



About the Project

“Awareness-raising and capacity building on human rights in Rwanda, with an emphasis on labour rights”

- Is part of the wider Programme “Voice and Accountability” which aims at strengthening the voice of citizens and the accountability of authorities in Rwanda and is co-funded by the European Union.
- Has the overall objective to promote human rights, in particular labour rights, in the country.
- Draws on the position of the Media, the Judiciary and the Parliament as key actors that can make a leading contribution in this respect.
- Consists of three main components which mirror its target groups and specific objectives: (1) to enhance the knowledge of journalists and media professionals of ILS and their ability to use them in their reports; (2) to strengthen the knowledge of judges and lawyers of ILS and of other human rights instruments dealing with labour issues and their capacity to use them to resolve labour disputes; and (3) to raise the awareness of Parliamentarians on ILS and the role they are called to play on them.
- Is implemented in partnership with the Institute of Legal Practice and Development and the Rwanda Journalists Association.

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A156564

International Labour Standards: A training of trainers for judges, lawyers and legal educators

31 March – 4 April 2014

Nyanza, Southern Province, Rwanda



www.itcilo.org

International Labour Standards: A training of trainers for judges, lawyers and legal educators

This training is part of the Project “Awareness-raising and capacity building on human rights in Rwanda, with an emphasis on labour rights” (FED/2013/315367), which is co-funded by the European Union.

The training is organized and implemented by the International Training Centre of the ILO (ITC-ILO),¹ in partnership with the Institute of Legal Practice and Development (ILPD).

Background

International labour standards (ILS) adopted by the International Labour Organization (ILO)² are important tools for the development of national legislation. However, the contribution of international labour law is not limited to its impact on labour legislation. ILS can also contribute to strengthening domestic case law on labour matters.

International labour law is a highly valuable resource for domestic judges and lawyers seeking to settle labour disputes. Together with the comments and analysis of the relevant supervisory bodies, ILS offer a matchless source of interpretation and inspiration for judges and lawyers in ILO member States. Several examples show that domestic courts are hesitating less and less to draw not only on international labour Conventions and Recommendations but also on the work of the ILO’s supervisory bodies to interpret and complement their domestic law.

The International Training Centre of the ILO in Turin, Italy, accordingly encourages the advanced training of judges, lawyers (including legal experts representing employers’ organizations and workers’ organizations) and legal educators to enable them to make full use of the sources of international labour law in their daily practice.

1. The ITC-ILO is the training arm of the International Labour Organization. It provides training and related services that develop human resources and institutional capabilities, thereby contributing to achieving the ILO’s goal of decent work for all. Website: www.itcilo.org

2. The ILO is the UN agency dealing with work and workplace issues and is uniquely qualified to provide help in this area. It promotes social justice and human and labour rights. Its overarching goal is to achieve decent work for all so everyone can work in conditions of freedom, equity, security and human dignity. In addition, the ILO has a unique tripartite structure that allows employers, workers and governments to act as equal partners in its decisions, making the Organization representative of the real economy. Website: www.ilo.org

General objectives

The main objective of the course is to equip law professionals with the knowledge that will enable them to i) use international labour law sources at national level and ii) train on the use of international labour standards to settle labour disputes.

Specific objectives

By the end of the course, participants will:

- have an in-depth knowledge of the instruments and supervisory machinery of the ILS system;
- be able to use the analysis and pronouncements of the ILO’s supervisory bodies;
- be able to determine when and how domestic judges and lawyers can use international labour law to solve labour disputes;
- be able to identify and make use of ILS in key areas such as freedom of association, the right to collective bargaining, non-discrimination in employment and occupation, and termination of employment;
- be able to use ILO and ITC-ILO databases on ILS and case-law relying on ILS;
- be able to use specific materials and methodologies to train in this field.

Participants’ profile

The course is intended for law professionals who are in a position to apply ILS or to teach them and who can be involved in future activities as trainers. They include judges that deal with labour litigation, legal educators, labour lawyers and legal experts who represent the interests of employers’ or workers’ organizations.

Structure and content

The course will cover the following:

- general presentation of the ILS system: main characteristics of ILO standards; the ILS

procedures from international drafting to national application;

- when and how domestic judges and lawyers can use international labour law;
- the work of the ILO’s supervisory bodies and its relevance to domestic judges and lawyers;
- the content of ILS on freedom of association and the right to collective bargaining;
- the content of ILS on equality in employment and occupation;
- the content of ILS on termination of employment;
- ILO and ITC-ILO databases on ILS and on case-law relying on ILS.

Methodology and materials

The training methods used in the course will have a highly participatory approach and will take advantage of the participants’ high-level of competencies and experience. Considerable time will be devoted to case studies, role-plays and group discussions.

The ITC-ILO learning approach is:

- participative: engaging participants and designing dynamic learning experiences;
- based on experiential learning processes: recognizing adult learning styles and building from concrete experience to active experimentation;
- using collaborative learning strategies: participants have the opportunity to use complementary skills, recognizing different strengths and weaknesses within the group;
- validating and building on existing experience: developing learning processes that respect the experience that the participants bring and empower them in the learning environment;
- needing diversity: encouraging and valuing diversity within the group in terms of professional background and experience.

The materials used during the course will include a training manual and a compendium of court decisions from numerous jurisdictions around the world, which have relied on ILS.

Resource persons

The course will be taught by experts from ITC-ILO and the ILO, and the Institute of Legal Practice and Development. The lecturers will include a member of the Committee of Experts on the Application of Conventions and Recommendations, one of the main ILO bodies supervising the application of ILS by member States.

Certificate

A certificate of attendance will be awarded to participants at the end of the training.

Applications

Candidates must fill in and submit the online application form by 7 March 2014. The form is available at:

<http://intranetp.itcilo.org/MIN/A156564/en>.

Women are particularly encouraged to apply.

Preparation

In preparation for the course and to facilitate the sharing of information and experience, each participant will be asked to deliver a report before the course on the use of international law in Rwandan case law, with a special focus on international labour law.