fields of occupational safety and health or health promotion.



PROCUREMENT MANAGEMENT GESTION DES MARCHÉS PUBLICS GESTIÓN DE CONTRATACIONES PÚBLICAS

Public procurement management is a cornerstone of good governance. It cuts across all economic sectors and constitutes 15–30 per cent of the gross domestic product in most countries, hence its significance for enhancing market competitiveness and sustainable development. Setting up effective national public procurement systems has often been a challenge, not least because of a deficit in competent human resources and the need to keep up to date with the ever-increasing complexity of the legal framework, the globalization of markets, and sophisticated contractual and tendering systems.

La saine gestion des marchés publics est un pilier fondamental de la bonne gouvernance. Les marchés publics représentent de 15 à 30 pour cent du produit intérieur brut de la plupart des pays et touchent tous les secteurs de l'économie. La gestion efficace des achats publics alimente aussi la concurrence et la compétitivité sur les marchés et supporte le développement durable au niveau national. La mise en place de systèmes nationaux efficaces de gestion et contrôle des marchés publics a souvent été mise à mal par un déficit de ressources humaines compétentes en la matière. Depuis, se sont ajoutées à ce défi, la nécessité de travailler parallèlement avec différents cadres juridiques toujours plus complexes, l'internationalisation des marchés publics et l'évolution des mécanismes sophistiqués associés aux contrats et aux appels d'offres.

La gestión de las contrataciones públicas es una piedra angular para una buena gobernanza. Está vinculada a todos los sectores de la economía y constituye entre un 15 y un 30 por ciento del producto interior bruto de todos los países. Por consiguiente, se trata de un elemento significativo para mejorar la competitividad de los mercados y el desarrollo nacional sostenible. La puesta en marcha de sistemas eficaces de contratación pública ha sido a menudo difícil, entre otros motivos por el déficit de recursos humanos competentes y por la necesidad de adaptar estos sistemas a la complejidad cada vez mayor del marco legal de las contrataciones públicas, la globalización de los mercados y la evolución de los sofisticados mecanismos de contratación y licitación.

PROCUREMENT MANAGEMENT						
THE NEW WORLD BANK PROCUREMENT FRAMEWORK: SUBMITTING RESPONSIVE BIDS (NEW)						
A909122	3 DAYS	TURIN	EN	25/01/2016 - 27/01/2016	sdp@itcilo.org	
TUITION FEE: 1,300 EURO		SUBSISTENCE COSTS: 400 EURO		TOTAL COST: 1,700 EURO		
<p>This course develops the competencies needed for the submission of responsive tender proposals according to the World Bank's new procurement framework. The aim of this course is to equip participants with the necessary tools to present a complete proposal from an administrative viewpoint, in order to successfully pass the examination step and access the technical evaluation. It is conducted as a workshop with subject matter presentations followed by group work, providing an overview of the new World Bank policy framework, relevant procurement methods, bidding documents, indications on where to find relevant information, how to fill in the required administrative documents, and how to plan for a timely and complete submission.</p> <p><i>Staff of private sector companies, public institutions, UN organizations, NGOs and any private or public entity involved in the submission of tender proposals.</i></p>						

PROCUREMENT MANAGEMENT						
AN INTRODUCTION TO PUBLIC FINANCIAL MANAGEMENT FOR PARLIAMENTARIANS (NEW)						
A909133	4 DAYS	TURIN	EN	09/02/2016 - 12/02/2016	sdp@itcilo.org	
TUITION FEE: 1,400 EURO		SUBSISTENCE COSTS: 500 EURO		TOTAL COST: 1,900 EURO		
<p>This course aims to equip participants with the necessary background, as well as some technical skills and tools, to comprehend the different policy alternatives of public financial management and the trade-offs between such alternative policies; the fundamentals for establishing efficient and effective management of public resources systems (in terms of both revenue and expenditure); and the elements that make reforms in the area of public financial management (PFM) successful taking into account institutional, managerial and technical circumstances in the country in question.</p> <p><i>Parliamentarians and senior government officials in need of an introduction to public financial management.</i></p>						

PROCUREMENT MANAGEMENT					
BALANCE SHEET ANALYSIS AND ASSESSMENT TOOLS FOR PROCUREMENT PRACTITIONERS					
A909124	1 WEEK	TURIN	EN	07/03/2016 - 11/03/2016	sdp@itcilo.org
TUITION FEE: 1,550 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,150 EURO	
<p>This five-day module explores techniques for assessing a company's balance sheet in accordance with the International Financial Reporting Standards (IFRS). It seeks to upgrade the skills of procurement practitioners in evaluating the financial strength of a supplier/contractor at the prequalification stage for large-scale procurement operations or in Public-Private Partnership arrangements. At the end of the course, participants will be able to analyse companies' financial statements (balance sheets, income statements and cash flow analyses) and work out key financial indicators (such as R.O.I, R.O.E, R.O.A) and liquidity indicators (such as current ratio, quick ratio and working capital/sales) in order to improve managerial decisions in the selection/qualification of financially viable providers of goods, works and services.</p> <p><i>Public procurement practitioners, managers and officials from ministries, local government bodies and public expenditure supervisory bodies.</i></p>					

PROCUREMENT MANAGEMENT					
PASSATION DES MARCHÉS DE TRAVAUX ET DE CONSULTANCE					
A909125	1.5 SEMAINE	TURIN	FR	14/03/2016 - 24/03/2016	gomap@itcilo.org
TUITION FEE: 2,250 EURO		SUBSISTENCE COSTS: 1,250 EURO		TOTAL COST: 3,500 EURO	
<p>L'objectif principal de cette formation est d'améliorer les capacités techniques et managériales des participants pour gérer efficacement les processus de passation des marchés de travaux et pour également gérer les processus de sélection et de recrutement des consultants dans le cadre des initiatives financées par les institutions financières internationales (IFI).</p> <p><i>Spécialistes de la passation des marchés des projets financés par les IFI; responsables des approvisionnements et acheteurs au niveau des administrations publiques et des organisations internationales; formateurs en passation des marchés; ingénieurs en génie civil chargés de rédiger les dossiers d'appels d'offres.</i></p>					

PROCUREMENT MANAGEMENT					
SUPPLY CHAIN MANAGEMENT: LOGISTICS, INSURANCE POLICIES AND INCOTERMS					
A909128	1 WEEK	TURIN	EN	04/04/2016 - 08/04/2016	sdp@itcilo.org
TUITION FEE: 1,550 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,150 EURO	
<p>This workshop explores the competencies needed for efficient execution of logistics operations (ordering and replenishment, shipping documents, transport-forwarding and insurance arrangements, warehousing, use of international trade terms – Incoterms 2010, and so on) in addition to the steps to be followed for making loss/damage claims under the various types of insurance policies used in the transport and storage of goods, execution of works or physical services, as well as professional liability insurance for consultancy services.</p> <p><i>Procurement officers in government services or IFI projects, financial management specialists and logistics staff.</i></p>					

PROCUREMENT MANAGEMENT					
ACHATS PUBLICS DURABLES: NORMES DU TRAVAIL, DÉVELOPPEMENT ÉCONOMIQUE, ENVIRONNEMENT ET RESPONSABILITÉ SOCIALE					
A909129	1 SEMAINE	TURIN	FR	11/04/2016 - 15/04/2016	gomap@itcilo.org
TUITION FEE: 1,550 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,150 EURO	
<p>L'objectif principal poursuivi dans cette formation est que les participants se familiarisent avec les concepts du développement durable et qu'ils s'approprient les techniques, mécanismes et instruments utilisés qui permettent de le promouvoir au travers des marchés publics; particulièrement par la promotion de l'innovation, du respect des normes du travail, de la création d'emplois, du développement local, de pratiques respectueuses de l'environnement social et de l'écosystème.</p> <p><i>Professionnels du domaine des marchés publics; décideurs politiques des organisations internationales (UE, OIT, PNUE, BM, BAD, etc.) et des institutions nationales chargées de l'environnement, du monde du travail et du développement local; responsables des autorités nationales de régulation des marchés.</i></p>					

PROCUREMENT MANAGEMENT					
PROCUREMENT MANAGEMENT FOR GOODS, PHYSICAL SERVICES AND CONSULTANCY SERVICES					
A909130	2 WEEKS	TURIN	EN	11/04/2016 - 22/04/2016	sdp@itcilo.org
TUITION FEE: 2,225 EURO		SUBSISTENCE COSTS: 1,350 EURO		TOTAL COST: 3,575 EURO	
<p>This module explores the competencies needed for execution of procurement operations for the acquisition of goods/equipment and output-based physical services as well as intellectual services provided by consultants in public procurement operations in general and in WB-funded projects in particular. It is conducted as a workshop with subject matter presentations followed by group work for development of technical specifications/TOR, preparation of bidding documents/requests for proposals, preparation of bid/proposal evaluation reports as well as executing contract award and supervision functions.</p> <p><i>Project directors and procurement staff from projects funded by international financial institutions (World Bank, Asian and African Development Banks, European Union, United Nations, and so on), national public procurement practitioners as well as trainers of public procurement staff.</i></p>					

PROCUREMENT MANAGEMENT					
PROCUREMENT OF INFORMATION SYSTEMS IN WORLD BANK-FUNDED PROJECTS					
A909131	1 WEEK	TURIN	EN	11/04/2016 - 15/04/2016	sdp@itcilo.org
TUITION FEE: 1,550 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,150 EURO	
<p>This course explores the competencies needed for successful planning and execution of procurement operations for supply and installation of customized information systems in World Bank-funded projects. It is based on WB standard bidding documents with comprehensive coverage of the requirement for commissioning, performance-testing, maintenance, technical support and software licensing arrangements.</p> <p><i>Procurement and IT staff engaged in the acquisition of information systems and related services for government agencies.</i></p>					

PROCUREMENT MANAGEMENT					
PASSATION DES MARCHÉS PAR VOIE ÉLECTRONIQUE (E-PROCUREMENT)					
A909132	1 SEMAINE	TURIN	FR	18/04/2016 - 22/04/2016	gomap@itcilo.org
TUITION FEE: 1,550 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,150 EURO	
<p>Ce cours préparera les participants à jouer un rôle actif dans l'élaboration et dans la mise en œuvre d'un projet visant à implanter la passation des marchés par voie électronique (<i>e-procurement</i>) au niveau d'une organisation ou du secteur public en général. Il est attendu qu'à la fin du cours, les participants comprennent les contraintes juridiques et techniques de tels systèmes et leur importance comme soutien à l'efficacité des opérations d'approvisionnement, à la transparence et à l'efficacité de la commande.</p> <p><i>Spécialistes de la passation des marchés.</i></p>					

PROCUREMENT MANAGEMENT					
PROCUREMENT OF PHYSICAL SERVICES (NEW)					
A909134	1 WEEK	TURIN	EN	18/04/2016 - 22/04/2016	sdp@itcilo.org
TUITION FEE: 1,550 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,150 EURO	
<p>The course is designed as a dual-purpose forum, namely for learning and application as well as for exchanging experiences. It provides for comprehensive coverage of the overall spectrum of technical, procedural and business competencies needed for successful implementation of each step in the procurement process for physical services. Focus is placed on performance-based procurement and output specifications in order to reflect an optimal contracting strategy as well as the required contract supervision skills, to ensure effective contract performance by service providers.</p> <p><i>Project directors and procurement staff involved in public procurement operations at central, regional and local contracting authorities, staff of IFIs and donor organizations responsible for the supervision of procurement operations undertaken by respective beneficiaries; trainers of public procurement staff.</i></p>					

PROCUREMENT MANAGEMENT

WORKS PROCUREMENT MANAGEMENT

A909136	1 WEEK	TURIN	EN	25/04/2016 - 29/04/2016	sdp@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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This course explores the competencies needed for successful planning and execution of procurement for public infrastructure works, and explains the key provisions of the World Bank procurement guidelines and bidding documents for construction contracts. Each presentation is followed by practical application assignments and/or group work to explore solutions to case studies about typical works procurement problems.

Project directors and procurement staff of projects funded by international financial institutions; trainers of public procurement staff.

PROCUREMENT MANAGEMENT

GESTION DES CONTRATS PUBLICS, PRÉVENTION DES RECOURS ET RÈGLEMENT DES LITIGES

A909137	2 SEMAINES	TURIN	FR	25/04/2016 - 06/05/2016	gomap@itcilo.org
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TUITION FEE: 2,225 EURO	SUBSISTENCE COSTS: 1,350 EURO	TOTAL COST: 3,575 EURO
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L'objectif de ce cours est de décomplexifier le cadre juridique des marchés publics, de renforcer les capacités nécessaires pour évaluer les risques relatifs à un contrat, pour préparer un plan de suivi de la performance des fournisseurs, des entrepreneurs en construction et des consultants et pour mettre en œuvre les actions correctrices, pertinentes et requises dans le cadre des clauses contractuelles et du droit applicable inscrit au contrat. Les processus de règlement des différends contractuels seront aussi présentés.

Directeurs de projet; administrateurs de contrats; spécialistes de la passation des marchés au niveau des projets et programmes financés par les IFI et les Nations Unies; responsables administratifs et financiers chargé du suivi des contrats.

PROCUREMENT MANAGEMENT

PUBLIC-PRIVATE PARTNERSHIP POLICIES: LEGAL FRAMEWORK AND COMPETITION REQUIREMENTS

A909138	1 WEEK	TURIN	EN	02/05/2016 - 06/05/2016	sdp@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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This course explores the legal foundation and managerial processes for introducing and sustaining effectiveness in service delivery and economic equilibrium in public-private partnerships (PPPs). Emphasis is placed on factors influencing the decision to select PPP as a contractual method, setting up of availability payments, planning for PPP implementation and legal, economic (tariff levels) and service delivery (performance requirements) issues in tendering and managing PPP arrangements.

Professionals or managers involved in PPP selection, design and implementation, including policy-makers, public officials, academics and the private sector.

PROCUREMENT MANAGEMENT

ADVANCED CONTRACT MANAGEMENT

A909140	1 WEEK	TURIN	EN	09/05/2016 - 13/05/2016	sdp@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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This course builds the capacity of procurement practitioners to assess contractual risks, develop a plan to monitor the performance of suppliers, contractors and consultants, and take corrective action as per the relevant contract clauses and the overall provisions of the applicable contract law. The course also explores the theory of claims, claim assessment and settlement. Presentations are supported by practical application assignments and/or group work to explore solutions to case studies about typical problems encountered while managing procurement contracts.

Project directors, contract administration and procurement staff in national government service or development projects and staff of international financial institutions and the UN.

PROCUREMENT MANAGEMENT

SUSTAINABLE PROCUREMENT: SOCIAL, ECONOMIC AND ENVIRONMENTAL CONSIDERATIONS IN PUBLIC PROCUREMENT

A909209	1 WEEK	TURIN	EN	16/05/2016 - 20/05/2016	sdp@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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The course explores the competencies needed for execution of socially and environmentally responsible procurement while upholding value for money (VFM). It explains the process for development of Sustainable Procurement Plans at national or organizational levels, their contents and targets. At procurement implementation level the course explains how social and environmental parameters can best be integrated at the appropriate stage of the procurement process in a legally-compliant manner.

Procurement professionals and policy-makers from international development institutions like the EU, WB and UN, and national government body staff.

PROCUREMENT MANAGEMENT

PROCUREMENT AUDIT AND SYSTEMS FOR PREVENTION AND DETECTION OF FRAUD AND CORRUPTION

A909144	1 WEEK	TURIN	EN	23/05/2016 - 27/05/2016	sdp@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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The course contributes to improving the effectiveness of the procurement audit and supervision functions in national and IFI procurement operations. It explores the full spectrum of procurement audit competencies from setting audit/supervision objectives in compliance with the organizational mandate and context, to audit/supervision reports and follow-up on audit recommendations. The course focuses on the execution of both compliance and value for money audits. It also presents the key provisions of international treaties on combatting corruption (the UN Convention against Corruption and the OECD Convention on Combatting Bribery of Foreign Public Officials).

Staff of supreme audit institutions (SAI), officials of ministries of finance as well as internal controllers of public procurement operations at central, regional and local contracting authorities, staff of IFIs and donor organizations who are responsible for the supervision of procurement operations undertaken by the respective beneficiaries.

PROCUREMENT MANAGEMENT

INTERNATIONAL PROCUREMENT MANAGEMENT

A409145	2 WEEKS	TURIN	RU	30/05/2016 - 10/06/2016	sdp@itcilo.org
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TUITION FEE: 2,225 EURO	SUBSISTENCE COSTS: 1,350 EURO	TOTAL COST: 3,575 EURO
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This two-week course covers the full spectrum of competencies needed for international competitive bidding for the acquisition of goods, works and services. It explores market research, procurement planning, pre- and post-qualification stages, the tendering process as well as bid evaluation and contract supervision functions. It uses the World Bank Standard Bidding Documents as the basis for participants' application work, as well as case studies that form part of the course curriculum.

Project directors and procurement staff of projects funded by international financial institutions; national public procurement officers; trainers of procurement staff.

PROCUREMENT MANAGEMENT

E-PROCUREMENT

A909146	1 WEEK	TURIN	EN	30/05/2016 - 03/06/2016	sdp@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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This course prepares participants to play an active role in planning and implementing e-procurement projects within their organizations and in the public sector. At the end of the workshop, participants will understand the legal requirements for implementation of e-procurement systems, their importance for improving operational performance and achieving cost savings; future trends and the range of available business models, including e-tendering, e-auctions and e-marketplaces. They will be equipped to draft proposals for promoting e-procurement within their own organizations.

Procurement officers; public administration specialists; policy-makers from ministries; senior project managers; central government and regional administration officials.

PROCUREMENT MANAGEMENT

LES PARTENARIATS PUBLIC-PRIVÉ

A909147	1 SEMAINE	TURIN	FR	30/05/2016 - 03/06/2016	gomap@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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Les participants exploreront les fondements juridiques, économiques et managériaux requis pour mettre en place des partenariats public-privé (PPP). L'accent sera mis sur la compréhension des critères justifiant la décision «d'aller en mode PPP» et sur les facteurs importants à considérer dans la préparation des accords contractuels encadrant les partenaires au niveau légal, économique, financier et des risques.

Professionnels et gestionnaires chargé des investissements publics et de la passation des marchés en mode PPP et de la sélection de consortiums partenaires; responsables de la conception et de la mise en œuvre de PPP, y compris décideurs publics, cadres de l'administration, consultants des secteurs privé et académique.

PROCUREMENT MANAGEMENT

CONTRÔLE ET AUDIT DES MARCHÉS PUBLICS: LUTTE CONTRE LA FRAUDE ET LA CORRUPTION

A909148	1 SEMAINE	TURIN	FR	06/06/2016 - 10/06/2016	gomap@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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Ce cours a pour objectif d'aider les participants à améliorer les systèmes d'audit et de contrôle des marchés publics et les systèmes de lutte contre la corruption sur l'ensemble du cycle de gestion des marchés publics, de la phase de planification des marchés à la phase de clôture. Les participants acquerront également les techniques et les outils nécessaires à la réalisation d'une mission d'audit a posteriori et au contrôle des marchés publics lors de la phase de passation.

Responsables des agences nationales de régulation des marchés publics; responsables de l'audit et de la vérification au niveau des ministères des Finances; vérificateurs internes et externes; personnel des IFI chargé de superviser les opérations de passation des marchés des projets; consultants-auditeurs; policiers et enquêteurs responsables de la lutte contre la corruption.

PROCUREMENT MANAGEMENT					
PROCUREMENT MANAGEMENT FOR EQUIPMENT AND WORKS IN WORLD BANK-FUNDED PROJECTS					
A909149	2 WEEKS	TURIN	EN	13/06/2016 - 24/06/2016	sdp@itcilo.org
TUITION FEE: 2,225 EURO		SUBSISTENCE COSTS: 1,350 EURO		TOTAL COST: 3,575 EURO	
<p>This course upgrades the capacity of procurement practitioners to plan and execute international competitive bidding operations for the procurement of equipment and construction works in IFI-funded projects. It explores the key provisions of the World Bank procurement guidelines and bidding documents for procurement of goods and works, combined with group work that enables participants to apply the acquired knowledge to the preparation of the procurement plan and respective bidding documents using case studies of typical procurement operations.</p> <p><i>Project directors and procurement staff of projects funded by IFIs, national public procurement officers, trainers of procurement staff.</i></p>					

PROCUREMENT MANAGEMENT					
PUBLIC SECTOR GOVERNANCE: LEGAL AND INSTITUTIONAL FRAMEWORKS FOR PROCUREMENT AUDITS AND RELATED MITIGATION MEASURES AGAINST FRAUD AND CORRUPTION					
A909157	1 WEEK	TURIN	EN	04/07/2016 - 8/07/2016	sdp@itcilo.org
TUITION FEE: 1,550 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,150 EURO	
<p>The post-2015 Development Agenda will emphasize the importance of open and accountable governments and effective public institutions as indispensable pillars for eradicating extreme poverty and achieving sustainable development goals. This course explores the key provisions of international treaties on combatting corruption (the UN Convention against Corruption and the OECD Convention on Combatting Bribery of Foreign Public Officials). It also presents the roles and hierarchy of institutions entrusted with combatting corruption with reference to models from selected countries high-up on the Transparency International scale. Typical tools and policy measures are also explained, such as disclosure requirements, codes of conduct for civil servants and private economic operators as well as integrity checklists.</p> <p><i>Public officials from relevant ministries, internal control staff and officials from supervisory and audit bodies as well as staff from international organizations.</i></p>					

PROCUREMENT MANAGEMENT						
PUBLIC FINANCIAL MANAGEMENT						
A909162	1 WEEK	TURIN	EN	19/09/2016 - 23/09/2016	sdp@itcilo.org	
TUITION FEE: 1,550 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,150 EURO		
<p>This course aims to equip participants with the necessary theoretical background as well as technical skills and tools to comprehend the different policy alternatives of public financial management and the trade-offs between such alternative policies, the fundamentals for establishing efficient and effective management of public resources systems (both in terms of revenue and expenditure), and the elements that make reforms in the area of public financial management (PFM) successful taking into account institutional, managerial and technical circumstances in the country in question.</p> <p><i>Practitioners, managers and senior officials from all levels of government (central, state/provincial and local/municipal); advisors, policy-makers and parliamentarians involved in PFM implementation and reform initiatives who need to have a comprehensive understanding of the budgetary and expenditure process; and staff of international institutions working in the area of PFM.</i></p>						

PROCUREMENT MANAGEMENT						
PROCUREMENT MANAGEMENT IN THE PUBLIC SECTOR						
A909167	3 WEEKS	TURIN	EN	10/10/2016 - 28/10/2016	sdp@itcilo.org	
TUITION FEE: 2,900 EURO		SUBSISTENCE COSTS: 2,400 EURO		TOTAL COST: 5,300 EURO		
<p>This course explains the significance of public procurement for national development and good governance, and explores options for the reform of the legal, institutional and managerial frameworks of public procurement using the OECD Baseline Indicators Tool for diagnosis of national public procurement systems. In addition, it incorporates the skills for planning and execution of procurement operations for goods, works and services, including the selection of consultants.</p> <p><i>Public procurement practitioners at ministry and local government levels; members of national public procurement offices, tender boards and evaluation committees; procurement trainers; procurement and financial auditors; probity advisers; staff of civil society organizations.</i></p>						

PROCUREMENT MANAGEMENT

PROCUREMENT AUDIT AND SYSTEMS FOR PREVENTION AND DETECTION OF FRAUD AND CORRUPTION

A409170	1 WEEK	TURIN	RU	24/10/2016 - 28/10/2016	sdp@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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The course helps improve the effectiveness of the procurement audit and supervision functions in national and IFI procurement operations. The course explores the full spectrum of procurement audit competencies: i) understanding the organizational mandate and context; ii) setting audit/supervision objectives; iii) preparation of audit plans and establishing evidence requirements; iv) audit execution through verification of compliance and value for money (VFM) on a selected sample of representative contracts; v) audit/observations and findings; vi) discussion with the audited entity; vii) audit/supervision report and follow-up on audit recommendations. It also presents the key provisions of international treaties on combatting corruption (the UN Convention against Corruption and the OECD Convention on Combatting Bribery of Foreign Public Officials).

Staff of supreme audit institutions (SAI), officials of ministries of finance as well as internal controllers of public procurement operations at central, regional and local contracting authorities, staff of IFIs and donor organizations responsible for the supervision of procurement operations undertaken by the respective beneficiaries.international institutions working in the area of PFM.

PROCUREMENT MANAGEMENT

SELECTION AND RECRUITMENT OF CONSULTANTS IN WORLD BANK-FUNDED PROJECTS

A909173 (COURSE I) / A409177 (COURSE II)	1 WEEK	TURIN	COURSE I: EN: 14/11/2016 - 18/11/2016 / COURSE II: RU: 05/12/2016 - 09/12/2016		sdp@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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This course upgrades the ability of borrowers' staff and public procurement personnel to apply World Bank Guidelines and related Standard Requests for Proposals (SRFP) in consultancy assignment selection, recruitment and supervision. Each presentation is followed by practical application assignments and/or group work to explore solutions to case studies about typical procurement problems with consultancy contracts.

Project directors and procurement staff of projects funded by international financial institutions; trainers of procurement staff.

PROCUREMENT MANAGEMENT

WORKS PROCUREMENT MANAGEMENT

A909176	1 WEEK	TURIN	EN	05/12/2016 - 09/12/2016	sdp@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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National development projects typically include substantial investments for the construction, renovation and maintenance of public infrastructure facilities and public buildings. In this course participants explore the competencies needed for successful procurement for public infrastructure works, and learn about the key provisions of the World Bank Procurement Guidelines and bidding documents for construction contracts.

Project directors and procurement staff of projects funded by international financial institutions; trainers of public procurement staff.



RURAL DEVELOPMENT DÉVELOPPEMENT RURAL DESARROLLO RURAL

Eight out of ten of the world's working poor live in rural areas where the lack of decent work opportunities is pervasive. Common constraints to unleashing the potential of rural economies include: a lack of decent jobs and reliable incomes; low productivity; informality; weak enforcement of the rule of law; ineffective organization and participation of rural people in decision-making; under-investment in agriculture, non-farm employment and infrastructure in rural areas; and limited or non-existent access to social protection and services. The Centre's training activities aim to better equip ILO constituents and other ILO stakeholders to promote decent work in order to support sustainable rural livelihoods, with a focus on protecting and empowering vulnerable people. A particular emphasis is placed on the promotion of local development approaches that connect public and private stakeholders and their resources in the search for better employment and a higher quality of life for both men and women.

Dans le monde, huit travailleurs pauvres sur dix vivent dans des zones rurales où le manque de possibilités de travail décent est endémique. Les contraintes les plus courantes au déploiement du potentiel des économies rurales sont l'absence d'emplois décents et de revenus stables, la faible productivité, l'informalité, l'application déficiente de la loi, l'organisation et la participation inefficaces des populations rurales au processus décisionnel, le sous-investissement dans l'agriculture, l'emploi non agricole et les infrastructures, et l'accès limité ou inexistant à la protection sociale et aux services. Les activités de formation du Centre visent à conférer aux mandants de l'OIT et aux autres partenaires du développement les capacités nécessaires pour promouvoir le travail décent afin de soutenir les revenus des ménages ruraux, avec un accent sur la protection et l'autonomisation des populations vulnérables. Elles abordent en particulier la promotion des approches du développement local reliant les acteurs publics et privés et leurs ressources pour parvenir à de meilleurs emplois et une meilleure qualité de vie pour les hommes et les femmes.

Ocho de cada diez personas activas a nivel mundial viven en zonas pobres donde la falta de oportunidades para conseguir un trabajo decente está generalizada. Las limitaciones comunes que no permiten el despliegue del potencial de las economías rurales incluyen: la falta de trabajo decente e ingresos estables; la baja productividad; la informalidad; la escasa aplicación del principio de legalidad; la organización ineficaz y la escasa participación de la población rural en la toma de decisiones; la deficiente inversión en agricultura, el empleo rural no agrícola e infraestructuras; y el acceso limitado o ningún acceso a la protección social y servicios. Las actividades de formación del Centro tienen por objetivo que los mandantes de la OIT y otras partes interesadas de la OIT estén mejor preparadas con el fin de promover el trabajo decente para la creación de medios de subsistencia rurales sostenibles con especial atención en la protección y empoderamiento de las personas vulnerables. Se hace particular hincapié en la promoción de enfoques de desarrollo local que relacionen a las partes interesadas públicas y privadas y sus recursos en la búsqueda de un mejor empleo y un nivel de vida más alto tanto para hombres como para mujeres.

RURAL DEVELOPMENT

WORKSHOP ON SUSTAINABLE INVESTMENTS IN AGRICULTURE (NEW)

A909121	3 DAYS	TURIN	EN	19/01/2016 - 21/01/2016	sdp@itcilo.org
TUITION FEE: 1,300 EURO		SUBSISTENCE COSTS: 400 EURO		TOTAL COST: 1,700 EURO	

The workshop, organized in collaboration with UNCTAD and other UN agencies, will shed light on the conditions under which foreign investments in the agricultural sector can boost production, generate employment, increase income and more generally promote economic development, while at the same time avoiding negative social and environmental impacts. In the process, experts will introduce and explain principles guiding responsible investment, as well as ancillary approaches such as making context-specific (and knowledge-based) contracts, essential to ensuring sustainable agriculture and development.

Government officials engaged in promoting private sector investments in the agricultural sector, particularly those who negotiate with potential investors.

RURAL DEVELOPMENT

**UNCHAINING RURAL SUPPLY CHAINS: GLOBAL TRENDS AND LOCAL INNOVATIONS /
ACORTAR LAS CADENAS DE SUMINISTRO RURALES: TENDENCIAS GLOBALES E INNOVACIONES LOCALES /
ENCURTAR AS CADEIAS DE ABASTECIMENTO RURAIS: TENDÊNCIAS MUNDIAIS E INOVAÇÕES LOCAIS**

A909071	1 WEEK, SEMANA	TURIN	EN / ES / PT	29/02/2016 - 04/03/2016	rural@itcilo.org
TUITION FEE: 1,550 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,150 EURO	

This activity will be a conference-style event with international policy-makers and practitioners elaborating on the global trend of short supply chains in rural economies. The course will combine in-class activities and several study visits to analyse hands-on innovative experiences of short supply chains with the close collaboration of Slow Food and RIMISP.

Policy-makers, practitioners, project staff and donor agencies.

Esta actividad reúne a profesionales y responsables de política internacionales que hablarán de sus experiencias en acortar las cadenas de suministro en las economías rurales. En el curso se combinarán actividades en aula con varias visitas de estudio para analizar experiencias prácticas innovadoras en las cadenas de suministro cortas, en estrecha colaboración con Slow Food y RIMISP.

Responsables políticos, profesionales, personal del proyecto y organismos donantes.

Esta atividade irá reunir gestores profissionais de todo o mundo na análise e debate sobre a tendência mundial das cadeias de abastecimento curtas nas economias rurais. O curso irá combinar atividades realizadas a sala de aula com varias visitas de estudo para conhecer experiências práticas inovadoras de cadeias de abastecimento curtas, em estreita colaboração com Slow Food y RIMISP.

Responsáveis políticos, profissionais da área, pessoal envolvido em projetos e agências doadoras.

RURAL DEVELOPMENT					
PRORURAL - PROYECTOS PARA EL DESARROLLO RURAL: FORMULACIÓN, EJECUCIÓN, MONITOREO Y EVALUACIÓN / PRORURAL - PROJETOS PARA O DESENVOLVIMENTO RURAL: DESENHO, EXECUÇÃO, MONITORAMENTO E AVALIAÇÃO					
A979076	17,5 SEMANAS	A DISTANCIA	ES / PT	01/07/2016 - 31/10/2016	eimd@itcilo.org
TUITION FEE: 900 EURO		SUBSISTENCE COSTS: N.A.		TOTAL COST: 900 EURO	
<p>El objetivo del curso es capacitar a los participantes para diseñar planes estratégicos territoriales y proyectos específicos de desarrollo rural utilizando la metodología del marco lógico y prestando especial atención a la importancia de implicar a los actores locales en todas las fases del proceso.</p> <p><i>Dirigido a promotores del desarrollo rural y local que trabajan en instituciones municipales, administraciones regionales o nacionales, en el sector privado, organizaciones comunitarias y ONG.</i></p> <p>O objetivo do curso é capacitar os participantes para desenhar planos estratégicos territoriais e projetos específicos de desenvolvimento rural utilizando a metodologia do quadro lógico e prestando especial atenção à importância de envolver os atores locais em todas as fases do processo.</p> <p><i>Destina-se a promotores do desenvolvimento rural e local em instituições de nível municipal, regional, provincial ou estadual, setor privado, organizações comunitárias e ONG.</i></p>					

RURAL DEVELOPMENT					
TURISMO SOSTENIBLE Y DESARROLLO LOCAL EN ÁREAS RURALES (COMBINADO) / TURISMO SUSTENTÁVEL E DESENVOLVIMENTO LOCAL EM ÁREAS RURAIS (COMBINADO)					
A979083(C)	23,5 SEMANAS	TURÍN Y A DISTANCIA	ES / PT	21/10/2016 - 30/03/2017 (TURIN: 28/11/2016 - 02/12/2016)	eimd@itcilo.org
TUITION FEE: 2,450 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 3,050 EURO	
<p>El curso está basado en el concepto del turismo como motor para la creación de actividades económicas y de empleo decente en las áreas rurales. Durante las fases a distancia y presencial se examinarán en detalle las claves necesarias para que el turismo pueda ser una alternativa socioeconómica sostenible, y cuáles son los elementos a tener en cuenta para diseñar una estrategia de desarrollo rural basada en el turismo.</p> <p><i>El curso se dirige a los responsables políticos, técnicos y actores socioeconómicos clave del desarrollo del turismo a nivel local y regional que desarrollan sus actividades en instituciones públicas y privadas, en organizaciones de la sociedad civil o de la cooperación internacional relacionadas con el tema del curso en los países de América Latina y el Caribe y del África lusófona.</i></p> <p>O curso está estruturado em redor do conceito de turismo como motor para a criação de actividades económicas e de emprego decente nas áreas rurais. Durante as fases a distância e presencial serão examinados em detalhe as determinantes necessárias para que o turismo possa ser uma alternativa socioeconómica sustentável e quais são os elementos a considerar no desenho de uma estratégia de desenvolvimento rural baseada no turismo.</p> <p><i>O curso dirige-se aos responsáveis políticos, técnicos e atores socioeconómicos chave para o desenvolvimento do turismo a nível local e regional que desenvolvem as suas atividades em instituições públicas e privadas, em organizações da sociedade civil ou da cooperação internacional relacionadas com o tema da atividade nos países da América Latina e Caribe e da África lusófona</i></p>					



SKILLS DEVELOPMENT AND VOCATIONAL TRAINING DÉVELOPPEMENT DES COMPÉTENCES ET FORMATION PROFESSIONNELLE DESARROLLO DE COMPETENCIAS Y FORMACIÓN PROFESIONAL

Skills development is a key factor in the employability of workers and the sustainability of enterprises. National skills development policies and systems strive to meet present and future labour market needs for skills and to improve productivity and competitiveness in the sectors which are critical for the achievement of national employment and development goals. Skills policies and systems encompass technical and vocational training, workplace learning, informal learning, learning opportunities in the informal and rural economies and education and training for lifelong learning. The Centre offers a varied menu of training modules pertaining to these elements.

Le développement des compétences est un facteur décisif de l'employabilité des travailleurs et de la durabilité des entreprises. Les politiques et systèmes nationaux de développement des compétences s'efforcent de répondre aux besoins immédiats du marché du travail en matière de compétences et d'améliorer la productivité et la compétitivité dans les secteurs cruciaux pour la réalisation des objectifs nationaux d'emploi et de développement. Les politiques et systèmes de développement des compétences englobent l'enseignement et la formation professionnels, l'apprentissage sur le lieu de travail, l'apprentissage informel, les possibilités d'apprentissage dans les économies informelles et rurales ainsi que l'éducation et la formation tout au long de la vie. Le Centre propose une large gamme de modules de formation sur tous ces thèmes.

El desarrollo de competencias es un elemento esencial para la empleabilidad de los trabajadores y la sostenibilidad de las empresas. Los sistemas y políticas nacionales de formación profesional se esfuerzan en satisfacer las necesidades inmediatas de capacitación en el mercado de trabajo y mejorar la productividad y competitividad en todos los sectores que son decisivos para conseguir el empleo nacional y los objetivos de desarrollo. Las políticas y los sistemas de competencias contemplan la formación técnica y profesional, el aprendizaje en el lugar de trabajo, el aprendizaje informal, las oportunidades de aprendizaje en las economías informales y rurales y la educación y la formación para el aprendizaje permanente. El Centro ofrece una amplia variedad de módulos de formación relativos a estas cuestiones.

SKILLS DEVELOPMENT AND VOCATIONAL TRAINING					
TRAINING WORKSHOP ON FINANCING SKILLS DEVELOPMENT / ATELIER DE FORMATION SUR LE FINANCEMENT DU DÉVELOPPEMENT DES COMPÉTENCES					
A909055	1 WEEK, SEMAINE	TURIN	EN / FR	07/03/2016 - 11/03/2016	epap@itcilo.org
TUITION FEE: 1,550 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,150 EURO	
<p>This workshop is designed to build knowledge and allow the sharing of good practice about existing mechanisms of financing training, and the necessary conditions for acquiring appropriate funding for skills development. It provides opportunities for a South-South dialogue and for international agencies to share lessons learnt and cutting-edge knowledge. It embraces an exhaustive approach on financial initiatives.</p> <p><i>Directors of public and private training institutions; representatives from national and sectoral training funds; representatives of employers'/workers' organizations active in TVET; representatives of ministries of labour and education (when dealing with technical education); representatives of ministries of finance. A gender-balanced participation is sought.</i></p> <p>L'atelier est conçu pour favoriser le partage de connaissance et de pratiques d'excellence sur les mécanismes de financement de la formation et les conditions nécessaires pour l'obtention de ressources appropriées pour le développement des compétences. Il permettra un dialogue Sud-Sud et un partage d'enseignements et de connaissances de pointe entre les agences internationales et offrira des perspectives d'élaboration d'initiatives de renforcement des capacités dans les pays à faible revenu. Il adoptera une approche exhaustive des possibilités financières.</p> <p><i>Directeurs d'institutions publiques et privées de formation; représentants d'organisations d'employeurs et de travailleurs actifs dans l'EFTP; hauts fonctionnaires des ministères du Travail et de l'Enseignement technique; représentants des fonds nationaux et sectoriaux de FP; représentants des ministères des Finances. Un équilibre de genre sera recherché.</i></p>					

SKILLS DEVELOPMENT AND VOCATIONAL TRAINING					
CAREER GUIDANCE POLICY AND PRACTICE: A STRATEGIC TOOL FOR PLANNERS AND DECISION-MAKERS IN EMPLOYMENT, EDUCATION AND TRAINING					
A909058	1 WEEK	TURIN	EN	13/06/2016 - 17/06/2016	skillsdevelopment@itcilo.org
TUITION FEE: 1,550 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,150 EURO	
<p>This course will make planners and policy-makers aware of the importance, relevance and positive impact of career guidance in developing and emerging economies.</p> <p><i>Directors of public and private training institutions; representatives of employers'/workers' organizations active in TVET; representatives of ministries of labour and education (when dealing with technical education). A gender-balanced participation is sought.</i></p>					

SKILLS DEVELOPMENT AND VOCATIONAL TRAINING

ANTICIPATING AND MATCHING SKILLS NEEDS

A909064	1 WEEK	TURIN	EN	03/10/2016 - 07/10/2016	skillsdevelopment@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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The main objective of this course is to help participants understand the central importance of identifying current and future skills needs and labour market imbalances in a broader policy framework, and to acquire basic knowledge. Modules will include drivers of change, critical milestones, questions, beneficiaries; understanding the different approaches to anticipating skills needs; different methods and tools related to qualitative and quantitative methods used for anticipating and matching skills needs; different institutional approaches.

Government entities and social partners; national training authorities; members of skills councils; ministries; international cooperation agencies; managerial and technical staff of institutions for the collection and analysis of labour market information. A gender-balanced participation is sought.

SKILLS DEVELOPMENT AND VOCATIONAL TRAINING

MANAGEMENT OF TRAINING INSTITUTIONS /
GESTION DES ÉTABLISSEMENTS DE FORMATION

A909068	1 WEEK, SEMAINE	TURIN	EN / FR	28/11/2016 - 02/12/2016	skillsdevelopment@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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This highly participative course aims to improve the management of training centres, responding to the needs of the labour market, while maximizing internal and external efficiency. Modules, group work and participants' presentations relate to, and troubleshoot issues in, education/training; planning; organization; management of personnel; quality control and impact evaluation; budgeting and financing, including the business plan and autonomy of training centres.

The course is aimed at directors and staff of public and private training institutions; representatives of employers/workers' organizations active in TVET; staff of ministries of labour and education (when dealing with technical education); other professionals dealing with HR development. A gender-balanced participation is sought.

Ce cours très participatif entend contribuer à l'amélioration de la gestion des établissements de formation afin de répondre aux besoins du marché du travail tout en maximisant leur efficacité en interne et à l'externe. Les modules, travaux de groupe et présentations des participants porteront sur des sujets comme les interventions en faveur de l'EFTP, la planification, l'organisation, la gestion des ressources humaines, le contrôle de la qualité et l'évaluation de l'impact, la budgétisation et le financement, y compris le plan d'affaires et l'autonomie de gestion.

Dirigeants et cadres d'institutions publiques et privées de formation; représentants d'organisations d'employeurs et de travailleurs actifs dans l'EFTP; personnel des ministères du Travail et de l'Enseignement (en charge de l'enseignement technique); autres professionnels en charge du développement des RH. Un équilibre de genre sera recherché.



SOCIAL AND SOLIDARITY ECONOMY ÉCONOMIE SOCIALE ET SOLIDAIRE ECONOMÍA SOCIAL Y SOLIDARIA

The social and solidarity economy encompasses enterprises and organizations such as cooperatives, mutual benefit societies, associations, foundations and social enterprises, which have the specific feature of producing goods, services and knowledge while pursuing both economic and social aims and fostering solidarity. The training activities of the Centre are designed to disseminate knowledge on strategies and tools to promote employment through the development of organizations in the social and solidarity economy. Particular attention is given to the development of cooperatives. The ILO considers cooperatives important for improving the living and working conditions of women and men globally, and for making essential infrastructure and services available even in areas neglected by the State and by investor-driven enterprises.

L'économie sociale et solidaire englobe les entreprises et organisations, telles que les coopératives, les mutuelles, les associations, les fondations et les entreprises sociales, qui ont pour spécificité de produire des biens, des services et des connaissances tout en poursuivant des objectifs économiques et sociaux et en renforçant la solidarité. Les activités de formation du Centre ont pour but de diffuser les connaissances sur les stratégies et outils de promotion de l'emploi par le développement des organisations de l'économie sociale et solidaire, et en particulier des coopératives. L'OIT considère que les coopératives sont importantes pour l'amélioration des conditions de vie et de travail des hommes et des femmes dans le monde et la mise en place d'infrastructures et de services essentiels même dans les zones négligées par le pouvoirs publics et les entreprises en quête d'investissements.

La economía social y solidaria abarca empresas y organizaciones como las cooperativas, las sociedades mutuales de beneficio, las asociaciones, las fundaciones y empresas sociales, que tienen la característica específica de producir bienes, servicios y conocimientos al tiempo que persiguen el cumplimiento de objetivos económicos y sociales y el fomento de la solidaridad. Las actividades de formación del Centro han sido concebidas para difundir el conocimiento sobre las estrategias e instrumentos para promover el empleo a través del desarrollo de organizaciones en la economía social y solidaria. Se presta particular atención al desarrollo de cooperativas. La OIT considera a las cooperativas como instrumentos importantes para mejorar las condiciones de vida y de trabajo de las mujeres y hombres a nivel mundial, y para permitir que los servicios e infraestructuras esenciales estén disponibles incluso en áreas ignoradas por el Estado y por las empresas orientadas en la inversión.

SOCIAL AND SOLIDARITY ECONOMY

TOT COURSE ON GENERATE YOUR SOCIAL BUSINESS IDEA (GYSBI)

A909070	1 WEEK	TURIN	EN	08/02/2016 - 12/02/2016	emld@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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The ILO Generate Your Social Business Idea Programme is for people who have no concrete business idea and want to start a social business. It takes them through the process of generating and choosing the most appropriate social enterprise idea, to be used as the basis for a business plan.

The TOT course targets trainers of BDS providers, NGOs, public agencies and social and solidarity economy promoters.

SOCIAL AND SOLIDARITY ECONOMY

ACADEMY ON THE SOCIAL AND SOLIDARITY ECONOMY

A959078	1 WEEK	BEIJING, CHINA	EN / ZH	16/05/2016 - 20/05/2016	socialconomy@itcilo.org
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TUITION FEE / SUBSISTENCE COSTS / TOTAL COST: TO BE DETERMINED
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This course offers a range of approaches to promoting social and solidarity economy enterprises and organizations, including cooperatives, mutual benefit societies, associations, and foundations with both economic and social aims.

SSE practitioners, SSE promoters, policy-makers from different government ministries, social partners.

SOCIAL AND SOLIDARITY ECONOMY

MY.COOP - MANAGING YOUR AGRICULTURAL COOPERATIVE /
 MY.COOP - GÉRER VOTRE COOPÉRATIVE AGRICOLE /
 MY.COOP - CÓMO GESTIONAR SU COOPERATIVA AGRÍCOLA

A979081	10 WEEKS, SEMAINES, SEMANAS	DISTANCE	EN / FR / ES	26/09/2016 - 02/12/2016	mycoop@itcilo.org
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TUITION FEE: 900 EURO	SUBSISTENCE COSTS: N.A.	TOTAL COST: 900 EURO
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The objective of this training of trainers (TOT) course is to enable existing and potential managers of agricultural cooperatives to identify and address major challenges that are specific to cooperatives in market-oriented agricultural development.

Who should apply: (a) leaders and managers of cooperative structures, such as unions, federations and confederations; (b) trainers working in cooperative colleges, universities, NGOs and other (including private) training providers; (c) employees of cooperatives and staff of government departments and agencies.

Cette activité de formation des formateurs a pour objectif de conférer aux gestionnaires actuels et futurs de coopératives agricoles les compétences nécessaires pour identifier les grands défis que doivent relever les coopératives dans le cadre du développement agricole orienté sur les marchés.

Dirigeants et gestionnaires de structures coopératives telles que syndicats, fédérations et confédérations; formateurs travaillant dans des collèges coopératifs, universités, ONG et autres prestataires (y compris privés) de services de formation; travailleurs des coopératives et fonctionnaires des ministères et agences gouvernementales.

La finalidad de este curso de formación para formadores es permitir a los existentes y futuros administradores de cooperativas agrícolas identificar y hacer frente a los principales desafíos a los que deben enfrentarse las cooperativas en el marco del desarrollo agrícola orientado al mercado.

Dirigido a: a) dirigentes y administradores de estructuras cooperativas, como sindicatos, federaciones y confederaciones; b) instructores que trabajan en colegios y universidades cooperativas, ONG y otras instituciones de formación (incluidas las privadas); c) funcionarios encargados de las actividades de extensión y las cooperativas de ministerios y organismos estatales.



SOCIAL DIALOGUE AND TRIPARTISM DIALOGUE SOCIAL ET TRIPARTISME DIÁLOGO SOCIAL Y TRIPARTISMO

Bipartite and tripartite social dialogue puts employers' and workers' organizations in a position to regulate terms and conditions of employment and to contribute to policy-making. There can be no effective social dialogue without strong, independent and capable social partners. The training activities of the Centre equip labour administrations, workers' organizations and employers' organizations with the capacity to participate fully in social dialogue.

Le dialogue social bipartite et tripartite permet aux organisations d'employeurs et de travailleurs de réguler les termes et conditions d'emploi et de contribuer au processus décisionnel politique. Il ne peut y avoir de dialogue social efficace sans partenaires sociaux solides, indépendants et capables. Les activités de formation du Centre confèrent aux administrations du travail et aux organisations de travailleurs et d'employeurs les capacités de participer pleinement au dialogue social.

A través del dialogo social bipartito y tripartito, las organizaciones de empleadores y trabajadores pueden establecer las condiciones del empleo y contribuir a la creación de políticas. No puede haber dialogo social sin interlocutores sociales sólidos, independientes y capacitados. Las actividades de formación del Centro preparan a los administradores del trabajo, las organizaciones de trabajadores y de empleadores para contar con la capacidad suficiente para poder participar plenamente en el diálogo social.

SOCIAL DIALOGUE AND TRIPARTISM

CERTIFICATE OF ACHIEVEMENT IN INDUSTRIAL AND EMPLOYMENT RELATIONS

A909000	4 WEEKS	TURIN	EN	01/02/2016 - 26/02/2016	mier@itcilo.org
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TUITION FEE: 2,800 EURO	SUBSISTENCE COSTS: 1,160 EURO	TOTAL COST: 3,960 EURO
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The Certificate of Achievement course in Industrial and Employment Relations will provide participants with theoretical and practical understanding of industrial and employment relations systems around the world, by looking into recent changes and trends in the major economic geographical areas. At the end of the course, participants will be required to pass an examination in order to receive a Certificate of Achievement. Deadline for applications: 11 December 2015

The course is designed for representatives of government, workers and employers; practitioners in the field of industrial and employment relations from the public and private sectors; human resources managers; staff of human resources departments dealing with industrial and employment relations; labour administration and labour inspection officials; staff from international organizations; graduate students and researchers.

SOCIAL DIALOGUE AND TRIPARTISM

TECHNIQUES DE NÉGOCIATION POUR LE MONDE DU TRAVAIL

A909092	1 SEMAINE	TURIN	FR	14/03/2016 - 18/03/2016	spgt@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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Ce cours sur la négociation a pour objectif de développer les capacités et les connaissances des participants en matière de gestion et résolution des conflits. Une importance particulière sera accordée à la façon dont les parties peuvent passer d'un style de négociation positionnelle à un style de négociation qui leur permet d'obtenir des gains mutuels et qui renforce leurs relations et contribue ainsi à une meilleure conformité aux normes sur le lieu de travail ou au niveau sectoriel.

Le cours s'adresse à toutes les personnes impliquées, directement ou indirectement, dans des négociations, que ce soit au niveau de l'entreprise, d'un secteur ou branche d'activités ou au niveau national.

SOCIAL DIALOGUE AND TRIPARTISM

NEGOTIATION SKILLS FOR THE WORLD OF WORK

A909094	1 WEEK	TURIN	EN	11/04/2016 - 15/04/2016	spgt@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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This course aims to develop participants' knowledge and understanding of consensus-building approaches to conflict management and dispute resolution. Emphasis is placed on how to move from a traditional style of adversarial negotiation to a negotiation style that allows mutual gains and strengthened relationships between parties and therefore also contributes to better compliance with standards at enterprise or sectoral level.

The course is aimed at people who are currently involved or expected to be involved, directly or indirectly, in negotiations, whether at enterprise, sectoral/branch or national level.

SOCIAL DIALOGUE AND TRIPARTISM

BOOSTING PERFORMANCE AND IMPROVING LABOUR RELATIONS IN THE PUBLIC SERVICE (NEW)

A909096	2 WEEKS	TURIN / AMSTERDAM	EN	16/05/2016 - 27/05/2016	spgt@itcilo.org
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TUITION FEE: 2,225 EURO	SUBSISTENCE COSTS: 2,160 EURO	TOTAL COST: 4,385 EURO
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This course will equip participants with the skills and tools required to set up a performance management system or strengthen an existing one for enhanced public sector efficiency and effectiveness. In addition, participants will be exposed to mechanisms and initiatives to improve labour relations in the public service.

Senior and middle-level public sector managers; officials from national, provincial and local governments; officials from the labour administration system, including provident funds and social security schemes; managerial staff from state-owned enterprises; representatives of public sector trade unions.

SOCIAL DIALOGUE AND TRIPARTISM

CERTIFICATION COURSE ON CONCILIATION/MEDIATION OF LABOUR DISPUTES

A909102	1 WEEK	TURIN	EN	06/06/2016 - 11/06/2016	spgt@itcilo.org
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TUITION FEE: 1,900 EURO	SUBSISTENCE COSTS: 700 EURO	TOTAL COST: 2,600 EURO
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This course aims to enhance and verify participants' knowledge of conciliation and mediation of labour disputes. It will also provide participants with a complete set of conciliation/mediation skills that will be a valuable asset for their present and future careers.

Current or future conciliators/mediators from ministries of labour or from labour dispute resolution bodies/agencies; anyone with a strong interest in conciliation/mediation.

SOCIAL DIALOGUE AND TRIPARTISM

MANAGER PAR LA PERFORMANCE ET PROMOUVOIR LE DIALOGUE SOCIAL DANS LE SECTEUR PUBLIC (NOUVEAU)

A909103	2 SEMAINES	TURIN / PARIS	FR	13/06/2016 - 24/06/2016	spgt@itcilo.org
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TUITION FEE: 2,225 EURO	SUBSISTENCE COSTS: 2,160 EURO	TOTAL COST: 4,385 EURO
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Ce cours permet aux participants de mieux connaître et pratiquer les outils du pilotage de la performance ainsi que les leviers qui permettent un réel impact sur les activités du secteur public. Un examen approfondi et une discussion comparative sont également engagés sur les différentes modalités, mécanismes et spécificités du dialogue social dans le secteur public.

Cadres supérieurs et moyens du secteur public; gestionnaires impliqués dans la modernisation du secteur public; responsables de l'administration du travail; cadres des agences gouvernementales; représentants des syndicats du secteur public; formateurs/consultants en management public.

SOCIAL DIALOGUE AND TRIPARTISM

MODERNIZAÇÃO DA LEGISLAÇÃO E PROMOÇÃO DO DIÁLOGO SOCIAL NA ADMINISTRAÇÃO PÚBLICA

A909106	2 SEMANAS	TURIN / LISBOA	PT	11/07/2016 - 22/07/2016	spgt@itcilo.org
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TUITION FEE: 2,225 EURO	SUBSISTENCE COSTS: 2,160 EURO	TOTAL COST: 4,385 EURO
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Este curso permitirá aos participantes analisar as principais tendências internacionais de modernização da legislação da Administração Pública numa perspectiva comparada. Além disso, promoverá a diversidade e a não discriminação na força de trabalho na Administração Pública e proporcionará iniciativas que visam a fortalecer o diálogo social na Administração Pública.

Gestores/gerentes do setor público; funcionários envolvidos na gestão de recursos humanos no setor público; funcionários da administração do trabalho, inclusive do sistema de segurança social; funcionários do departamento de recursos humanos de fundações, empresas públicas ou institutos públicos/autarquias; representantes dos sindicatos dos trabalhadores do setor público; funcionários de órgãos envolvidos no processo legislativo; formadores de instituições de formação administrativa.

SOCIAL DIALOGUE AND TRIPARTISM

MODERNIZING THE PUBLIC SERVICE FOR THE 21ST CENTURY (NEW)

A909109	2 WEEKS	TURIN / STOCKHOLM	EN	05/09/2016 - 16/09/2016	spgt@itcilo.org
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TUITION FEE: 2,225 EURO	SUBSISTENCE COSTS: 2,160 EURO	TOTAL COST: 4,385 EURO
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The course will expose participants to current trends in order to improve the efficiency and effectiveness of the public service: how to reconcile the need to streamline costs while improving performance and citizen satisfaction; how to use IT and innovative management developments to improve the ease, convenience and effectiveness of the public service.

Senior and middle-level public sector managers; officials from national, provincial and local governments; officials from the labour administration system, including provident funds and social security schemes; managerial staff from state-owned enterprises; representatives of public sector trade unions; representatives of public and private sector organizations with an interest in the modernization of the public service.

SOCIAL DIALOGUE AND TRIPARTISM					
A GESTÃO COM FOCO EM RESULTADOS E RELAÇÕES DE TRABALHO HARMONIOSAS NO SETOR PÚBLICO (NOVO)					
A959114	2 SEMANAS	RIO DE JANEIRO / SÃO PAULO, BRASIL		PT	03/10/2016 - 14/10/2016 spgt@itcilo.org
TUITION FEE: 2,300 EURO		SUBSISTENCE COSTS: 2,160 EURO		TOTAL COST: 4,460 EURO	
<p>Este curso proporcionará aos participantes métodos e instrumentos para a gestão baseada em resultados nas organizações do setor público. Além disso promoverá um quadro para relações de trabalho harmoniosas entre as autoridades públicas e as organizações de trabalhadores do setor público.</p> <p><i>Gestores/gerentes do setor público; funcionários envolvidos na gestão de recursos humanos no setor público; funcionários da administração do trabalho, inclusive do sistema de segurança social; funcionários de do departamento de recursos humanos de fundações, empresas públicas ou institutos públicos/autarquias; representantes dos sindicatos dos trabalhadores do setor público; formadores de instituições de formação administrativa.</i></p>					

SOCIAL DIALOGUE AND TRIPARTISM					
BUILDING EFFECTIVE LABOUR DISPUTE PREVENTION AND RESOLUTION SYSTEMS					
A909117	1 WEEK	TURIN	EN	24/10/2016 - 28/10/2016	spgt@itcilo.org
TUITION FEE: 1,550 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,150 EURO	
<p>This course will provide participants with an overview of different dispute resolution systems. It will explore how countries can implement modern and effective mechanisms of dispute prevention and resolution in line with ILO standards.</p> <p><i>Officials from labour ministries; government officials; officials from dispute resolution agencies; employers' and workers' representatives; industrial relations practitioners; ILO and international organization officials.</i></p>					

SOCIAL DIALOGUE AND TRIPARTISM

ACADEMY ON SOCIAL DIALOGUE AND INDUSTRIAL RELATIONS /
ACADÉMIE SUR LE DIALOGUE SOCIAL ET LES RELATIONS PROFESSIONNELLES

A909120 | 2 WEEKS, SEMAINES | TURIN | EN / FR / AR | 28/11/2016 - 09/12/2016 | spgt@itcilo.org

TUITION FEE: 2,225 EURO | SUBSISTENCE COSTS: 1,350 EURO | TOTAL COST: 3,575 EURO

The Academy on Social Dialogue and Industrial Relations will provide a unique opportunity to become familiar with the latest trends and developments concerning tripartite social dialogue mechanisms, collective bargaining and dispute resolution systems. Participants will personalize their own two-week course by choosing from several elective modules, and will benefit from an innovative and dynamic learning environment.

Officials from labour ministries; representatives of employers' and workers' organizations; members and staff of tripartite social dialogue bodies; officials from labour dispute resolution systems; ILO officials; officials of the UN and intergovernmental organizations.

L'Académie sur le dialogue social et les relations professionnelles représente une occasion unique de se familiariser avec les derniers développements et tendances en matière de dialogue social, relations professionnelles et mécanismes de résolution des conflits. Dans un environnement de formation novateur, les participants auront la possibilité de choisir entre plusieurs cours optionnels et ainsi de construire une formation adaptée à leurs besoins et intérêts.

Fonctionnaires des ministères du Travail; représentants des organisations d'employeurs et de travailleurs; membres et personnel des institutions tripartites; fonctionnaires de l'OIT; fonctionnaires des Nations Unies et autres organisations intergouvernementales.



SOCIAL PROTECTION PROTECTION SOCIALE PROTECCIÓN SOCIAL

The Universal Declaration of Human Rights recognizes everyone's right to social security, and there is a growing consensus about the benefits that good social protection coverage can provide. Yet, global estimates show that only a fraction of the population has adequate social protection coverage. Countries around the world are engaged in debate over how they can best adapt their social protection systems to meet the needs of ageing populations, the demands of globalization and changes in economic and employment conditions. The training activities of the Centre strengthen the capacity of ILO constituents and other ILO stakeholders to take part in this debate and to develop concrete strategies and approaches to promote access to social protection for all.

La Déclaration universelle des droits de l'homme reconnaît le droit de chaque individu à la sécurité sociale, et un large consensus s'installe quant aux prestations qu'une bonne couverture de sécurité sociale doit prévoir. Cependant, les estimations montrent que dans le monde, à peine une fraction de la population jouit d'une couverture de sécurité sociale adéquate. À travers la planète, les pays se demandent comment adapter au mieux leurs systèmes de sécurité sociale pour relever les défis du vieillissement de la population, de la mondialisation et de l'évolution des conditions d'emploi et de vie. Les activités de formation du Centre développent les capacités des mandants de l'OIT et des autres intervenants à participer à ce débat et à mettre au point des stratégies et approches concrètes susceptibles de promouvoir l'accès à la protection sociale pour tous.

La Declaración Universal de los Derechos Humanos reconoce que toda persona tiene derecho a la seguridad social, y se reconocen cada vez más los beneficios de una buena cobertura social. Sin embargo, las estimaciones mundiales muestran que solo una parte de la población cuenta con una protección social adecuada. Los países del mundo participan en el debate sobre cómo adaptar mejor sus sistemas de protección social a las necesidades de las poblaciones envejecidas, las demandas de globalización y los cambios en las condiciones económicas y de empleo. Las actividades de formación del Centro refuerzan la capacidad de los mandantes de la OIT y de los interlocutores sociales de la OIT para formar parte del debate y desarrollar estrategias concretas y enfoques para promover el acceso a la protección social para todas las personas.

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SOCIAL PROTECTION

**SOCIAL HEALTH PROTECTION: ADDRESSING INEQUITIES IN ACCESS TO HEALTH CARE /
PROTECTION SOCIALE DE SANTÉ: LUTTER CONTRE LES INÉGALITÉS DANS L'ACCÈS AUX SOINS DE SANTÉ**A909091 | 2 WEEKS / SEMAINES | TURIN | EN / FR | 07/03/2016 - 18/03/2016 | spgt@itcilo.org

TUITION FEE: 2,225 EURO | SUBSISTENCE COSTS: 1,350 EURO | TOTAL COST: 3,575 EURO

The course will identify inequities in effective access to health care and their main causes, review the importance of universal access to health care in crisis and post-crisis situations, issues related to the feasibility of introducing a social health protection scheme and planning for implementation, designing the appropriate contribution levels and benefits, monitoring the provision of services and ensuring the sound governance and financing of the scheme.

The course is designed for executives, managers, planners, financial officers and other responsible professionals of health care and health insurance schemes, both in government and non-governmental sectors. Representatives of employers' and workers' organizations are particularly welcome. The course primarily addresses the needs of practitioners and policy-makers; however, individuals working in research roles within health systems will also benefit from participating in this training activity.

Ce cours se penchera sur les inégalités dans l'accès effectif et leurs causes principales, sur l'importance de l'assurance maladie sociale dans les situations de crise et d'après-crise, sur les questions liées à la faisabilité d'un nouveau régime, sur la conception des contributions et des prestations adéquates, sur le contrôle de l'offre de services, ainsi que sur la bonne gouvernance et le financement des régimes.

Le cours a été conçu pour les cadres, les planificateurs, les responsables du financement et les autres gestionnaires des régimes d'assurance santé et de protection sociale des secteurs gouvernemental et non gouvernemental. Les représentants des organisations d'employeurs et de travailleurs sont particulièrement bienvenus. Le cours aborde en premier lieu les besoins des praticiens et des décideurs politiques; cependant, les personnes occupant des fonctions de recherche au sein des systèmes de santé tireront elles aussi profit de la participation à cette activité de formation.

SOCIAL PROTECTION

STRENGTHENING FINANCIAL GOVERNANCE AND MANAGEMENT OF PENSION SCHEMES IN ARAB STATESA509093 | 2 WEEKS | TURIN | EN / AR | 04/04/2016 - 15/04/2016 | spgt@itcilo.org

TUITION FEE: 2,225 EURO | SUBSISTENCE COSTS: 1,350 EURO | TOTAL COST: 3,575 EURO

This course provides advanced knowledge and management tools for the effective supervision and administration of publicly funded or partially funded pension plans. Public and private pension schemes in the region are analysed with an emphasis on pension reform and good governance. Techniques for financing social security schemes are reviewed, with a view to identifying methods of sustainable financing.

The course is designed for executives, managers, policy-planners, financial officers and other professionals responsible for pension schemes.

SOCIAL PROTECTION					
ISSA GUIDELINES ON CONTRIBUTION COLLECTION AND COMPLIANCE					
A909097	1 WEEK	TURIN	EN	30/05/2016 - 03/06/2016	spgt@itcilo.org
TUITION FEE: 1,550 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,150 EURO	
<p>This course will focus on the crucial elements of contribution collection and compliance, which are central components to the financial sustainability, extension and viability of a social security system. The ISSA guidelines on contribution collection and compliance respond to a number of challenges faced by social security programmes, including reliability and efficiency, compliance issues, and governance beyond operations. As such, the training will provide an in-depth analysis and understanding of the guidelines, divided into seven key topics: governance, strategy, operational processes, fraud control, coordination with outside organizations, fostering awareness, and programme maturity and evaluation.</p> <p><i>This course is designed for social security professionals from ISSA member institutions. In particular, participants should hold positions directly related to the design, implementation or reform of the social security system in the area of contribution collection and compliance.</i></p>					

SOCIAL PROTECTION					
ISSA GUIDELINES ON INFORMATION AND COMMUNICATION TECHNOLOGY					
A909098	1 WEEK	TURIN	EN	30/05/2016 - 03/06/2016	spgt@itcilo.org
TUITION FEE: 1,550 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,150 EURO	
<p>Information Communication Technology (ICT) is a crucial component of social security systems, contributing to increasing their quality and performance. This course is designed to develop the capacities of social protection professionals in the implementation, reform and governance of Information Communication Technology for social security systems. Its main aim will be to impart the skills required to find concrete social security system solutions through the use of ICT, focusing on the ISSA guidelines on Information and Communication Technology in two main areas: (1) governance and management, and (2) key technologies.</p> <p><i>This course is designed for social security professionals from ISSA member institutions. In particular, participants should hold positions directly related to the design, implementation or reform of social security systems in the area of Information Communication Technology – and have an interest in applying ICT to improve the quality and performance of social security systems and their administration.</i></p>					

SOCIAL PROTECTION						
ISSA GUIDELINES ON GOOD GOVERNANCE						
A909099	1 WEEK	TURIN	EN	30/05/2016 - 03/06/2016	spgt@itcilo.org	
TUITION FEE: 1,550 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,150 EURO		
<p>The ISSA Guidelines on Good Governance offer practical guidance for boards and management on nine specific areas that are among its major concerns: strategic planning; operational risk management; internal operations audit; actuarial soundness; enforcing the “prudent person” principle in investment management; prevention and control of corruption and fraud in contributions and benefits; service standards for members and beneficiaries; human resource policies on development, retention and succession; and investments in information and communication technology (ICT) infrastructure. As such, the training will provide an in-depth analysis and understanding of the guidelines.</p> <p><i>This course is designed for social security professionals from ISSA member institutions, in particular, board members and management and professionals holding positions directly related to the nine areas covered by the guidelines.</i></p>						

SOCIAL PROTECTION						
ISSA GUIDELINES ON INVESTMENT OF SOCIAL SECURITY FUNDS						
A909100	1 WEEK	TURIN	EN	30/05/2016 - 03/06/2016	spgt@itcilo.org	
TUITION FEE: 1,550 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,150 EURO		
<p>Investing social security funds appropriately and responsibly requires a firm grasp of the underlying concepts and principles of investment. This course will allow participants to expand their knowledge and abilities through focusing on the ISSA Guidelines on Investment of Social Security Funds, with an overview of (1) investment governance principles, (2) investment governance structures, (3) common processes and (4) processes specific to internal and external investment management. Participants will learn best practices in investing a social security fund, from implementation to monitoring of an investment policy.</p> <p><i>This course is designed for social security professionals from ISSA member institutions. In particular, participants should hold positions directly related to the investment of social security funds and be interested in improving the structures and processes of this investment through the application of ISSA guidelines.</i></p>						

SOCIAL PROTECTION

THE GLOBAL GOALS FOR SUSTAINABLE DEVELOPMENT: ENVISIONING THE FUTURE OF SOCIAL PROTECTION

A959105	1 WEEK	NEW YORK	EN	11/07/2016 - 15/07/2016	spgt@itcilo.org
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TUITION FEE: 1,500 EURO	SUBSISTENCE COSTS: 1,500 EURO	TOTAL COST: 3,000 EURO
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The overarching objective of the course is to increase knowledge on the Global Goals for Sustainable Development and enhance capacity of key actors involved in the social protection sector to build efficient national social protection systems within the post-2015 Development Agenda framework. The training course is structured to develop professionals' capacities for understanding the key targets in the field of social protection as defined in the new Development Agenda, as well as possible modes of action to implement these targets.

This course is aimed at officials who are committed to furthering the 2030 Agenda for Sustainable Development in the field of social protection. For instance, participants may be: (1) policy-planners and officials from key ministries responsible for the development and monitoring of social protection systems such as: ministries of social protection, labour, social affairs, finance and planning, or health; (2) managers, planners, advisers and professionals working in social security institutions; (3) representatives of the social partners involved in the governance of social security institutions; (4) practitioners and consultants of UN agencies working in social protection; (5) leaders and key members of associative or nongovernmental organizations engaged in drawing up social protection policy; (6) staff of international and national development agencies, and diplomats.

SOCIAL PROTECTION

ESTRATEGIAS PARA LA IMPLEMENTACIÓN DE PISOS DE PROTECCIÓN SOCIAL EN AMÉRICA LATINA

A259107	1 SEMANA	AMÉRICA LATINA	ES	25/07/2016 - 29/07/2016	spgt@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: TO BE DETERMINED	TOTAL COST: TO BE DETERMINED
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El objetivo de este programa es el fortalecimiento de las capacidades de diagnóstico, análisis y definición de programas para la implementación y desarrollo de pisos de protección social.

Este programa está especialmente dirigido a representantes de los interlocutores sociales implicados en los sistemas de protección social en América Latina; resulta también interesante para organismos e instituciones responsables del diseño, aplicación y seguimiento de las políticas públicas de salud y protección social, miembros de Organizaciones No Gubernamentales (ONG); funcionarios de organizaciones internacionales.

SOCIAL PROTECTION

G20 E-LEARNING ON SOCIAL PROTECTION

A979108	13 WEEK S	DISTANCE	EN	05/09/2016 - 02/12/2016	sgpt@itcilo.org
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TUITION FEE: 1,500 EURO	SUBSISTENCE COSTS: N.A.	TOTAL COST: 1,500 EURO
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This course provides advanced knowledge and management tools relating to feasibility studies of national social protection floors through fiscal space analysis and poverty impact assessment. The course will focus on practical ways to establish the analytical fact base for the implementation of national social protection floors. It is intended as an introduction to technical assessments in the field of costing and poverty impact assessment for a comprehensive social protection system.

The course is designed for policy-planners, advisers and technical staff working in relevant governmental structures and social security institutions as well as representatives of workers' or employer's organizations involved in the development and implementation of social protection programmes.

SOCIAL PROTECTION

ACADEMY ON SOCIAL SECURITY /
ACADÉMIE SUR LA SÉCURITÉ SOCIALE

A909113	2 WEEKS, SEMAINES	TURIN	EN / FR	19/09/2016 - 30/09/2016	sgpt@itcilo.org
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TUITION FEE: 2,225 EURO	SUBSISTENCE COSTS: 1,350 EURO	TOTAL COST: 3,575 EURO
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The Academy on Social Security offers a unique opportunity to benefit from a diversified training package on governance and financing, reforms and extension of social protection systems. Participants will personalize their own two-week course by choosing from several elective modules, and will benefit from an innovative and dynamic learning environment.

The course is designed for officials committed to furthering social protection with innovative, practical methods and techniques. More specifically: 1) managers, planners, advisers and professionals working in social security institutions, 2) policy-planners and officials from key ministries responsible for the development and monitoring of social protection systems, 3) representatives of the social partners involved in the governance of social security institutions and 4) practitioners and consultants of UN agencies working on social protection.

Dans un environnement de formation novateur et dynamique regroupant plusieurs cours optionnels, les participants analyseront la gouvernance, le financement et les réformes ainsi que la conception et mise en œuvre des stratégies d'extension du socle de protection sociale.

Responsables de la promotion de la protection sociale par des méthodes et techniques novatrices et pratiques, et plus précisément: 1) cadres, planificateurs, conseillers et fonctionnaires des institutions de sécurité sociale; 2) planificateurs politiques et fonctionnaires des ministères chargés du développement et du suivi des systèmes de protection sociale; 3) représentants des partenaires sociaux impliqués dans la gouvernance des institutions de sécurité sociale; 4) praticiens et consultants des agences des Nations Unies travaillant sur la protection sociale.

SOCIAL PROTECTION

ACTUARIAL MODELLING OF PUBLIC PENSION SCHEMES

A909119	2 WEEKS	TURIN	EN	21/11/2016 - 02/12/2016	spgt@itcilo.org
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TUITION FEE: 2,225 EURO	SUBSISTENCE COSTS: 1,350 EURO	TOTAL COST: 3,575 EURO
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Quantitative specialists working for public pension schemes will be trained to develop and build their own scheme-specific model based on the ILO's generic models. At the end of the workshop, participants will be in a position to support their institutions' financial forecasts.

The course is designed for quantitative specialists such as economists, actuaries, statisticians, mathematicians, computer programmers, accountants and financial managers involved in the financial planning of public pension schemes.



STRENGTHENING EMPLOYERS' ORGANIZATIONS RENFORCEMENT DES ORGANISATIONS D'EMPLOYEURS FORTALECIMIENTO DE LAS ORGANIZACIONES DE EMPLEADORES

Successful companies invest, improve productivity, employ people, pay salaries, provide goods and services, generate profits and pay taxes. The growth of the private sector depends on an efficient economic and political environment. Employers and business organizations play an important role in improving business environments and achieving the conditions for companies to flourish. The services provided by employers' organizations can also contribute to better business performance. Training courses under the Employers' Activities Programme are by invitation. Additional candidates paying an appropriate fee may be accepted subject to the approval of the Secretary of the Employers' Group of the ILO Governing Body.

Les entreprises prospères investissent, augmentent leur productivité, embauchent, versent des salaires, commercialisent des biens et des services, génèrent des bénéfices et paient des taxes. Les organisations d'employeurs et d'entreprises ont un rôle important à jouer pour améliorer les environnements d'affaires; par ailleurs, en développant des services spécifiques pour leurs membres, les organisations d'employeurs peuvent également contribuer à une progression de la performance des entreprises. La participation aux activités organisées par le Programme des activités pour les employeurs n'est possible que sur invitation. D'autres candidats payant un montant approprié pourront y être admis sous réserve de l'approbation par le Secrétaire du groupe des employeurs du Conseil d'administration du BIT.

Las empresas con éxito invierten, mejoran la productividad, emplean a personas, pagan salarios, comercializan bienes y servicios, obtienen beneficios y pagan impuestos. El crecimiento del sector privado depende de disponer de un entorno económico y político eficaz. Las organizaciones de empleadores y empresas desempeñan un papel importante en la mejora de los entornos empresariales. Asimismo, a través del desarrollo de servicios particulares a sus miembros, las organizaciones de empleadores también pueden contribuir a un mayor rendimiento de las empresas. Solo se puede asistir a los cursos de formación del Programa de Actividades para los Empleadores con invitación previa. No obstante, otros candidatos podrían ser aceptados mediante el pago de los gastos de participación, si así lo aprobara la Secretaría del Grupo de los Empleadores del Consejo de Administración de la OIT.

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STRENGTHENING EMPLOYERS' ORGANIZATIONS

MASTER TRAINING IN EFFECTIVE BUSINESS MEMBER ORGANIZATION

ACTEMP01	40 HOURS + 5 DAYS (07–11/03/2016)	TURIN AND DISTANCE	EN	23/11/2015 - 11/03/2016 (IN TURIN: 07/03/2016 - 11/03/2016)	actempturin@itcilo.org
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TUITION FEE: 1,700 EURO (1,000 EURO FOR IOE MEMBERS)	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,300 EURO (1,600 EURO FOR IOE MEMBERS)
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The Master Training Course in Effective Business Member Organizations (BMOs) takes a 360° look at how BMOs function. It deals with day-to-day issues, but also facilitates strategic reflection. This is a course with an interregional audience and international faculty.

Board members, chief executives, department managers or professional staff who have taken on new responsibilities in their BMOs.

STRENGTHENING EMPLOYERS' ORGANIZATIONS

THE EFFECTIVE EMPLOYERS' ORGANIZATION /
L'ORGANISATION D'EMPLOYEURS EFFICACE /
UNA ORGANIZACIÓN DE EMPLEADORES EFICAZ

ACTEMP02	DATES TO BE DETERMINED 3-5 DAYS / DATES À DÉTERMINER 3-5 JOURS / FECHAS POR DETERMINAR 3-5 DÍAS	TURIN	EN / FR / ES / AR / RU
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actempturin@itcilo.org	TUITION FEE: N.A.	SUBSISTENCE COSTS: N.A.	TOTAL COST: N.A.
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Systematic overview of the functioning of EOs: strategy, planning, advocacy, governance, communication, services for members, revenue-building.

Executives; leaders of technical departments; new recruits to employers' organizations.

Vue d'ensemble systématique du fonctionnement des organisations d'employeurs: stratégie, planification, promotion, gouvernance, communication, services aux membres et ressources financières.

Cadres supérieurs, dirigeants des départements techniques ou nouvelles recrues des organisations d'employeurs.

Curso de base sobre la gestión de una organización de empleadores: estrategia, planificación, cabildeo, gobernanza, comunicación, servicios para los miembros y generación de ingresos.

Directores ejecutivos, jefes de departamentos técnicos y nuevos empleados en las organizaciones de empleadores.

STRENGTHENING EMPLOYERS' ORGANIZATIONS

MEMBERSHIP WORKSHOP: STRATEGIES AND TOOLS FOR EOS (CRM DATABASE) /
 STRATÉGIES ET OUTILS DE RECRUTEMENT POUR LES ORGANISATIONS D'EMPLOYEURS (BASE DE DONNÉES CRM) /
 TALLER DE MEMBRESÍA: ESTRATEGIAS Y HERRAMIENTAS PARA LAS ORGANIZACIONES DE EMPLEADORES (BASE DE DATOS CRM)

ACTEMP03	DATES TO BE DETERMINED 5 DAYS / DATES À DÉTERMINER 5 JOURS / FECHAS POR DETERMINAR 5 DÍAS	TURIN	EN / FR / ES	actempturin@itcilo.org
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TUITION FEE: N.A.	SUBSISTENCE COSTS: N.A.	TOTAL COST: N.A.
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The Membership Database for Employers' Organizations is a CRM-based software application designed to facilitate membership data management and meet the specific needs of national and sector-related business organizations. With this tool, employers' organizations will be able to store data related to corporate members, manage and track all services rendered, professionalize their marketing and communication strategies, and automate billing procedures and the creation of internal management reports. The Employers' Activities Programme provides a full service to enable employers' organizations to install and use the software: master-user training for local focal points, local installation and training for all staff, and a post-installation helpdesk.

Chief executives, membership managers and IT experts working for employers' organizations.

La base de données des membres pour les organisations d'employeurs est un logiciel basé sur la gestion de la relation client (CRM) conçu pour faciliter la gestion des données sur les affiliés et pour répondre aux besoins spécifiques des organisations professionnelles nationales et sectorielles. Avec cet outil, les organisations d'employeurs seront en mesure de stocker des données sur les entreprises affiliées, gérer et suivre tous les services rendus, professionnaliser leur marketing et leurs stratégies de communication, et automatiser les procédures de facturation et la création de rapports de gestion internes. Le Programme des activités pour les employeurs fournit un service complet pour permettre aux organisations d'employeurs d'installer et d'utiliser le logiciel: formation des utilisateurs principaux (points focaux locaux), installation locale et formation de tout le personnel.

Dirigeants, responsables des adhésions et experts informatiques travaillant pour les organisations d'employeurs.

El software para la gestión de la base de datos de los miembros (CRM) es una herramienta diseñada para facilitar el manejo de datos de membresía y cumplir con las necesidades específicas de las organizaciones profesionales nacionales y sectoriales. Gracias a esta herramienta, las organizaciones de empleadores podrán almacenar los datos de las empresas afiliadas, administrar y supervisar todos los servicios prestados, profesionalizar sus estrategias de marketing y comunicación, así como automatizar los procedimientos de facturación y creación de informes de gestión interna. El Programa de actividades para los empleadores brinda un servicio completo para permitir que las organizaciones de empleadores instalen y utilicen el software: la formación de usuarios maestros (puntos focales locales), la instalación local y la capacitación para todo el personal, y un servicio de asistencia.

Directores ejecutivos, gerentes de membresía y expertos de TI que trabajan para las organizaciones de empleadores.

STRENGTHENING EMPLOYERS' ORGANIZATIONS

**EMPLOYERS' ORGANIZATIONS AND WOMEN ENTREPRENEURS: HOW TO REACH OUT /
ORGANISATIONS D'EMPLOYEURS ET ENTREPRENEURS: COMMENT RENFORCER LE LIEN?**

ACTEMP04	DATES TO BE DETERMINED 4 DAYS / DATES À DÉTERMINER 4 JOURS	TURIN	EN / FR	actempturin@itcilo.org
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TUITION FEE: N.A.	SUBSISTENCE COSTS: N.A.	TOTAL COST: N.A.
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This four-day training workshop aims to help EOs' staff and board members to reflect, exchange and put in place strategies and tools to tap into women entrepreneurs' potential intelligently. More particularly, the course will build the capacity of EOs to organize and represent women entrepreneurs effectively. The training workshop is designed by the Programme for Employers' Activities and builds on inputs and recommendations from experts from the business world and women entrepreneurs' representatives.

The workshop is designed for both EO staff and board members. It targets people with specific responsibility for women entrepreneurs in relation to membership, governance, lobbying or service-provision strategies and those with experience to share in these matters.

Cet atelier de formation de quatre jours vise à aider le personnel et les administrateurs des organisations d'employeurs à réfléchir, échanger et mettre en place des stratégies et outils pour exploiter le potentiel des entrepreneures. Plus particulièrement, ce cours renforcera la capacité des organisations d'employeurs à organiser et représenter efficacement les entrepreneures. L'atelier de formation a été conçu par le Programme des activités pour les employeurs et s'appuie sur les commentaires et recommandations de spécialistes de l'entreprise et de représentantes des entrepreneures.

Le cours s'adresse aux membres du personnel et administrateurs d'organisations d'employeurs (nationales, sectorielles, provinciales), notamment ceux en charge des entrepreneures.

STRENGTHENING EMPLOYERS' ORGANIZATIONS

**SOCIAL DIALOGUE STRATEGIES AND NEGOTIATION SKILLS /
STRATÉGIES DE DIALOGUE SOCIAL ET COMPÉTENCES DE NÉGOCIATION**

ACTEMP05	DATES TO BE DETERMINED 3 DAYS / DATES À DÉTERMINER 3 JOURS	TURIN	EN / FR	actempturin@itcilo.org
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TUITION FEE: N.A.	SUBSISTENCE COSTS: N.A.	TOTAL COST: N.A.
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The course aims to improve EOs' understanding of the social dialogue processes in their own countries and to develop appropriate negotiation strategies. It will also equip participants with negotiation strategies and techniques, enabling them to negotiate more effectively at different levels.

EO staff and company representatives involved in collective bargaining and tripartite social dialogue, or who sit on representative bodies.

Ce cours vise à améliorer la compréhension des organisations d'employeurs des processus de dialogue social dans leurs propres pays et à élaborer des stratégies de négociation appropriées. Il confèrera aux participants les stratégies et techniques de négociation qui leur permettront d'être plus performants lors de négociations à différents niveaux.

Personnel des organisations d'employeurs et représentants d'entreprises impliqués dans les négociations collectives et le dialogue social tripartite ou siégeant dans des organes représentatifs.

STRENGTHENING EMPLOYERS' ORGANIZATIONS

COMMUNICATION STRATEGIES FOR EMPLOYERS' ORGANIZATIONS /
STRATÉGIES DE COMMUNICATION POUR LES ORGANISATIONS D'EMPLOYEURS /
ESTRATEGIAS DE COMUNICACIÓN PARA LAS ORGANIZACIONES DE EMPLEADORES

ACTEMP06	DATES TO BE DETERMINED 4 DAYS / DATES À DÉTERMINER 4 JOURS / FECHAS POR DETERMINAR 4 DÍAS	TURIN	EN / FR / ES	actempturin@itcilo.org
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TUITION FEE: N.A.	SUBSISTENCE COSTS: N.A.	TOTAL COST: N.A.
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This course aims to help employers' organizations in understanding how communication contributes to the objectives of their organization, knowing how to interact with and influence the environment (stakeholders) of their organization through effective communication, learning how to use a broad spectrum of communication tools in a professional way, and being able to develop efficient communication strategies with members and the wider public.

EO board members, chief executives and staff involved in communication policy development and delivery.

Ce cours vise à aider les organisations d'employeurs à comprendre comment la communication contribue aux objectifs de leur organisation, à savoir comment interagir avec l'environnement (parties prenantes) de leur organisation et l'influencer grâce à une communication efficace, apprendre à utiliser un large éventail d'outils de communication de manière professionnelle et être en mesure d'élaborer des stratégies efficaces de communication avec les membres et le grand public.

Administrateurs, dirigeants et membres du personnel des organisations d'employeurs impliqués dans l'élaboration et la fourniture de politiques de communication.

El propósito de este curso es ayudar a que las organizaciones de empleadores comprendan de qué manera la comunicación contribuye a alcanzar los objetivos de su organización, sepan cómo interactuar con el entorno (partes interesadas) de su organización mediante una comunicación eficaz, aprendan a utilizar el amplio espectro de herramientas de comunicación de una manera profesional, y puedan desarrollar estrategias de comunicación eficaces con los miembros y el público en general.

Miembros del consejo de las organizaciones de empleadores, directores ejecutivos y personal involucrado en el desarrollo y ejecución de políticas de comunicación.

STRENGTHENING EMPLOYERS' ORGANIZATIONS

**LOBBYING AND ADVOCACY BY EMPLOYERS' ORGANIZATIONS /
 TECHNIQUES DE LOBBYING POUR LES ORGANISATIONS D'EMPLOYEURS /
 ESTRATEGIAS DE CABILDEO Y PROMOCIÓN PARA LAS ORGANIZACIONES DE EMPLEADORES**

ACTEMP07	DATES TO BE DETERMINED 3-4 DAYS / DATES À DÉTERMINER 3-4 JOURS / FECHAS POR DETERMINAR 3-4 DÍAS	TURIN	EN / FR / ES	actempturin@itcilo.org
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TUITION FEE: N.A.	SUBSISTENCE COSTS: N.A.	TOTAL COST: N.A.
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This course provides in-depth training on all the important aspects of successful lobbying strategies: selection of lobbying issues, setting priorities for and developing a business agenda, analysis of the political context, conducting research, alliance building, staff competency development, strategic planning. Special tutorial sessions are also offered, in particular on conducting surveys and on communication skills. Importance is given to the sharing of good practice and the delivery of practical tools for immediate use by EOs.

EO board members, chief executives and staff involved in lobbying and advocacy.

Ce cours offre une formation approfondie sur tous les aspects importants des stratégies de lobbying performantes: le choix des actions de lobbying, la détermination des priorités et l'élaboration d'un programme d'activités, l'analyse du contexte politique, la recherche, la création d'alliances, le développement des compétences du personnel, la planification stratégique. Des séances de tutorat spécifiques sont également proposées, notamment sur la réalisation d'enquêtes et les techniques de communication. Une importance particulière est accordée au partage des bonnes pratiques et à la fourniture d'outils pratiques pouvant être utilisés immédiatement par les organisations d'employeurs.

Administrateurs, dirigeants et membres du personnel d'organisations d'employeurs engagés dans le lobbying et le plaidoyer.

Este curso brinda una formación exhaustiva sobre todos los aspectos importantes de las estrategias de cabildeo exitosas: selección de acciones de cabildeo, establecimiento de prioridades y desarrollo de una agenda empresarial, análisis del contexto político, realización de investigaciones, construcción de alianzas, desarrollo de competencias del personal y planificación estratégica. Se ofrecen igualmente sesiones especiales de tutoría, en particular sobre la realización de encuestas y habilidades de comunicación. Se presta particular atención al intercambio de buenas prácticas y al suministro de herramientas prácticas para el uso inmediato de las organizaciones de empleadores.

Miembros del consejo de las organizaciones de empleadores, directores ejecutivos y personal involucrado en cabildeo y promoción.

STRENGTHENING EMPLOYERS' ORGANIZATIONS

EMPLOYERS' PERSPECTIVES ON THE TRANSITION FROM INFORMAL TO FORMAL ECONOMY

ACTEMP08	DATES TO BE DETERMINED 2-3 DAYS	TURIN	EN	actempturin@itcilo.org
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TUITION FEE: N.A.	SUBSISTENCE COSTS: N.A.	TOTAL COST: N.A.
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An in-depth course to share experiences and employers' perspectives on the transition from informal to formal economy. The course focuses on the business case, on the causes/drivers and consequences of the informal economy. It then examines the positions and activities which employers' organizations can develop to remove barriers to formalization (regulatory frameworks) and to stimulate the transition.

EO staff and boards involved in policy-making.

STRENGTHENING EMPLOYERS' ORGANIZATIONS

EMPLOYERS' ORGANIZATIONS AND MINIMUM WAGE DETERMINATION / ORGANIZACIONES DE EMPLEADORES Y DETERMINACIÓN DEL SALARIO MÍNIMO

ACTEMP09	DATES TO BE DETERMINED 3 DAYS / FECHAS POR DETERMINAR 3 DÍAS	TURIN	EN / ES	actempturin@itcilo.org
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TUITION FEE: N.A.	SUBSISTENCE COSTS: N.A.	TOTAL COST: N.A.
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This course provides an in-depth overview of the issues with which employers' organizations are confronted when involved in co-determining wages and policies at national, sectoral or regional level. It covers economic and social concepts concerning wages, runs simulation exercises and, together with participants, produces strategies and solutions which may be useful for devising a comprehensive strategy for employers on wages and wage policies, including minimum wages.

Chief executive officers; staff members of EOs involved in wage-related issues.

Este curso proporciona un panorama completo sobre los temas a los que se enfrentan las organizaciones de empleadores cuando están involucradas en la determinación de los salarios y políticas salariales a nivel nacional, regional y sectorial. En el transcurso del curso se abordarán los conceptos sociales y económicos relativos a los salarios, se llevarán a cabo ejercicios de simulación y, junto a los participantes, se desarrollarán estrategias y soluciones que pueden servir para concebir una estrategia exhaustiva para los empleadores sobre las políticas salariales y afines, incluyendo el salario mínimo.

Presidentes ejecutivos, miembros del personal de las OE involucrados en las cuestiones relacionadas con los salarios.

STRENGTHENING EMPLOYERS' ORGANIZATIONS

EMPLOYERS' ORGANIZATIONS AND EMPLOYMENT POLICIES, WITH A SPECIAL EMPHASIS ON YOUTH EMPLOYMENT / LES ORGANISATIONS D'EMPLOYEURS ET LES POLITIQUES DE L'EMPLOI, AVEC UN ACCENT SPÉCIAL SUR L'EMPLOI DES JEUNES / LAS ORGANIZACIONES DE EMPLEADORES Y LAS POLÍTICAS DE EMPLEO, CON ESPECIAL ÉNFASIS EN EL EMPLEO DE LOS JÓVENES

ACTEMP10	DATES TO BE DETERMINED 4 DAYS / DATES À DÉTERMINER 4 JOURS / FECHAS POR DETERMINAR 4 DÍAS	TURIN	EN / FR / ES	actempturin@itcilo.org
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TUITION FEE: N.A.	SUBSISTENCE COSTS: N.A.	TOTAL COST: N.A.
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Which policy roles can employers effectively develop regarding employment and youth employment? Basic concepts for analysing employment situations and devising employment policies, with a special emphasis on youth employment.

EO staff members responsible for this policy area or who sit on employment boards.

Quel(s) rôle(s) politique(s) les employeurs peuvent-ils jouer effectivement en matière d'emploi, et d'emploi des jeunes en particulier? Ce cours exposera les concepts de base de l'analyse de la situation de l'emploi et de l'élaboration de politiques de l'emploi, avec un accent spécial sur l'emploi des jeunes.

Membres du personnel des organisations d'employeurs responsables de ce domaine ou siégeant dans les conseils de l'emploi.

¿Qué funciones pueden ejercer de forma eficaz los empleadores en el ámbito del empleo y en el empleo de los jóvenes? Este curso proporcionará conceptos básicos para analizar las situaciones en materia de empleo y definir las políticas de empleo, con un énfasis especial en el empleo de los jóvenes.

Miembros del personal de organizaciones de empleadores a cargo de esta área o que forman parte de comités de empleo.

STRENGTHENING EMPLOYERS' ORGANIZATIONS

TRAINING AND SKILLS POLICIES AND THE ROLE AND INVOLVEMENT OF THE PRIVATE SECTOR

ACTEMP11	DATES TO BE DETERMINED	TURIN AND DISTANCE	EN	actempturin@itcilo.org
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TUITION FEE: N.A.	SUBSISTENCE COSTS: N.A.	TOTAL COST: N.A.
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An in-depth course on the role of employers in boosting more effective and labour market-oriented skills and training policies. The course gives theoretical and practical insights on the role of employers' organizations in providing good and prospective labour market information; establishing closer links with educational institutions, ensuring training is focussed on labour market needs. It also looks in detail at the issues of finance for training.

EO staff and board members involved in skills and training policies.

STRENGTHENING EMPLOYERS' ORGANIZATIONS

**MACROECONOMIC CONCEPTS FOR EMPLOYERS' EFFECTIVE PARTICIPATION IN TRIPARTITE DIALOGUE /
CONCEPTS MACROÉCONOMIQUES ESSENTIELS À L'USAGE DES NÉGOCIATEURS QUI PARTICIPENT AU DIALOGUE TRIPARTITE /
CONCEPTOS MACROECONÓMICOS PARA LA PARTICIPACIÓN EFICAZ DE LOS EMPLEADORES EN EL DIÁLOGO TRIPARTITO**

ACTEMP12	DATES TO BE DETERMINED 4-5 DAYS / DATES À DÉTERMINER 4-5 JOURS / FECHAS POR DETERMINAR 4-5 DÍAS	TURIN	EN / FR / ES	actempturin@itcilo.org
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TUITION FEE: N.A.	SUBSISTENCE COSTS: N.A.	TOTAL COST: N.A.
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This training course offers an overview of the most important macroeconomic concepts from a social dialogue perspective. It is aimed at non-economists working in EOs and strives to acquaint them in one week with basic concepts such as national accounts, public finance, competition, productivity, competitiveness and so on. At the end of the workshop, participants will be able to discuss macroeconomic issues and negotiate with governments and workers' representatives more effectively.

EO staff and company representatives involved in social dialogue and/or who sit on tripartite councils at national or regional level.

Ce cours offre un aperçu des principaux concepts macroéconomiques du point de vue du dialogue social. Il s'adresse à des non-économistes travaillant dans des organisations d'employeurs et vise, en une semaine, à les familiariser avec des concepts de base tels que les comptes nationaux, les finances publiques, la concurrence, la productivité, la compétitivité et ainsi de suite. À l'issue de l'atelier, les participants seront capables de discuter des questions macroéconomiques et de négocier plus efficacement avec les gouvernements et les représentants des travailleurs.

Membres du personnel des organisations d'employeurs et représentants des entreprises impliqués dans le dialogue social et/ou siégeant dans des comités tripartites au niveau national ou régional.

Este curso de formación ofrece información general sobre los conceptos macroeconómicos más importantes desde el punto de vista del diálogo social. Está dirigido a aquellos que no son economistas y que trabajan en las organizaciones de empleadores y tiene el propósito de familiarizarlos, durante una semana, con los conceptos básicos tales como cuentas nacionales, finanzas públicas, competencia, productividad, competitividad, etc. Al final de este taller, los participantes tendrán la capacidad de discutir sobre temas macroeconómicos y negociar con los gobiernos y los representantes de los trabajadores de una manera más eficaz.

Miembros del personal de las organizaciones de empleadores y representantes de empresas involucrados en el diálogo social y/o en la participación de consejos tripartitos a nivel nacional o regional.

STRENGTHENING EMPLOYERS' ORGANIZATIONS

"GREENING" ECONOMIES, ENTERPRISES AND JOBS: THE ROLE OF EOS IN THE PROMOTION OF ENVIRONMENTALLY SUSTAINABLE ENTERPRISES

ACTEMP13	DATES TO BE DETERMINED 3-4 DAYS	TURIN	EN	actempturin@itcilo.org
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TUITION FEE: N.A.	SUBSISTENCE COSTS: N.A.	TOTAL COST: N.A.
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The need to move to a greener economy presents enterprises with challenges at both policy and operational level. This course will help to equip EOs with new competencies for representing the business perspective in national and international debates on environmentally sustainable development, and in developing the service capacity to support company members in greening their businesses and identifying new green opportunities.

EO board members and staff, especially directors of environment or energy departments and board members with specific experience and interest in the green-growth and sustainable-development debate.

STRENGTHENING EMPLOYERS' ORGANIZATIONS

**PROVIDING EFFICIENT SERVICES TO MEMBERS OF EMPLOYERS' ORGANIZATIONS /
FOURNITURE EFFICACE DE SERVICES AUX MEMBRES DES ORGANISATIONS D'EMPLOYEURS /
PRESTACIÓN DE SERVICIOS EFICIENTES A LOS MIEMBROS DE LAS ORGANIZACIONES DE EMPLEADORES**

ACTEMP14	DATES TO BE DETERMINED 4 DAYS / DATES À DÉTERMINER 4 JOURS / FECHAS POR DETERMINAR 4 DÍAS	TURIN	EN / FR / ES	actempturin@itcilo.org
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TUITION FEE: N.A.	SUBSISTENCE COSTS: N.A.	TOTAL COST: N.A.
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This in-depth course provides step-by-step training in the development of new services by employers' organizations, or the improvement of existing ones. Emphasis is put on the collaborative review of services offered and on the development of business plans for post-course implementation. Tutoring can be provided during the development phase.

Chief executive officers; staff members of EOs involved in the management of services.

Ce cours approfondi est une formation pratique visant à accompagner pas à pas les organisations d'employeurs dans la mise en place ou le renforcement de leur offre de services. Cette formation met l'accent sur une revue collaborative des services fournis ainsi que sur l'élaboration de plans commerciaux à mettre en œuvre après le cours. Un tutorat pendant la phase de développement est possible.

Dirigeants et membres du personnel des organisations d'employeurs impliqués dans la fourniture de services aux membres.

Este curso avanzado proporciona formación paso a paso sobre el desarrollo de los nuevos servicios prestados por las organizaciones de empleadores y la mejora de aquellos existentes. Se hace hincapié en la revisión en equipo de los servicios ofrecidos y en el desarrollo de una agenda de negocios que se implementará tras la finalización del curso. En la fase de desarrollo se puede contar con el apoyo de un tutor.

Directores ejecutivos y empleados de las organizaciones de empleadores involucrados en la gestión de los servicios.

STRENGTHENING EMPLOYERS' ORGANIZATIONS

HOW TO SET UP, RUN AND EXPAND EMPLOYERS' ORGANIZATION TRAINING SERVICES

ACTEMP15	DATES TO BE DETERMINED 4 DAYS	TURIN	EN	actempturin@itcilo.org
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TUITION FEE: N.A.	SUBSISTENCE COSTS: N.A.	TOTAL COST: N.A.
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Some employers' organizations are very successful in offering training services. How do they manage this? An overview of good practice, experience and tools with which to implement and expand professional training services for members.

Employers' organization staff members directly involved in training services.

STRENGTHENING EMPLOYERS' ORGANIZATIONS

**SETTING UP NEW TRAINING SERVICES ON THE ESSENTIALS OF OCCUPATIONAL SAFETY AND HEALTH /
 CRÉATION DE NOUVEAUX SERVICES DE FORMATION SUR LES CONCEPTS ESSENTIELS EN MATIÈRE DE SÉCURITÉ ET SANTÉ AU TRAVAIL /
 CREACIÓN DE NUEVOS SERVICIOS DE FORMACIÓN SOBRE LOS CONCEPTOS ESENCIALES DE LA SEGURIDAD Y LA SALUD EN EL TRABAJO**

ACTEMP16	DATES TO BE DETERMINED 3 DAYS / DATES À DÉTERMINER 3 JOURS / FECHAS POR DETERMINAR 3 DÍAS	TURIN	EN / FR / ES / AR / RU / ZH
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actempturin@itcilo.org	TUITION FEE: N.A.	SUBSISTENCE COSTS: N.A.	TOTAL COST: N.A.
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The Employers' Activities Programme has developed an innovative training package covering the Essentials of Occupational Safety and Health (EOSH). It can be used easily by employers' organizations in setting up new training services relating to EOSH for their member companies (supervisors and workers). This is a "train-the-trainers" course: the aim is to present the EOSH package, examine its different channels and tools, and teach the methodology for running training courses using the package.

OSH advisers and trainers working in/for employers' organizations.

Le Programme des activités pour les employeurs a élaboré un module de formation novateur sur les fondamentaux de la sécurité et la santé au travail (SST). Il peut facilement être utilisé par les organisations d'employeurs désireuses de mettre en place de nouveaux services de formation ayant trait aux fondamentaux de la SST à l'attention de leurs entreprises affiliées (superviseurs et travailleurs). Ce cours est une «formation des formateurs»: l'objectif est de présenter le module sur les fondamentaux de la SST, d'en examiner les différents circuits et outils, et d'enseigner la méthodologie permettant d'impartir des activités de formation à l'aide de ce module.

Conseillers et formateurs en SST travaillant dans/pour des organisations d'employeurs.

El Programa de actividades para los empleadores ha desarrollado un paquete innovador de formación para cubrir los elementos fundamentales de la seguridad y salud en el trabajo (SST). Las organizaciones de empleadores pueden usarlo fácilmente en la creación de nuevos servicios de formación relacionados con la SST para las empresas afiliadas (supervisores y trabajadores). Se trata de un curso para "formar a los formadores": el objetivo es presentar el paquete SST, examinar sus diferentes canales y herramientas, y enseñar la metodología que permite llevar a cabo los cursos de formación utilizando el paquete.

Asesores en materia de SST y formadores que trabajan en/para las organizaciones de empleadores.

STRENGTHENING EMPLOYERS' ORGANIZATIONS

GLOBAL INDUSTRIAL RELATIONS: EMPLOYERS' PERSPECTIVES

ACTEMP17	DATES TO BE DETERMINED 3-4 DAYS	TURIN	EN	actempturin@itcilo.org
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TUITION FEE: N.A.	SUBSISTENCE COSTS: N.A.	TOTAL COST: N.A.
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CSR policies are voluntary initiatives developed by companies, taking into account their policy goals and corporate characteristics. The design and implementation of such policies need to take into account the changing international environment: the international players involved (international trade unions, NGOs, international organizations) and international guidance for CSR initiatives (the ILO's International Labour Standards, OECD guidelines, UN Guiding Principles). The course is designed to inform and train staff members, especially those new to such positions, on recent developments in the external CSR environment, to enable them to help shape company policy on conducting proper risk assessments and performing due diligence. Companies also give an account of the content of their CSR policies and how they were developed.

Company HR and legal managers and EO staff and board members advising on or negotiating transnational company agreements (TCAs). Junior experts/new recruits working in company departments concerned with CSR (IR, HR, Procurement, Sustainability, Public Affairs, Supply Chain, CSR).



STRENGTHENING WORKERS' ORGANIZATIONS RENFORCEMENT DES ORGANISATIONS DE TRAVAILLEURS FORTALECIMIENTO DE LAS ORGANIZACIONES DE TRABAJADORES

The Centre's Workers' Activities Programme responds to the training needs of workers' organizations around the world and strengthens their capacities for effective representation of the interests of working people by holding advanced courses, developing training materials, running capacity-building projects and providing advisory services. In 2016, special attention will be given to international labour standards, trade union strategies in multinational companies and global supply chains and the transition from informal to formal economy. The courses are for participants aged under 45, with equal opportunities for women and men. Training courses under the Workers' Activities Programme are by invitation. Additional candidates paying an appropriate fee may be accepted subject to the approval of the Secretary of the Workers' Group of the ILO Governing Body.

Le Programme des activités pour les travailleurs du Centre répond aux besoins de formation des organisations de travailleurs du monde entier et contribue à renforcer leurs capacités à mieux représenter les intérêts des travailleurs par le biais de cours de formation avancés, de matériels didactiques, de projets éducatifs spécifiques et de services de conseil. En 2016, une attention particulière sera accordée aux normes internationales du travail, aux stratégies syndicales dans les entreprises multinationales et dans les chaînes d'approvisionnement mondiales, ainsi qu'à la transition de l'économie informelle à l'économie formelle. Les cours s'adressent aux participants de moins de 45 ans et promeuvent une répartition de genre équitable. La participation aux activités organisées par le Programme des activités pour les travailleurs n'est possible que sur invitation. D'autres candidats payant un montant approprié pourront y être admis sous réserve de l'approbation par le Secrétaire du groupe des travailleurs du Conseil d'administration du BIT.

El Programa de Actividades para los Trabajadores del Centro responde a las necesidades de formación de las organizaciones de trabajadores en el mundo y fortalece sus capacidades para la representación de los intereses de los trabajadores al impartir cursos avanzados, al desarrollar material de formación, proyectos de desarrollo de capacidades y al proporcionar servicios de asesoramiento. En 2016, se prestará particular atención a las normas internacionales del trabajo, las estrategias de los sindicatos en las empresas multinacionales, las cadenas de valor global y la transición de la economía informal a formal. Los cursos están destinados a participantes con edad inferior a 45 años, ya sean mujeres u hombres. Solo se puede asistir a los cursos de formación del Programa de Actividades para los Trabajadores con invitación previa. No obstante, otros candidatos podrían ser aceptados mediante el pago de los gastos de participación, si así lo aprobara la Secretaría del Grupo de los Trabajadores del Consejo de Administración de la OIT.

STRENGTHENING WORKERS' ORGANIZATIONS

GLOBAL SUPPLY CHAINS AND TRADE UNION STRATEGIES

A409008	2 WEEKS	TURIN	EN / RU	22/02/2016 - 04/03/2016	actrav_turin@itcilo.org
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TUITION FEE: N.A.	SUBSISTENCE COSTS: N.A.	TOTAL COST: N.A.
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The course is designed to strengthen trade unions' competencies in promoting decent work and international labour standards, especially the right to organize and bargain collectively in multinational companies' global supply chains.

The course is intended for trade union leaders and officials under 40 years of age who are responsible for trade union strategies in multinational companies, especially organizing and collective bargaining.

STRENGTHENING WORKERS' ORGANIZATIONS

GLOBAL SUPPLY CHAINS AND TRADE UNION STRATEGIES

A359018	2 WEEKS	SINGAPORE	EN	28/03/2016 - 08/04/2016	actrav_turin@itcilo.org
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TUITION FEE: N.A.	SUBSISTENCE COSTS: N.A.	TOTAL COST: N.A.
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The course is designed to strengthen trade unions' competencies in promoting fundamental workers' rights in global supply chains. It will increase their knowledge and skills in the use of ILO standards, tools and other international instruments to promote effective social dialogue and sound industrial relations, and ensure decent work for workers in global supply chains.

The course is intended for trade union leaders and officials under 45 years of age who are responsible for issues concerning MNEs, collective bargaining, organizing and international labour standards.

STRENGTHENING WORKERS' ORGANIZATIONS

TRADE UNION TRAINING ON INTERNATIONAL LABOUR STANDARDS /
FORMAÇÃO SINDICAL SOBRE AS NORMAS INTERNACIONAIS DO TRABALHO

A109005	2 WEEKS / SEMANAS	TURIN	EN / PT	04/04/2016 - 22/04/2016	actrav_turin@itcilo.org
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TUITION FEE: N.A.	SUBSISTENCE COSTS: N.A.	TOTAL COST: N.A.
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The course aims to contribute to developing the competencies of trade unions on the ILO's standard-setting, ratification, implementation and supervision processes. Participants will share experiences on revamping unions' solidarity actions and campaigns against violation of workers' rights in Africa.

The course targets human rights and trade union rights coordinators as well as other office-bearers under 45 years of age who are responsible for labour and industrial relations in their national and/or sectoral trade unions.

O curso visa contribuir ao desenvolvimento de competências dos sindicatos em relação aos processos de elaboração das normas da OIT, ratificação, implementação e do controle da sua aplicação. Os participantes poderão trocar experiências a fim de fortalecer as ações de solidariedade sindical e de campanhas contra a violação dos direitos dos trabalhadores em África.

O curso está dirigido aos coordenadores da área de direitos humanos e sindicais, assim como a outros responsáveis, de idade inferior a 45 anos, que se ocupam de relações de trabalho nos seus sindicatos nacionais ou sectoriais.

STRENGTHENING WORKERS' ORGANIZATIONS

CADENAS GLOBALES DE SUMINISTRO Y ESTRATEGIAS SINDICALES

A259007	2 SEMANAS	SAO PAULO, BRAZIL	ES	18/04/2016 - 29/04/2016	actrav_turin@itcilo.org
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TUITION FEE: N.A.	SUBSISTENCE COSTS: N.A.	TOTAL COST: N.A.
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Este programa de formación contribuirá a: fortalecer la capacidad de los sindicatos para la promoción de los derechos de los trabajadores en las cadenas de suministro y ayudar a los sindicatos a utilizar las normas de la OIT para el fomento de sistemas de relaciones laborales democráticos.

Dirigentes sindicales de Federaciones Sindicales Internacionales y sindicatos implicados en la sindicación y la negociación colectiva sectorial/nacional/regional en relación con las cadenas de suministro.

STRENGTHENING WORKERS' ORGANIZATIONS

TRADE UNION TRAINING ON INTERNATIONAL LABOUR STANDARDS

A509009	2 WEEKS	TURIN	EN / AR	18/04/2016 - 29/04/2016	actrav_turin@itcilo.org
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TUITION FEE: N.A.	SUBSISTENCE COSTS: N.A.	TOTAL COST: N.A.
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The course aims to strengthen the competencies of trade unions on the ILO's standard-setting, ratification, implementation and supervision processes. Participants will share experiences on revamping unions' solidarity actions and campaigns against violation of workers' rights in the Arab States. The course will implement a gender-sensitive curriculum.

The course targets trade union lawyers, human rights and trade union rights coordinators under 45 years of age who are responsible for labour and industrial relations and/or trade union rights in their national and/or sectoral trade unions.

STRENGTHENING WORKERS' ORGANIZATIONS

**GLOBAL WORKERS' ACADEMY ON INTERNATIONAL LABOUR STANDARDS WITH A FOCUS ON FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING /
ACADÉMIE MONDIALE DES TRAVAILLEURS SUR LES NORMES INTERNATIONALES DU TRAVAIL, AVEC UN ACCENT SUR LA LIBERTÉ SYNDICALE ET LA NÉGOCIATION COLLECTIVE /
ACADEMIA MUNDIAL PARA TRABAJADORES SOBRE LAS NORMAS INTERNACIONALES DEL TRABAJO, CON ESPECIAL ATENCIÓN EN LA LIBERTAD SINDICAL Y LA NEGOCIACIÓN**

A909002	2 WEEKS, SEMAINES, SEMANAS	TURIN	EN / FR / ES	30/05/2016 - 10/06/2016	actrav_turin@itcilo.org
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TUITION FEE: N.A.	SUBSISTENCE COSTS: N.A.	TOTAL COST: N.A.
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The course aims to contribute to developing the competencies of trade unions on the ILO's standard setting. Participants will share experiences on how to investigate, expose and report violations of workers' rights to freedom of association and collective bargaining.

The course targets human rights and trade union rights coordinators as well as other office-bearers who are responsible for labour and industrial relations in their national and/or sectoral trade unions.

Le cours vise à contribuer au développement des compétences des syndicats sur l'établissement de normes de l'OIT. Les participants pourront partager leurs expériences sur la façon de signaler, de dénoncer et d'enquêter sur les violations des droits des travailleurs en matière de liberté syndicale et de négociation collective.

Le cours est destiné aux coordonnateurs des droits de l'homme et aux responsables des relations de travail et professionnelles au sein des syndicats nationaux et/ou sectoriels.

El curso tiene como objetivo contribuir al desarrollo de competencias de los sindicatos en el establecimiento de las normas de la OIT. Los participantes podrán compartir experiencias sobre cómo investigar, exponer e informar sobre la violación de los derechos de libertad sindical y negociación colectiva.

El curso está dirigido a coordinadores de derechos humanos y a los responsables de las relaciones laborales e industriales en sus organizaciones sindicales nacionales y/o sectoriales.

STRENGTHENING WORKERS' ORGANIZATIONS

TRADE UNION TRAINING ON INTERNATIONAL LABOUR STANDARDS

A309010	2 WEEKS	TURIN	EN	04/07/2016 - 15/07/2016	actrav_turin@itcilo.org
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TUITION FEE: N.A.	SUBSISTENCE COSTS: N.A.	TOTAL COST: N.A.
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The course aims to contribute to developing the competencies of trade unions on the ILO's standard-setting process, ratification, implementation and use of the ILO supervisory mechanisms. Participants will share experiences on establishing and/or strengthening unions' solidarity actions and campaigns against violation of workers' rights in Asia.

The course targets human rights and trade union rights coordinators as well as other office-bearers under 45 years of age who are responsible for labour and industrial relations in their national and/or sectoral trade unions.

STRENGTHENING WORKERS' ORGANIZATIONS

GLOBAL SUPPLY CHAINS AND TRADE UNION STRATEGIES /
CHAÎNES D'APPROVISIONNEMENT MONDIALES ET STRATÉGIES SYNDICALES

A159006	2 WEEKS, SEMAINES	LOMÉ, TOGO	EN / FR	05/09/2016 - 16/09/2016	actrav_turin@itcilo.org
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TUITION FEE: N.A.	SUBSISTENCE COSTS: N.A.	TOTAL COST: N.A.
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The course is designed to strengthen trade unions' competencies to promote the rights and aspirations of workers in supply chains, use ILO standards to promote democratic labour relations systems and make decent work a reality for all.

The course is intended for trade union leaders and officials under 45 years of age who are responsible for issues concerning MNEs, collective bargaining, organizing and international labour standards.

Le cours est conçu pour renforcer les capacités des syndicats à promouvoir les droits et les aspirations des travailleurs dans les chaînes d'approvisionnement, à utiliser les normes de l'OIT pour créer un système démocratique de relations de travail et à réaliser l'objectif du travail décent pour tous.

Ce cours s'adresse aux dirigeants syndicaux et aux responsables de moins de 45 ans qui sont en charge des questions concernant les entreprises multinationales, la négociation collective, et les normes internationales du travail.

STRENGTHENING WORKERS' ORGANIZATIONS

FORMACIÓN SINDICAL SOBRE MIGRACIÓN LABORAL

A209003	2 SEMANAS	TURIN	ES	03/10/2016 - 14/10/2016	actrav_turin@itcilo.org
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TUITION FEE: N.A.	SUBSISTENCE COSTS: N.A.	TOTAL COST: N.A.
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Este programa de formación logrará: contribuir al fortalecimiento de las organizaciones sindicales para defender y promover los derechos de los trabajadores migrantes utilizando los Programas de Trabajo Decente por País y la Agenda Post-2015; contribuir a la plena aplicación de las normas fundamentales del trabajo a todos los trabajadores migrantes.

Dirigentes sindicales de los ámbitos de organización, juventud, género y formación, de las organizaciones sindicales de América Latina, con responsabilidades relativas a la migración laboral y la economía informal.

STRENGTHENING WORKERS' ORGANIZATIONS

**GLOBAL WORKERS' ACADEMY ON SUSTAINABLE DEVELOPMENT GOALS: TRADE UNION POLICIES AND ACTION PLANS /
ACADÉMIE MONDIALE DES TRAVAILLEURS SUR LES OBJECTIFS DE DÉVELOPPEMENT DURABLE: POLITIQUES ET PLANS D'ACTION DES SYNDICATS /
ACADEMIA GLOBAL PARA TRABAJADORES SOBRE LOS OBJETIVOS DE DESARROLLO SOSTENIBLE: POLÍTICAS SINDICALES Y PLANES DE ACCIÓN**

A909001	2 WEEKS, SEMAINES, SEMANAS	TURIN	EN / FR / ES	10/10/2016 - 21/10/2016	actrav_turin@itcilo.org
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TUITION FEE: N.A.	SUBSISTENCE COSTS: N.A.	TOTAL COST: N.A.
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The Sustainable Development Goals (SDGs) were adopted by the UN as the development agenda for the international system. This course aims to develop union capacities to shape and influence the full implementation of the agenda at various levels.

The course targets trade union research staff and workers' education officers as well as other officers who are responsible for social and economic policy in their national and/or sectoral trade unions.

Les Objectifs de développement durable (ODD) adoptés par les Nations Unies sont les pierres angulaires du nouvel agenda international du développement. Ce cours vise à développer les capacités des syndicats à influencer et à modeler la mise en œuvre de cet agenda à différents niveaux.

Le cours s'adresse aux responsables de la recherche syndicale et de l'éducation des travailleurs, ainsi qu'aux autres syndicaux chargés de la politique sociale et économique au sein de syndicats nationaux et/ou sectoriels.

Los Objetivos de Desarrollo Sostenible (ODS) fueron adoptados por las Naciones Unidas como la agenda de desarrollo para el sistema internacional. El curso tiene como objetivo desarrollar capacidades sindicales para influir y elaborar la puesta en marcha de esta agenda en sus distintos niveles.

El curso está dirigido a responsables de formación e investigación de organizaciones sindicales, así como otros funcionarios sindicales responsables de políticas sociales y económicas en sus respectivas organizaciones nacionales o sectoriales.

STRENGTHENING WORKERS' ORGANIZATIONS

GLOBAL WORKERS' ACADEMY ON THE TRANSITION FROM THE INFORMAL TO THE FORMAL ECONOMY:
 TRADE UNION STRATEGIES AND FOLLOW-UP OF THE INTERNATIONAL LABOUR CONFERENCE DISCUSSION /
 ACADEMIE MONDIALE DES TRAVAILLEURS SUR LA TRANSITION DE L'ÉCONOMIE INFORMELLE À L'ÉCONOMIE FORMELLE:
 STRATÉGIES SYNDICALES ET SUIVI DE LA DISCUSSION À LA CONFÉRENCE INTERNATIONALE DU TRAVAIL /
 ACADEMIA GLOBAL PARA TRABAJADORES SOBRE LA TRANSICIÓN DE LA ECONOMÍA INFORMAL A LA FORMAL:
 ESTRATEGIAS SINDICALES Y SEGUIMIENTO DE LA DISCUSIÓN DE LA CONFERENCIA INTERNACIONAL DEL TRABAJO

A909004	2 WEEKS, SEMAINES, SEMANAS	TURIN	EN / FR / ES	28/11/2016 - 09/12/2016	actrav_turin@itcilo.org
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TUITION FEE: N.A.	SUBSISTENCE COSTS: N.A.	TOTAL COST: N.A.
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The course seeks to improve the technical competencies of union leaders, educators and organizers to identify and address the underlying causes of informality and the barriers to entry into the economic and social mainstream. It will enable participants to design policy building-blocks and strategies guided by tried-and-tested tools and underpinned by ILO Recommendation No. 204 (2015), regarding the transition from the informal to the formal economy.

The course targets office-bearers whose main responsibilities concern the informal economy and issues concerning working poverty, inequalities, organizing and collective bargaining.

Le cours vise à améliorer les compétences techniques des dirigeants syndicaux, des éducateurs et organisateurs à identifier et traiter les causes de l'informalité et les barrières à l'entrée dans la vie économique et sociale. Il permettra aux participants de concevoir des politiques et des stratégies guidées par des outils éprouvés et fondées sur la recommandation n° 204 de l'OIT sur la transition de l'économie informelle à l'économie formelle.

Le cours est destiné aux cadres syndicaux dont les principales responsabilités sont liées à l'économie informelle et aux questions de pauvreté au travail, d'inégalité, d'organisation et de négociation collective.

El curso busca mejorar las competencias técnicas de los dirigentes sindicales, educadores y organizadores para identificar y abordar las causas subyacentes de la informalidad y las barreras a la entrada a la economía formal. La actividad permitirá a los participantes diseñar herramientas para la definición de políticas y estrategias de intervención a partir de la Recomendación 204 de la OIT sobre transición de la economía informal a la formal.

El curso está dirigido a cuadros sindicales cuyas responsabilidades principales se refieren a la economía informal y las cuestiones relativas a la pobreza en el trabajo, las desigualdades, la organización y la negociación colectiva.



UNACCEPTABLE FORMS OF WORK FORMES DE TRAVAIL INACCEPTABLES FORMAS INACEPTABLES DE TRABAJO

Work situations that deny fundamental principles and rights at work or that put at risk the lives, health, freedom, human dignity or security of workers or subject households to conditions of poverty are unacceptable. They have high economic, social and political costs for society in any country. Across all regions, some categories of workers are more vulnerable to being trapped into taking on unacceptable forms of work than others. The training activities of the Centre seek to better equip ILO constituents and other ILO stakeholders to protect both women and men workers from unacceptable forms of work, with an emphasis on categories of workers for whom protection needs are acute, in particular women in global supply chains, and migrant, construction, agricultural and domestic workers. Special attention is paid to the fight against child labour, forced labour and trafficking.

Les situations de travail qui violent les principes et droits fondamentaux au travail, qui mettent en danger la vie, la santé, la liberté, la dignité ou la sécurité des travailleurs ou qui soumettent les ménages à des conditions de pauvreté sont inacceptables. Elles impliquent des coûts économiques, sociaux et politiques élevés pour tous les pays. À travers la planète, certaines catégories de travailleurs sont plus susceptibles d'être prises au piège des formes de travail inacceptables que d'autres. Les activités de formation du Centre visent à mieux équiper les mandants de l'OIT et les autres acteurs pour protéger les travailleurs contre les formes de travail inacceptables, en particulier les catégories de travailleurs dont les besoins de protection sont les plus marqués, notamment les femmes travaillant dans les chaînes d'approvisionnement mondiales, les migrants, les ouvriers de la construction, les travailleurs agricoles et les travailleurs domestiques. Une attention spéciale est accordée à la lutte contre le travail des enfants, le travail forcé et la traite des êtres humains.

Las situaciones laborales que vulneran los principios y derechos fundamentales en el trabajo o que ponen en peligro la vida, la salud, la libertad, la dignidad humana y la seguridad de los trabajadores o mantienen a los hogares sumidos en la pobreza son inaceptables. Además, entrañan costos económicos, sociales y políticos elevados para la sociedad, cualquiera sea el país del que se trate. En todas las regiones, algunas categorías de trabajadores corren más riesgo que otras de verse atrapadas en formas inaceptables de trabajo. Las actividades del Centro aspiran a que los mandantes de la OIT y otras partes interesadas de la OIT estén en mejores condiciones para proteger a las trabajadoras y los trabajadores contra las formas inaceptables de trabajo, con particular énfasis en las categorías de trabajadores con mayor necesidad de protección, a saber, las mujeres en las cadenas mundiales de suministro, los migrantes, los trabajadores domésticos, y el sector de la construcción y de la agricultura. Se presta especial atención a la lucha contra el trabajo infantil, el trabajo forzoso y la trata de personas.

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UNACCEPTABLE FORMS OF WORK

IDENTIFYING AND INVESTIGATING CASES OF FORCED LABOUR AND TRAFFICKING

A909190	1 WEEK	TURIN	EN	18/04/2016 - 22/04/2016	ils-clfft@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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This course is intended to train participants to better identify and investigate cases of forced labour, including trafficking in human beings for labour-related exploitation. It will address the different stages of the process (inspecting workplaces, interviewing victims, gathering evidence).

The training course is open to labour inspectors, police officers, and prosecutors, as well as other individuals who may encounter forced labour in the course of their work, such as social auditors, health and safety inspectors, trade unions and NGO workers.

UNACCEPTABLE FORMS OF WORK

SKILLS AND LIVELIHOOD TRAINING PROGRAMMES FOR OLDER CHILDREN IN CHILD LABOUR

A909193	1 WEEK	TURIN	EN	23/05/2016 - 27/05/2016	ils-clfft@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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This course will provide practical guidance on how to design and implement skills and livelihood training for out-of-school adolescents with a focus on older out-of-school children in child labour, or children at risk of child labour.

Officials from government ministries, workers' and employers' organizations, NGOs, the private sector, UN organizations and other aid organizations with previous experience and/or who are committed to the delivery of skills training programmes for children above the national legal age of employment who may be in – or at risk of – child labour.

UNACCEPTABLE FORMS OF WORK					
ELIMINATING CHILD LABOUR AND PROMOTING DECENT WORK IN AGRICULTURE FOR YOUNG PEOPLE OF LEGAL WORKING AGE					
A909196	1 WEEK	TURIN	EN	27/06/2016 - 01/07/2016	ils-clfft@itcilo.org
TUITION FEE: 1,550 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,150 EURO	
<p>This course provides theory and practice concerning strategies, policies and programmes to combat child labour in agriculture. Special attention is paid to older children (15-17 years).</p> <p><i>Practitioners with an interest in hazardous child labour in general, and child labour in agriculture in particular.</i></p>					

UNACCEPTABLE FORMS OF WORK					
ACHIEVING EDUCATION FOR ALL AND ELIMINATING CHILD LABOUR / L'ÉDUCATION POUR TOUS ET L'ÉRADICATION DU TRAVAIL DES ENFANTS					
A909200	1 WEEK, SEMAINE	TURIN	EN / FR	26/09/2016 - 30/09/2016	ils-clfft@itcilo.org
TUITION FEE: 2,050 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,650 EURO	
<p>Child labour is a barrier to education for all. This course explores policy measures and programmes to remove the barriers to education that working children face.</p> <p><i>Officials responsible for public education policy and planning; workers' representatives; employers' representatives.</i></p> <p>Le travail des enfants constitue un obstacle à l'objectif mondial de l'éducation pour tous. Ce cours évoquera les approches politiques et programmatiques susceptibles de lever les barrières à l'éducation des enfants travailleurs.</p> <p><i>Fonctionnaires chargés de la programmation et de la planification des politiques d'éducation publique; représentants des organisations d'employeurs et de travailleurs.</i></p>					

UNACCEPTABLE FORMS OF WORK

ESTABLISHING FAIR RECRUITMENT PROCESSES (NEW)

A909203	1 WEEK	TURIN	EN	14/11/2016 - 18/11/2016	fairrecruitment@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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In 2014 the ILO launched the "Fair Recruitment Initiative" to help prevent human trafficking, protect the rights of workers (including migrant workers) from abusive and fraudulent practices during the recruitment and placement process, reduce the cost of labour migration and enhance development gains. This course aims to (1) foster the sharing of national and international promising recruitment practices that meet internationally recognized human rights and labour standards, (2) enhance understanding among key actors of how to strengthen regulatory and enforcement mechanisms in order to address abusive and fraudulent recruitment practices, (3) promote the dissemination of fair business standards and practices and (4) of mechanisms for the empowerment and protection of workers.

The course is designed for officials, policy-makers and practitioners of public institutions and ministries dealing with migration, trafficking and/or forced labour; representatives of workers' and employers' organizations; representatives of public and private employment agencies; staff of international organizations, NGOs and civil society organizations; and other key actors engaged in these issues.



YOUTH EMPLOYMENT EMPLOI DES JEUNES EMPLEO JUVENIL

The prolonged economic crisis has aggravated the youth labour market situation. Youth unemployment has continued to rise globally and is experiencing an upward trend in most regions, while developing countries also face major challenges regarding the quality of available work for young people. Transitions to decent work are slow and difficult for young workers. In this context, the ILO has been calling for a multi-pronged approach to foster the growth of employment and the creation of decent jobs through a coherent set of economic, social and labour market policy measures which are gender-sensitive and respect the rights of young workers. The Centre's training activities aim to enhance the capacity to analyze youth labour markets and conceive and evaluate youth employment policies and programmes.

La crise économique prolongée a aggravé la situation de l'emploi des jeunes. Le chômage des jeunes a continué à augmenter à travers le monde, et les pays en développement doivent également faire face à des graves problèmes de qualité de l'emploi. La transition vers le travail décent est lente et difficile pour les jeunes travailleurs. Dans ce contexte, l'OIT demande une approche multidimensionnelle pour stimuler la croissance favorable à l'emploi et la création d'emplois décents à travers un ensemble cohérent de mesures économiques, sociales et relatives au marché du travail, qui soient sensibles à la dimension de genre et respectent les droits des jeunes travailleurs. Les activités de formation du Centre visent à développer les capacités à analyser les marchés de l'emploi des jeunes et à évaluer les politiques et programmes en la matière.

La crisis económica prolongada ha agravado la situación del mercado de trabajo de los jóvenes. El desempleo juvenil ha seguido creciendo a nivel mundial y es una tendencia en aumento en la mayoría de las regiones, al tiempo que los países en desarrollo también deben hacer frente a los principales retos en lo que respecta a la calidad del trabajo disponible para las personas jóvenes. La transición hacia el trabajo decente es lenta y difícil para los jóvenes trabajadores. En estas circunstancias, la OIT ha solicitado la adopción de un enfoque multilateral para fomentar el crecimiento del empleo juvenil y trabajos decentes a través de la aplicación de una serie de medidas económicas, sociales y orientadas al mercado de trabajo sensibles a las cuestiones de género y que respeten los derechos de los jóvenes trabajadores. Las actividades del Centro están destinadas a aumentar las capacidades para analizar los mercados de trabajo de los jóvenes y establecer y evaluar políticas y programas de empleo juvenil.

YOUTH EMPLOYMENT					
SCHOOL-TO-WORK TRANSITION DATA ANALYSIS FOR EVIDENCE-BASED POLICY					
A909216	1 WEEK	TURIN	EN	14/03/2016 - 18/03/2016	epap@itcilo.org
TUITION FEE: 1,550 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,150 EURO	
<p>The course will increase participants' capacity to analyse survey data on the youth labour market, in particular school-to-work transitions, and to support evidence-based policies for youth employment.</p> <p><i>Officials from national statistics offices and labour statistics observatories involving the production of youth labour market data and researchers and analysts from governmental and non-governmental institutions. A gender-balanced participation is sought.</i></p>					

YOUTH EMPLOYMENT					
MONITORING AND EVALUATION OF YOUTH EMPLOYMENT PROGRAMMES / SUIVI ET ÉVALUATION DE L'IMPACT DES PROGRAMMES POUR L'EMPLOI DES JEUNES					
A909210	1 WEEK / SEMAINE	TURIN	EN / FR	04/04/2016 - 08/04/2016	epap@itcilo.org
TUITION FEE: 1,550 EURO		SUBSISTENCE COSTS: 600 EURO		TOTAL COST: 2,150 EURO	
<p>This introductory course seeks to improve participants' capacity to design rigorous monitoring and impact evaluation plans for youth employment programmes. Participants may also wish to attend the executive course taking place the following week.</p> <p><i>Officials of national, regional or local governments; project managers and chief technical advisers; social partners, members of the research community and NGOs. A gender-balanced participation is sought.</i></p> <p>Ce cours vise à renforcer les capacités à concevoir des plans rigoureux de suivi et d'évaluation de l'impact des programmes pour l'emploi des jeunes.</p> <p><i>Fonctionnaires des ministères de la Jeunesse, du Travail, de l'Éducation ou de la Formation professionnelle; représentants des organisations internationales et des agences de développement bilatérales; représentants des partenaires sociaux; personnel des ONG.</i></p>					

YOUTH EMPLOYMENT

EVALUATING YOUTH EMPLOYMENT PROGRAMMES: AN EXECUTIVE COURSE

A909211	1 WEEK	TURIN	EN	11/04/2016 - 15/04/2016	epap@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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This course seeks to improve participants' capacity to design rigorous monitoring and impact evaluation plans for youth employment programmes.

Officials of national, regional or local governments; project managers and chief technical advisers; officials of international and bilateral development agencies; social partners; members of the research community and NGOs. A gender-balanced participation is sought.

YOUTH EMPLOYMENT

DECENT WORK FOR YOUTH: A COURSE FOR POLICY-MAKERS /
LE TRAVAIL DÉCENT POUR LES JEUNES: UN COURS POUR LES DÉCIDEURS

A909056	2 WEEKS, SEMAINES	TURIN	EN / FR	16/05/2016 - 27/05/2016	epap@itcilo.org
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TUITION FEE: 2,225 EURO	SUBSISTENCE COSTS: 1,350 EURO	TOTAL COST: 3,575 EURO
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Promoting decent jobs for young people in a comprehensive and appropriate manner is at the centre of the ILO's 2012 report "The Youth Employment Crisis: a Call for Action". Based on this call for action, the course "Decent work for youth" aims to develop the capacity of ILO constituents and youth stakeholders to design and implement policies and tools for the promotion of youth employment at local and national levels.

Government ministries (such as ministries of labour, finance and planning); representatives of workers' and employers' organizations and donor organizations working on employment, social dialogue and other development issues. A gender-balanced participation is sought.

La promotion d'emplois décents pour les jeunes est au centre de la résolution de l'OIT de 2012 intitulée *La crise de l'emploi des jeunes: Appel à l'Action*. Basé sur cet appel à l'action, ce cours vise à développer la capacité des mandants de l'OIT et des parties prenantes représentant la jeunesse à concevoir et mettre en œuvre des politiques et des outils pour la promotion de l'emploi des jeunes aux niveaux local et national.

Représentants de ministères (Travail, Finances et Planification); représentants d'organisations syndicales et d'employeurs et d'organisations de bailleurs de fonds en charge des questions d'emploi, de dialogue social et d'autres questions liées au développement. Un équilibre de genre sera recherché.

YOUTH EMPLOYMENT

WHAT WORKS FOR YOUTH EMPLOYMENT?

A909066	2 WEEKS	TURIN	EN	3/10/2016 - 14/10/2016	epap@itcilo.org
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TUITION FEE: 2,225 EURO	SUBSISTENCE COSTS: 1,350 EURO	TOTAL COST: 3,575 EURO
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Following a project cycle management approach, participants will first be taken through the successive stages of designing and implementing programmes to promote decent work and income earning opportunities for young men and women. Various types of programmes will be reviewed and analysed to identify conditions for success and for local adaptation. In the second part of the course, particular attention will be focussed on programmes promoting youth entrepreneurship and on how to extend microfinance services to young entrepreneurs.

Experts, researchers and practitioners, such as managers of youth projects, vocational training and education institution managers, employment services officers, officers from development and bi- or multilateral agencies; social partners and civil society, notably youth-led organizations; experts and practitioners in youth entrepreneurship and from microfinance institutions. A gender-balanced participation is sought.



TURIN SCHOOL OF DEVELOPMENT (MASTERS' PROGRAMMES)
TURIN SCHOOL OF DEVELOPMENT (MASTERS)
TURIN SCHOOL OF DEVELOPMENT (MAESTRÍAS)

Since 1991, the ITCILO has offered postgraduate learning opportunities in disciplines that are crucial for the promotion of social and economic progress, such as sustainable development, poverty reduction, job creation, cultural projects for development, global trade, industrial and employment relations, health and safety in the workplace.

The Turin School of Development was created with the aim of preparing future leaders in the aforementioned areas, and has, over the years, developed a solid international reputation in the management, design and delivery of post-graduate courses.

Each Master Programme is offered in partnership with an international organization in its field of competence, and the learning modules are delivered by prominent professors from renowned universities, selected from a network of premium partner universities across the globe, combined with senior practitioners from the UN system and key professional bodies.

Depuis 1991, le Centre de Turin propose des masters dans des disciplines cruciales pour la promotion du progrès économique et social, comme le développement durable, la réduction de la pauvreté, la création d'emplois, les projets culturels pour le développement, le commerce mondial, les relations professionnelles et d'emploi ou la sécurité et la santé au travail.

La *Turin School of Development* a été fondée dans le but de préparer les futurs dirigeants dans les domaines précités et s'est forgé au fil des années une solide réputation internationale en matière de gestion, conception et réalisation de tels programmes.

Chaque programme est offert en partenariat avec une organisation internationale compétente pour le sujet, et les modules sont délivrés par un corps enseignant composé de professeurs éminents provenant d'universités de renommée mondiale, d'experts et de praticiens de premier plan travaillant pour des agences du système des Nations Unies ou pour des organismes professionnels de grande envergure.

Desde 1991, el Centro ofrece oportunidades de formación de postgrado en disciplinas fundamentales para la promoción del progreso social y económico, a saber: el desarrollo sostenible, la reducción de la pobreza, la creación de empleo, los proyectos culturales para el desarrollo, el comercio mundial, las relaciones laborales y de empleo, la salud y la seguridad en el lugar de trabajo.

La Turin School of Development fue creada con el fin de preparar a los futuros líderes en los sectores anteriormente mencionados y, con el transcurso del tiempo, se ha forjado una sólida reputación internacional en la gestión, concepción y realización de los cursos de postgrado.

Cada programa de maestría es llevado a cabo en alianza con una organización internacional especializada en el sector correspondiente. La docencia está a cargo de una plantilla de profesores destacados provenientes de universidades de renombre y seleccionados desde una red de universidades de prestigio asociadas en todo el mundo, y de profesionales de nivel superior del sistema de las Naciones Unidas y principales organismos profesionales.

MASTERS' PROGRAMMES

MASTER OF LAWS (LL.M) IN INTELLECTUAL PROPERTY (BLENDED)

A979051(C)	38 WEEKS	TURIN AND DISTANCE	EN	06/06/2016 - 24/02/2017 (IN TURIN: 05/09/2016 - 16/12/2016)	llm_ip@itcilo.org
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TUITION FEE: 9,000 EURO	SUBSISTENCE COSTS: N.A.	TOTAL COST: 9,000 EURO
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The curriculum aims to provide an in-depth examination of the classical topics of IP law, as well as a specialized analysis of the latest developments in the fields of patents, trademarks, domain names, copyright and related rights, design, software and databases, integrated circuits, biotechnological patents and plant varieties, the Internet and e-commerce. The diversity of the background of students and lecturers makes the LL.M. a truly international forum for the discussion and exchange of knowledge, opinions and ideas from different legal systems.

The LL.M. in Intellectual Property is designed for both professionals and junior academics who wish to acquire the skills required to play a leading role in practice and teaching through exposure to an international and comparative approach.

Distance: 6 June 2016 to 26 August 2016 and 19 December 2016 to 24 February 2017

Turin: 5 September 2016 to 16 December 2016

Deadline for application: 25 March 2016

MASTERS' PROGRAMMES

MASTER IN OCCUPATIONAL SAFETY AND HEALTH (BLENDED)

A979110(C)	1 YEAR	TURIN AND DISTANCE	EN	12/09/2016 - 30/09/2017 (IN TURIN: 15/01/2017 - 24/03/2017)	spgt@itcilo.org
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TUITION FEE: 8,150 EURO	SUBSISTENCE COSTS: N.A.	TOTAL COST: 8,150 EURO
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The general objective of the course is to facilitate the knowledge and skills required for dealing effectively with safety and health management in enterprises. OSH professionals need a multidisciplinary background to successfully operate in the broad field of OSH, therefore the programme incorporates training sessions on all the topics and disciplines relevant to OSH. The training focuses not only on OSH issues but also on the development of organizational, managerial and interpersonal skills. Study visits to 15 different productive settings are planned in order to offer direct interaction with experts in the field.

The course has been designed specifically for hygienists, physicians, chemists, engineers, inspectors, practitioners and civil servants with a university degree but without a previous specialization in OSH, who are working, or wish to work, as OSH specialists.

Distance: 12 September 2016 to 14 January 2017 and 27 March 2017 to 30 September 2017

Turin: 15 January 2017 to 24 March 2017

Deadline for application: 30 May 2016

MASTERS' PROGRAMMES

MASTER IN INDUSTRIAL AND EMPLOYMENT RELATIONS (BLENDED)

A979223(C)	48 WEEKS	TURIN AND DISTANCE	EN	10/10/2016 - 08/09/2017 (IN TURIN: 23/01/2017 - 14/04/2017)	mier@itcilo.org
TUITION FEE: 8,000 EURO		SUBSISTENCE COSTS: N.A.		TOTAL COST: 8,000 EURO	

The Master Programme aims at developing specialized multidisciplinary knowledge in the field of industrial and employment relations from a comparative viewpoint. It will provide participants with a deep theoretical and practical understanding of industrial and employment relations systems in the world, by looking into recent changes and trends in the major economic geographical areas. The programme combines the sound academic background of the University of Turin with the ITCILO's international training experience. It will be divided as follows:

Phase 1: distance-learning (from 10 October 2016 to 20 January 2017);

Phase 2: face-to-face residential phase at the ITCILO campus in Turin, Italy (from 23 January to 14 April 2017);

Phase 3: distance-learning for the preparation of the thesis (from 17 April to 8 September 2017).

This Master Programme is designed for 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; staff from international organizations; graduate students and researchers.

Deadline for application: 21 August 2016

MASTERS' PROGRAMMES

MASTER IN WORLD HERITAGE AND CULTURAL PROJECTS FOR DEVELOPMENT (BLENDED)

A979082(C)	1 YEAR	TURIN AND DISTANCE	EN	17/10/2016 - 13/10/2017 (IN TURIN: 23/01/2017 - 19/05/2017)	worldheritage@itcilo.org
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TUITION FEE: 8,400 EURO	SUBSISTENCE COSTS: N.A.	TOTAL COST: 8,400 EURO
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The Master in World Heritage and Cultural Projects for Development aims to impart the necessary competencies and skills to participants, in the conservation and promotion of World Heritage Sites as well as in the conceptualization of sustainable projects designed around a wide spectrum of cultural activities in the fields of natural and cultural heritage, creative industries, museums and tourism. The programme provides a solid foundation in cultural economics and explores in detail the economic, social, institutional and legal considerations that govern the diverse categories of heritage, enabling monitoring of their effectiveness. It also puts emphasis on strategic management competencies and project management for the preservation and promotion of UNESCO-designated World Heritage Sites (WHS), through the preparation of management plans and projects.

The programme is intended for officials and/or professionals in the public and private sectors, UN agencies, foundations and NGOs; recent university graduates from developing and developed countries; professionals already involved in cultural projects, or interested in designing and managing special projects; people working at or interested in World Heritage Sites and related research.

Distance: 17 October 2016 to 20 January 2017 and 22 May to 13 October 2017

Turin: 23 January to 19 May 2017

Deadline for application: 25 July 2016

MASTERS' PROGRAMMES

MAESTRÍA EN PATRIMONIO MUNDIAL Y PROYECTOS CULTURALES PARA EL DESARROLLO (COMBINADO)

A979084(C)	49,5 SEMANAS	BARCELONA Y A DISTANCIA	ES	24/10/2016 - 30/09/2017 (BARCELONA (SPAIN): 16/01/2017 - 28/04/2017)
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patrimoniohumanidad@itcilo.org	TUITION FEE: 8,400 EURO	SUBSISTENCE COSTS: N.A.	TOTAL COST: 8,400 EURO
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La Maestría en Patrimonio Mundial y Proyectos Culturales para el Desarrollo es un programa organizado por la Universidad de Turín, la Universidad de Barcelona, el Centro Internacional de Formación de la OIT, en colaboración con el Centro del Patrimonio Mundial de la UNESCO. El programa tiene como objetivo contribuir en la mejora de la gestión de los recursos culturales, preparando a los gestores y a los profesionales para que se conviertan en activos emprendedores culturales y promuevan el desarrollo local, la generación de ingresos y la creación de empleo, enriqueciendo de este modo el enfoque tradicional de la conservación del patrimonio cultural. El programa proporciona una sólida formación en economía cultural, explorando en detalle las dimensiones económica, social, institucional y legal que constituyen la base de la gestión del patrimonio.

El programa está dirigido a funcionarios y profesionales del sector público y privado, organismos de las Naciones Unidas, fundaciones y ONG; universitarios recién graduados; profesionales implicados o interesados en diseñar y gestionar proyectos culturales; personas que trabajan o están interesadas en proyectos del Patrimonio Mundial y en proyectos de investigación relacionados con el mismo.

A distancia: del 24 de octubre de 2016 al 13 de enero de 2017 y del 2 de mayo de 2017 al 30 de septiembre de 2017

Barcelona: del 16 de enero de 2017 al 28 de abril de 2017

Fecha límite de inscripción: 29 de agosto de 2016

MASTERS' PROGRAMMES

MASTER EN GOUVERNANCE ET MANAGEMENT DES MARCHÉS PUBLICS EN APPUI AU DÉVELOPPEMENT DURABLE (MIXTE)

A979169(C)	1 AN	TURIN ET DISTANCE	FR	24/10/2016 - 13/10/2017 (IN TURIN: 13/02/2017 - 16/06/2017)	gomap@itcilo.org
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TUITION FEE: 8,000 EURO	SUBSISTENCE COSTS: N.A.	TOTAL COST: 8,000 EURO
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Le programme a pour objectif de permettre aux participants d'acquérir l'ensemble du corpus de connaissances et les capacités techniques nécessaires à la régulation, la passation, l'exécution, le suivi et l'audit des marchés publics. Ce programme est unique et complet dans la mesure où il est construit sur les quatre piliers qui soutiennent les systèmes nationaux de régulation des marchés publics tels que définis par l'OCDE, ainsi que sur les cadres réglementaires nationaux et les procédures des principaux partenaires internationaux du développement (banques multilatérales de développement, organisations internationales, agences spécialisées, etc.). Ce master associe harmonieusement la théorie et la pratique tant au niveau de la régulation des marchés publics qu'au niveau de la passation, de l'exécution et de la gestion des marchés publics et des contrats.

Ce programme de master s'adresse à des professionnels actifs qui désirent se spécialiser dans le domaine de la gestion des contrats publics et qui souhaitent occuper les fonctions suivantes: spécialistes de la passation des marchés; dirigeants et cadres de la fonction publique et des collectivités locales chargés de la gestion des contrats; responsables des organes nationaux de régulation et de supervision des marchés publics; auditeurs, gestionnaires de projets et programmes d'investissement public; responsables de la passation des marchés auprès des institutions financières internationales; consultants et formateurs en passation des marchés.

Distance: du 24 octobre 2016 au 10 février 2017 et du 19 juin au 13 octobre 2017

Turin: du 13 février au 16 juin 2017

Date limite d'inscription: 1^{er} septembre 2016

MASTERS' PROGRAMMES

MASTER IN PUBLIC PROCUREMENT MANAGEMENT FOR SUSTAINABLE DEVELOPMENT (BLENDED)

A979171(C)	1 YEAR	TURIN AND DISTANCE	EN	24/10/2016 - 27/10/2017 (IN TURIN: 06/02/2017 - 09/06/2017)	master-procurement@itcilo.org
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TUITION FEE: 8,000 EURO	SUBSISTENCE COSTS: N.A.	TOTAL COST: 8,000 EURO
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This programme is unique in its comprehensive coverage of the four pillars needed for effective operation of national public procurement systems as defined by the OECD. The learning content is multidisciplinary, ranging from international legal obligations to the economic theory foundations of PP. New and evolving topics in public procurement are also explored: sustainable procurement, e-procurement and public-private partnerships. Emphasis is placed on practical work and case studies related to planning, market research functions as well as managing the overall spectrum of tendering and contract management activities. This Master incorporates a module on soft skills designed to enhance participants' interpersonal skills, especially in contract negotiations and conflict resolution. Professional codes of conduct are explored as well as systems for prevention and detection of fraud/corruption.

This Master Programme has been designed for future public procurement practitioners, managers and officials from ministries, local government bodies and public expenditure supervisory bodies. Procurement and financial auditors, project managers and recent university graduates who aim to specialize in public procurement management are also invited to apply.

Distance: 24 October 2016 to 3 February 2017 and from 12 June 2017 to 27 October 2017

Turin: 6 February 2017 to 9 June 2017

Deadline for application: 30 September 2016

MASTERS' PROGRAMMES

MASTER OF SCIENCE (MSc) IN APPLIED LABOUR ECONOMICS FOR DEVELOPMENT (BLENDED)

A979217(C)	1 YEAR	TURIN AND DISTANCE	EN	24/10/2016 - 28/02/2018 (IN TURIN: 23/01/2017 - 12/05/2017)	maled@itcilo.org
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TUITION FEE: 7,000 EURO	SUBSISTENCE COSTS: N.A.	TOTAL COST: 7,000 EURO
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This MSc responds to the need for more diverse expertise in the design and evaluation of policies in which international labour standards and fundamental rights at work go hand-in-hand with job creation and productive employment. It is intended to prepare participants to become experts in designing, analysing and evaluating policies that place employment at the heart of economic, social and development policy-making. The course will combine rigorous training in analytical and quantitative economic methods with an emphasis on what constitutes an appropriate policy, the legal and institutional framework for employment and decent work in different development contexts.

The Master is intended for recent university graduates from developing and developed countries; officials and/or professionals in the public and private sectors, UN agencies, foundations and NGOs.

Distance: 24 October 2016 to 22 January 2017 and 15 May 2017 to 28 February 2018

Turin: 23 January to 12 May 2017

Deadline for application: 1 July 2016 (first round of admissions) or 1 September 2016 (second round of admissions)

MASTERS' PROGRAMMES

MASTER OF LAWS (LL.M) IN INTERNATIONAL TRADE LAW – CONTRACTS AND DISPUTE RESOLUTION (BLENDED)

A979049(C)	1 YEAR	TURIN AND DISTANCE	EN	07/11/2016 - 06/11/2017 (IN TURIN: 13/02/2017 - 16/06/2017)	tradelaw@itcilo.org
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TUITION FEE: 8,000 EURO	SUBSISTENCE COSTS: N.A.	TOTAL COST: 8,000 EURO
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This programme aims to provide participants with an in-depth understanding of the main legal issues in international trade law, contract law and contract drafting. In addition, it explores key legal issues in contract formulation, pre-contractual agreements, letters of intent and e-commerce. Analysis of the main provisions of specialized contractual agreements is presented, for example in the case of technology licence agreements, joint ventures, mergers and acquisitions, intellectual property rights, trademarks and patents, state contracts, construction and engineering contracts, as well as related modes of payment and dispute resolution mechanisms.

This Master Programme has been designed for recent university graduates who intend to work in the field of international trade law, for example in law firms, corporations' legal departments, European and international organizations, and academic or research institutions. Law consultants, practitioners, and young managers wishing to expand their knowledge in the field of negotiation of international contracts would also benefit from this programme.

Distance: 7 November 2016 to 12 February 2017 and from 17 June 2017 to 6 November 2017

Turin: 13 February 2017 to 16 June 2017

Deadline for application: 31 August 2016

MASTERS' PROGRAMMES

MASTER IN MANAGEMENT OF DEVELOPMENT (BLENDED)

A979050(C)	1 YEAR	TURIN AND DISTANCE	EN	07/11/2016 - 03/11/2017 (IN TURIN: 06/02/2017 - 09/06/2017)	mandev@itcilo.org
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TUITION FEE: 8,000 EURO	SUBSISTENCE COSTS: N.A.	TOTAL COST: 8,000 EURO
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This Master provides participants with the knowledge and skills for effective participation in the management of development programmes and projects. It explores the evolution of development theories and how successful national development requires integration of the outcome of sound socio-economic analysis with an enabling legal environment. The content is multidisciplinary, ranging from exploration of key topics in development economics, to the rule of law and the factors influencing the design and effective operation of development institutions.

In addition, the programme explores the full spectrum of managerial and analytical competencies needed for project cycle management (PCM) and related interpersonal skills.

The programme is intended for officials, young professionals and recent university graduates from the public and/or private sectors, UN agencies, foundations and NGOs – from developing and developed countries – who are planning to work or who are already working in the area of development.

Distance: 7 November 2016 to 31 December 2016 and from 11 June 2017 to 3 November 2017

Turin: 6 February 2017 to 9 June 2017

Deadline for application: 23 September 2016



LEARNING METHODOLOGIES AND TECHNOLOGIES MÉTHODOLOGIES ET TECHNOLOGIES DE L'APPRENTISSAGE METODOLOGÍAS Y TECNOLOGÍAS DE APRENDIZAJE

The main goal of the Centre's training, learning and capacity-development activities is to strengthen the competencies of institutions which provide services, training and advice at country level. The Centre is a state-of-the-art training institution that enables change through providing sustainable solutions in the areas of learning, knowledge-sharing and organizational development.

Les activités de formation, d'apprentissage et de développement des capacités proposées par le Centre aspirent principalement à renforcer les compétences des institutions qui assurent des services, des formations et des conseils au niveau national. Le Centre est une institution de formation de pointe qui promeut le changement en proposant des solutions durables dans les domaines de l'apprentissage, du partage des connaissances et du développement organisationnel.

El objetivo de las actividades de formación, aprendizaje y desarrollo de capacidades propuestas por el Centro es fortalecer las competencias de las instituciones que prestan servicios, formación y asesoramiento al público final en los países. El Centro es una institución de formación de última generación que propicia el cambio proporcionando soluciones de aprendizaje sostenibles en el ámbito del aprendizaje, el intercambio de conocimientos y el desarrollo organizativo.

LEARNING METHODOLOGIES AND TECHNOLOGIES

MASSIVE ONLINE OPEN COURSE (MOOC) ON GAMIFICATION (NEW)

A979053	8 WEEKS	DISTANCE	EN	04/04/2016 - 27/05/2016	supportecampus@itcilo.org
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TUITION FEE: FREE	SUBSISTENCE COSTS: FREE	TOTAL COST: FREE
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Gamification integrates gaming elements into non-game situations such as business, education, social and development challenges. This course explores the potential of gamification to transform learning and training, to improve team-building, to increase organizational productivity and to trigger innovation.

The Gamification for Development MOOC is for trainers responsible for designing and implementing learning activities; technical specialists occasionally involved in training or facilitation; professionals in charge of organizational learning and change; E-Learning specialists and instructional designers.

LEARNING METHODOLOGIES AND TECHNOLOGIES

MASSIVE ONLINE OPEN COURSE (MOOC) ON TECHNOLOGY@WORK (NEW)

A979054	8.5 WEEKS	DISTANCE	EN	01/06/2016 - 27/07/2016	supportecampus@itcilo.org
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TUITION FEE: FREE	SUBSISTENCE COSTS: FREE	TOTAL COST: FREE
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Technology@Work focuses on the role of technology and innovation in the world of work and its increasing impact. It identifies related challenges and explores meaningful dialogues around drones and labour, industrial robotics, 3D printing, digitization, big data and the internet of things.

Governments, social partners and international development agencies with a specific interest in the future of work.

LEARNING METHODOLOGIES AND TECHNOLOGIES

**INTERNATIONAL TRAINING OF TRAINERS FORUM: TOWARDS SUSTAINABLE LEARNING SOLUTIONS /
 FORUM INTERNATIONAL DE FORMATION DE FORMATEURS: VERS DES SOLUTIONS D'APPRENTISSAGE DURABLES /
 FORO INTERNACIONAL DE FORMACIÓN DE FORMADORES: HACIA SOLUCIONES DE APRENDIZAJE SOSTENIBLES**

A909045	1 WEEK, SEMAINE, SEMANA	TURIN	EN / FR / ES	24/10/2016 - 28/10/2016	delta@itcilo.org
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TUITION FEE: 2,450 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 3,050 EURO
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The Forum will explore innovative learning ecologies throughout the entire learning management cycle and provide specialist tracks for those who want to know more about transformational learning, visual learning, mobile learning and gamification.

The Forum is for trainers responsible for designing and implementing learning activities; technical specialists occasionally involved in training or facilitation; training evaluators; professionals in charge of organizational learning and change; representatives of employers' and workers' organizations.

Le forum abordera les écosystèmes d'apprentissage innovateurs tout au long du cycle de gestion de l'apprentissage et proposera des pistes spécialisées à ceux qui veulent en savoir plus sur l'apprentissage transformationnel, l'apprentissage visuel, l'apprentissage mobile et la ludification.

Le forum s'adresse aux formateurs chargés de la conception et de la mise en oeuvre d'activités d'apprentissage; spécialistes impliqués occasionnellement dans la formation ou la moderation; évaluateurs de la formation; cadres responsables de l'apprentissage et du changement au sein de leur organisation; représentants des organisations d'employeurs et de travailleurs.

El Foro examinará los ecosistemas de aprendizaje innovadores durante todo el ciclo de gestión del aprendizaje y propondrá pistas especializadas a aquellos que desean saber más acerca del aprendizaje transformacional, el aprendizaje visual, el aprendizaje móvil y la ludificación.

El Foro está dirigido a formadores responsables del diseño y de la aplicación de actividades de aprendizaje; especialistas técnicos involucrados ocasionalmente en la formación o en la facilitación; evaluadores de la formación; directivos responsables del aprendizaje y del cambio en sus organizaciones; representantes de organizaciones de empleadores y de trabajadores.



PROJECT AND PROGRAMME CYCLE MANAGEMENT GESTION DU CYCLE DE PROJET ET DE PROGRAMME GESTIÓN DEL CICLO DE PROYECTOS Y PROGRAMAS

For a long time, the desired outcomes of development programmes and projects were compromised by a shortage of well-trained project staff. Amongst the most notable skill deficiencies was proficiency in project and programme cycle management (PPCM). PPCM provides an overall analytical and decision-making framework for results-based management. Proficient use of PPCM techniques is essential when it comes to ensuring that programmes and projects are relevant, feasible and effective in promoting development. In the aftermath of the Paris Declaration on Aid Effectiveness (2005) and the introduction of new ways to deliver development aid, including sector-wide approaches and budget-support funding, the emphasis on Results-Based Management (RBM) in development was heightened. This has raised the levels of competencies needed by national recipient agencies and public administration supervisors.

La réalisation des objectifs visés par les programmes et projets de développement a été pendant longtemps compromise par la pénurie de personnel compétent dans le domaine de la gestion du cycle de projet. On pouvait observer et évoquer parmi les lacunes les plus notoires le niveau inadéquat dans leur application des connaissances et compétences de la gestion du cycle de projet. La gestion du cycle de projet offre un cadre analytique et décisionnel systématique indispensable pour supporter une gestion axée sur les résultats. L'utilisation des techniques de gestion de projet est indispensable pour assurer la pertinence, la faisabilité et l'efficacité des interventions en faveur du développement. Dans le sillage de la Déclaration de Paris sur l'efficacité de l'aide (2005) et de l'introduction de nouvelles modalités de délivrance de l'aide au développement, parmi lesquelles les approches sectorielles et l'appui budgétaire, la gestion axée sur les résultats a connu un regain d'intérêt. Ce nouveau contexte a par conséquent élevé les niveaux de compétences professionnelles et managériales requises des organismes bénéficiaires dans les différents pays et des fonctionnaires chargés de la supervision.

Durante un largo período de tiempo, la consecución de los resultados deseados en los programas y proyectos de desarrollo se veía a menudo condicionada por la falta de personal de proyectos con la formación adecuada. Entre las carencias más notables en cuanto a capacidades se destacaba la inadecuada competencia en la gestión sistemática del ciclo de proyectos (GCP). La GCP ofrece un marco general de análisis y adopción de decisiones indispensable para la gestión basada en los resultados. El uso pertinente de las técnicas de GCP es indispensable para programas y proyectos que son pertinentes, viables y efectivos en la promoción del desarrollo. La importancia de la gestión basada en los resultados en la labor de desarrollo aumentó durante el período posterior a la Declaración de París sobre la eficacia de la ayuda al desarrollo (2005) y a la introducción de nuevas formas de ejecución de la ayuda al desarrollo, entre las que se incluían los enfoques a nivel de sector y la financiación para el apoyo de los presupuestos. Este hecho ha provocado que aumentasen los niveles de competencias exigidos en el ámbito profesional y de gestión, a los directores y al personal de las agencias nacionales receptoras, así como a los funcionarios públicos encargados de la supervisión.

PROJECT AND PROGRAMME CYCLE MANAGEMENT

PROJECT CYCLE MANAGEMENT

A909135	2 WEEKS	TURIN	EN	25/04/2016 - 06/05/2016	sdp@itcilo.org
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TUITION FEE: 2,225 EURO	SUBSISTENCE COSTS: 1,350 EURO	TOTAL COST: 3,575 EURO
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The course aims to upgrade the technical and managerial competencies needed for project identification, stakeholder management, project design and the development of monitoring and evaluation systems. The course is based on the logical framework approach.

National project coordinators; project managers and staff; staff of international organizations; national development planning officials; non-governmental organization officials involved in technical assistance programmes and projects.

PROJECT AND PROGRAMME CYCLE MANAGEMENT

RISK MANAGEMENT IN DEVELOPMENT PROJECTS (NEW)

A909141	1 WEEK	TURIN	EN	16/05/2016 - 20/05/2016	sdp@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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This course deals, in a practical manner, with project risk management as a management technique which can be applied to handle the risks of development cooperation and public sector projects throughout the cycle. These projects are often planned without a specific emphasis on risks but rather putting the entire focus on project interventions, plans and budgets. However, in practice such projects evolve in high-risk environments, in contexts that are characterized by high levels of complexity and uncertainty and by the involvement of multiple stakeholders. This course is designed to address this gap and to help participants establish a framework for application of formal risk management to development cooperation and public sector projects.

National project coordinators; project managers and staff; staff of international organizations; national development planning officials; non-governmental organization officials involved in technical assistance programmes and projects; context analysts.

PROJECT AND PROGRAMME CYCLE MANAGEMENT

RESULTS-BASED MANAGEMENT IN PUBLIC AND INTERNATIONAL ORGANIZATIONS

A909151	2 WEEKS	TURIN	EN	20/06/2016 - 01/07/2016	sdp@itcilo.org
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TUITION FEE: 2,225 EURO	SUBSISTENCE COSTS: 1,350 EURO	TOTAL COST: 3,575 EURO
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Management is about achieving results. The concepts and tools presented in this workshop are equally applicable to programme/ project management as to management of the organization. The course explores the elements of an integrated results-based management system built around a set of desired results and an array of intermediate deliverables and activities which need to be monitored for accomplishment as per the planned parameters of time, scope, quality and cost. The training sessions focus on the practical application of RBM concepts and techniques in the development and monitoring of an effective performance management system that can track in real time the actual achievements against the objectives of the planned project or business.

Directors and managers of public and private organizations, programme managers and planners, national project coordinators, performance auditors and monitoring and evaluation specialists.

PROJECT AND PROGRAMME CYCLE MANAGEMENT

FINANCIAL MANAGEMENT FOR DEVELOPMENT PROJECTS

A909155	2 WEEKS	TURIN	EN	20/06/2016 - 01/07/2016	sdp@itcilo.org
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TUITION FEE: 2,225 EURO	SUBSISTENCE COSTS: 1,350 EURO	TOTAL COST: 3,575 EURO
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Financial management is more than an administrative and control function. Sound financial management is a critical prerequisite for successful project delivery. Timely and precise financial data are indispensable for effective decision-making as well as corrective action by project management staff in order to enhance the prospects of timely completion within the planned project budget and scope of deliverables. Participants learn to design and operate project financial management systems in accordance with sound professional standards and the requirements of donors and governments. The course also explores the content of periodic financial reports in development projects.

Project directors; accounting and financial management staff engaged in development projects.

PROJECT AND PROGRAMME CYCLE MANAGEMENT

COPING WITH COMPLEXITY: TOWARDS A MORE SYSTEMIC APPROACH TO PROJECT CYCLE MANAGEMENT (BLENDED)

A979150	5 WEEKS	TURIN AND DISTANCE	EN	20/06/2016 - 22/07/2016 (IN TURIN: 19/07/2016 - 22/07/2016)	sdp@itcilo.org
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TUITION FEE: 1,800 EURO	SUBSISTENCE COSTS: 500 EURO	TOTAL COST: 2,300 EURO
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Combining a distance-learning phase and a 4-day workshop, this course reviews the findings from recent research on complex social systems, and illustrates how to factor non-linear cause-effect relationships, emergent behaviour and other patterns into the design of project strategies.

UN staff designing, appraising and implementing projects; donor organization staff; project managers working in social sectors; context analysts; researchers active in international development.

PROJECT AND PROGRAMME CYCLE MANAGEMENT

MANAGEMENT OF PROJECT IMPLEMENTATION IN WORLD BANK-FUNDED PROJECTS

A909158	1 WEEK	TURIN	EN	11/07/2016 - 15/07/2016	sdp@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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This course explores competencies needed during project implementation, with an emphasis on planning, budgeting and systems for controlling the four parameters of project performance (time, scope/quality, cost and resources). The procedures for change management are presented as well as the skills needed for preparation of project progress and completion reports.

Project directors and senior implementation staff from projects funded by the World Bank and similar international financial institutions.

PROJECT AND PROGRAMME CYCLE MANAGEMENT

CHANGE MANAGEMENT FOR PUBLIC SECTOR INSTITUTIONS

A909159	1 WEEK	TURIN	EN	25/07/2016 - 29/07/2016	sdp@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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Implementing changes in public sector institutions is often underestimated with respect to necessary efforts and often leads to results that do not meet expectations. This course explores the processes and competencies needed for successfully implementing change initiatives in public sector institutions (at national and international levels) in response to the evolving needs of the general public and taking into account organizational dynamics and personal behaviours.

Managers with various functions, currently or likely to be faced with the need to implement change initiatives in public sector organizations at national and international levels; human resources staff.

PROJECT AND PROGRAMME CYCLE MANAGEMENT

PROJECT MANAGEMENT: INVESTMENT PROJECTS

A409160	2 WEEKS	TURIN	RU	29/08/2016 - 09/09/2016	sdp@itcilo.org
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TUITION FEE: 2,225 EURO	SUBSISTENCE COSTS: 1,700 EURO	TOTAL COST: 3,925 EURO
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The course aims to upgrade the technical and managerial competencies needed for project identification, stakeholder management, project design and the development of monitoring and evaluation systems. The course is based on the logical framework approach.

Project directors and senior implementation staff of projects funded by the World Bank and similar international financial institutions.

PROJECT AND PROGRAMME CYCLE MANAGEMENT

MONITORING AND EVALUATION OF PROJECTS AND PROGRAMMES

A909161	2 WEEKS	TURIN	EN	19/09/2016 - 30/09/2016	sdp@itcilo.org
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TUITION FEE: 2,225 EURO	SUBSISTENCE COSTS: 1,700 EURO	TOTAL COST: 3,925 EURO
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This course aims to impart the technical and managerial competencies needed for monitoring performance and for evaluating the efficiency, effectiveness, relevance and sustainability of development programmes and projects. Participants learn to use the various management tools and techniques for project monitoring/control and reporting.

Monitoring and evaluation specialists; project coordinators; programme managers; independent evaluators; donor staff appraising and evaluating projects and programmes; non-governmental organization officials involved in monitoring and evaluating.

PROJECT AND PROGRAMME CYCLE MANAGEMENT

GESTION DU CYCLE DE PROGRAMME ET DE PROJET

A909163	2 SEMAINES	TURIN	FR	19/09/2016 - 30/09/2016	sdp@itcilo.org
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TUITION FEE: 2,225 EURO	SUBSISTENCE COSTS: 1,700 EURO	TOTAL COST: 3,925 EURO
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L'objectif principal du cours vise à transmettre aux participants un ensemble de compétences techniques, d'outils et de bonnes pratiques utilisés par les organisations internationales telles que l'Union européenne, les agences des Nations Unies ou les institutions financières internationales pour gérer l'ensemble des phases composant le cycle de projet. Le cours se fonde sur l'approche du cadre logique.

Coordonnateurs de projets, chefs de projets, assistants de projets, concepteurs de projets chargés de la planification au niveau des administrations publiques; conseillers techniques principaux de projets.

PROJECT AND PROGRAMME CYCLE MANAGEMENT

MONITORING AND EVALUATION OF PROJECTS AND PROGRAMMES

A409166	1 WEEK	TURIN	RU	10/10/2016 - 14/10/2016	sdp@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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This course aims to impart the technical and managerial competencies needed for monitoring performance and for evaluating the efficiency, effectiveness, relevance and sustainability of projects and programmes. Participants learn to use the various management tools and techniques for project monitoring/control and reporting.

Monitoring and evaluation specialists; project coordinators; programme managers; independent evaluators; donor staff appraising and evaluating projects and programmes; non-governmental organization officials involved in monitoring and evaluating.

PROJECT AND PROGRAMME CYCLE MANAGEMENT

PROJECT CYCLE MANAGEMENT

A909206	2 WEEKS	TURIN	EN	17/102016 - 28/10/2016	sdp@itcilo.org
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TUITION FEE: 2,225 EURO	SUBSISTENCE COSTS: 1,700 EURO	TOTAL COST: 3,925 EURO
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The course aims to upgrade the technical and managerial competencies needed for project identification, stakeholder management, project design and the development of monitoring and evaluation systems. The course is based on the logical framework approach. The course includes a one-day study visit.

National project coordinators; project managers and staff; staff of international organizations; national development planning officials; non-governmental organization officials involved in technical assistance programmes and projects.

PROJECT AND PROGRAMME CYCLE MANAGEMENT

GESTÃO DE PROGRAMAS E PROJETOS: ELABORAÇÃO, MONITORIZAÇÃO E AVALIAÇÃO

A909168	2 SEMANAS	TURIN	PT	17/10/2016 - 28/10/2016	sdp@itcilo.org
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TUITION FEE: 2,225 EURO	SUBSISTENCE COSTS: 1,700 EURO	TOTAL COST: 3,925 EURO
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Os participantes aprendem os métodos e as técnicas mais modernas de gestão de programas e projetos públicos, numa respetiva sistêmica, que inclui os programas públicos de política orçamental (orçamento - programa) e os projetos de desenvolvimento de menor dimensão, a nível setorial, local ou geridos por ONGs.

Especialistas em monitorização e avaliação de projetos, responsáveis governamentais pela gestão e supervisão de programas e projetos, gestores de programas e projetos, técnicos de organizações governamentais e de ONGs e avaliadores independentes.

PROJECT AND PROGRAMME CYCLE MANAGEMENT

SUIVI ET ÉVALUATION DES PROGRAMMES ET PROJETS

A909172	2 SEMAINES	TURIN	FR	07/11/2016 - 18/11/2016	sdp@itcilo.org
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TUITION FEE: 2,225 EURO	SUBSISTENCE COSTS: 1,350 EURO	TOTAL COST: 3,575 EURO
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Ce cours renforcera les compétences techniques et managériales requises pour assurer un suivi efficace des projets et programmes et pour gérer les différentes évaluations s'articulant autour du cycle. Les participants utiliseront les outils et techniques nécessaires au suivi et au contrôle de la mise en œuvre de projets et à la production de rapports d'avancement. Ils apprendront à préparer et à gérer les évaluations à mi-parcours, de fin de projet ou programme et d'impact.

Spécialistes du suivi et de l'évaluation; directeurs et gestionnaires de programmes; coordonnateurs de projets; gestionnaires de l'évaluation; évaluateurs indépendants; personnel des donateurs chargé des revues ex-ante et ex-post des projets; personnel des ONG impliqué dans le suivi et l'évaluation.

PROJECT AND PROGRAMME CYCLE MANAGEMENT

IMPACT EVALUATION OF PUBLIC POLICIES, PROGRAMMES AND PROJECTS

A909174	1 WEEK	TURIN	EN	14/11/2016 - 18/11/2016	sdp@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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The aim of impact evaluation is to assess the relevance and effectiveness of a development project or programme or public policies in accomplishing the desired change in the well-being of the affected target population, as well as to measure the attained improvements in pre-defined indicators in the particular sector, where applicable, that are attributable to the development intervention. It is usually undertaken during a defined period of time subsequent to the implementation of a given intervention using a variety of tools and techniques including counterfactual impact evaluation using the control group method that measures/compares the results achieved with what would have happened (to the beneficiaries) had the project/programme intervention not taken place. The participants will be guided to perform an impact evaluation for a selected project (case study) based on the learning content pursued in the course.

Technical specialists in charge of monitoring and evaluation of development projects and programmes as well as officials from ministries of planning, the UN, development banks and NGOs. Researchers active in social sectors. Policy-makers.

PROJECT AND PROGRAMME CYCLE MANAGEMENT

LEADERSHIP AND MOTIVATION SKILLS: MAKING TEAMS EFFECTIVE

A909175	1 WEEK	TURIN	EN	28/11/2016 - 02/12/2016	sdp@itcilo.org
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TUITION FEE: 1,550 EURO	SUBSISTENCE COSTS: 600 EURO	TOTAL COST: 2,150 EURO
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The main objective of this workshop is to enhance the capacity of managers to become effective leaders of their teams. More precisely, to be able to master the soft skills needed to extract and maintain optimal team performance through appropriate motivation techniques and sustained team-building efforts.

Project directors and coordinators, programme managers, managers of non-governmental organizations in charge of coordinating a team effort, and directors of technical departments.



FOR UPDATES,
SEE OUR CALENDAR AT:

<http://www.itcilo.org>

FOR REGISTRATION,
PLEASE CONTACT:

Participants' Admission
and Travel Unit

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Fax: (+39) 011 639 19 29
Email: recruitment@itcilo.org

POUR LES CHANGEMENTS ÉVENTUELS,
VOIR NOTRE CALENDRIER SUR LE SITE WEB:

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Courriel: recruitment@itcilo.org

PARA CONSULTAR LAS ACTUALIZACIONES, PUEDE VER EL
CALENDARIO ELECTRÓNICO EN NUESTRO SITIO WEB:


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SI DESEA INSCRIBIRSE,
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