Joint Union/Management Negotiation Skills



Training courses on Joint Union/Management Negotiation Skills

Industrial and Employment Relations Department (DIALOGUE)

International Training Centre

www.itcilo.org

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The promotion of collective bargaining at all levels is key to productive, equitable and stable employment relations. While an enabling regulatory framework and other measures to promote collective bargaining are essential, the effectiveness of collective bargaining is often hampered by the poor negotiating skills of the bargaining parties. They may adopt a negotiation style that does not allow them to reach satisfactory outcomes.

The Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and Right to Organise and Collective Bargaining Convention, 1949 (No. 98) lay the basis for democratic and stable labour relations. The importance of promoting collective bargaining is enshrined in the Collective Bargaining Convention, 1981 (No. 154) and its accompanying Recommendation (No. 163). The skills, knowledge and capacity of those representing employers and workers' organisations are critical in preventing labour disputes and achieving outcomes and agreements that meet the interests of all parties. Effective negotiation skills are not merely 'common sense'. They are acquired through a combination of training and experience.

The ITC/ILO courses on negotiation skills provide those involved in negotiations a first-hand knowledge and practice of negotiation skills and techniques. The courses are designed to develop participants' capacities to improve their negotiation skills and therefore to reach satisfactory outcomes for their organisations.



Objectives

The ITC/ILO courses on negotiation aim 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 negotiating to a negotiation style that allows mutual gains and strengthened relationships among parties.



Target groups

The courses target those currently involved or who are expected to be involved, directly or indirectly, in negotiating, whether at enterprise, sectoral/branch or national level.



Duration

The duration of ITC/ILO courses on negotiation range, according to the specific objectives of the course and the target population, from 3 days for a basic training to 5 days for a more advanced training. Training of trainers is also available.



Methodology

ITC/ILO courses have been designed in accordance with the principles of adult learning. The trainer acts as a facilitator encouraging the learners to develop responsibility for learning. The prior experience and knowledge of participants is incorporated into the learning process so that learning can have immediate application. Self-evaluation of learning is encouraged. The learning climate is adult-friendly; courses include role-plays, group work, case studies and quizzes.



Languages

These courses are available in English, French, Russian, Spanish and Arabic.

For further information, please contact:

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