



Training courses on International Labour Standards for Judges, Lawyers and Legal Educators



Why attend these courses?

International labour standards adopted by the International Labour Organization are important tools for drawing up national legislation. Moreover, international labour law is a highly valuable resource for domestic judges and lawyers seeking to settle labour disputes. Courts are increasingly drawing on international labour standards, and on the work of the ILO's supervisory bodies, to interpret and complement their domestic law. At the same time, the demand for training in this area is growing. To meet this demand, the International Training Centre of the ILO (ITC-ILO), in collaboration with the International Labour Standards Department, has conducted training courses for judges, lawyers and legal educators since 1999.



What is the purpose of these courses?

The purpose of these courses is to train participants in using international labour law to resolve domestic labour disputes. To this end, participants are trained on:

- the international labour standards system;
- when and how domestic judges and lawyers can use international labour law;
- international labour standards and their judicial use in key areas such as freedom of association, the right to collective bargaining, non-discrimination, and termination of employment.





Where are the courses taking place?

Each year, a two-week training course is held on the ITC-ILO campus in Turin, Italy, where participants gather from all over the world. A one-week course specifically for Latin America is also held in a different country of the region each year.

In addition, 'tailor-made' national, sub-regional and regional courses are held outside Turin, in conjunction with national judicial training institutes, universities or employment dispute resolution bodies.

Some examples of past courses

- **Melbourne (Australia):** a course for judges and arbitrators from 14 countries in Asia and the Pacific, held in conjunction with Fair Work Australia.
- **Paris (France):** a course for French judges and labour inspectors, held in conjunction with the École Nationale de la Magistrature and the ILO Paris Office.
- **Maputo (Mozambique):** a course for judges and law professors from all Portuguese-speaking African countries, held in conjunction with Mozambique's Centro de Formação Jurídica e Judiciária.



Which languages are the courses offered in?

The yearly training course in Turin is carried out in English and French with simultaneous interpretation. Spanish is used for the courses in Latin America. 'Tailor-made courses' are offered in English, French, Spanish, Portuguese, Chinese, Russian, Arabic and Italian.



What is the participants' profile?

Since 1999, more than 3,000 people have been trained. These are law professionals who are in a position to apply international labour standards or to teach them. They include:

- magistrates from courts and tribunals that deal with labour litigation;
- university law teachers;
- labour lawyers;
- legal experts from employers' and workers' organizations.



Who are the trainers?

The courses feature experts from the ITC-ILO, the International Labour Office, the judiciary, academia and the ILO Committee of Experts on the Application of Conventions and Recommendations.



What materials and methodology are used?

The materials used during the course include a training manual ("International Labour Law and Domestic Law. A Training Manual for Judges, Lawyers and Legal Educators") published in English, French and Spanish, and a compendium of court decisions from numerous jurisdictions around the world, which is regularly updated in English, French and Spanish. Editions also exist in Arabic, Chinese, Portuguese and Russian.



Partnerships

The ITC-ILO collaborates with national judicial training institutions, universities and employment dispute resolution bodies both on specific training activities and long-term projects. These involve training of trainers, training of newly appointed judges and continuous learning.

Some examples of Memoranda of Understanding with institutions

- Escuela Judicial del Consejo de la Magistratura (Argentina)
- Associação Nacional dos Magistrados da Justiça do Trabalho (Brazil)
- Institut supérieur de la magistrature (Morocco)
- Moscow State Law Academy (Russian Federation)
- Centre de Formation Judiciaire du Sénégal (Senegal)
- Consejo General del Poder Judicial (Spain)



What do participants say?

“I am convinced that all of us were enriched, and increased our view of the applicability of international standards, whose broader and fruitful dissemination will benefit the law.”

Júlia Ferreira

Professor in Labour Law, Faculty of Law,
Agostinho Neto University, Luanda, Angola

“Congratulations on running a very successful and enjoyable course. The course was informative and lots of fun.”

Rosemary Calabrese

Principal Policy Officer, Safework South Australia, Australia



The training methods take full advantage of the participants' high level of competencies and experience. The training is based on experiential learning processes that utilize concrete experience and active experimentation. Subjects are dealt with through lectures, group discussions, case studies and role plays.



What is the impact of these courses?

An independent evaluation demonstrated that these courses have an impact. Former participants are making judicial decisions that draw on international labour law. They are also writing academic articles, running seminars, workshops and conferences on related subjects, and upgrading university curricula to include international labour law.



"I have fond memories of my stay at the International Training Centre and the quality of training I received.

I congratulate the whole team on the excellent organization of the course. Let me not forget all the experts who gave us a wealth of knowledge of international labour standards. I assure you that you were not preaching in vain.

I personally have taken up international labour standards as an instrument for development and social progress in my activity."

William Kodjoh-Kpakpassou

Judge, Court of First Instance, Cotonou, Benin

"I'd like to thank you and the ILO team for giving me the chance to take part in the event and for the commitment, quality and excellence of the event in Ecuador. It was very useful to me, and it will doubtless boost knowledge, application and interpretation of international labour standards."

Roberto Pérez Salazar

Legal executive, Colombia

"The conference and training course were so helpful and impressive that I talk about them a lot with my colleagues. I will join your follow-up efforts and hope to send some Korean decisions that refer to international labour standards in the near future."

Seong Soo Kim

Presiding Judge, Sunchon Branch of Gwangju District Court, Republic of Korea

"It was such a pleasure and honour for me to meet such a diverse and enriching group of people from all over the world. I learnt a lot from you. Let's keep the fire burning by taking every opportunity to use international labour standards in our judgments as judges and submissions as lawyers."

Martha Chizuma

Deputy Chairperson of the Industrial Relations Court of Longwe, Malawi



For further information, please contact:

International Labour Standards, Rights at Work
and Gender Equality Programme
International Training Centre of the ILO
Viale Maestri del Lavoro, 10, 10127 Turin, Italy

E-mail: jurist@itcilo.org

Phone: +39 011 6936626

Website: <http://training.itcilo.org/ils/judges>