

2008



International Training Centre
Centre international de formation
Centro Internacional de Formación
المركز الدولي للتدريب
Centro Internacional de Formação
国际劳工组织国际培训中心
Centro Internazionale di Formazione
Международный Учебный Центр

Standard Courses • Cours réguliers • Cursos regulares

Acquiere Aprender 学习 Imparare Learn تعلم
Comprender 理解 Comprendre فهم Understand Capire
Obtiner 获得 Obtenir зарабатывать
Ascoltare 聆听 Escuchar слушать Listen
Réaliser 实现 Достигать Raggiungere انجام
Promover 支持 Promuovere Support
Cambiare 变革 Cambiar 变革
Formare 培训 Formar обучать
Condividere 参与 partecipare Участвовать Share تشارك
Migliorare 提高 Mejorar تحسين Improve 提高
Sviluppare 发展 Sviluppare Développer
Sognare 梦想 Soñar Dream мечтать

**International Training Centre
of the ILO**

The Centre has 42 years' experience of providing training and learning opportunities and services to decision-makers, managers, practitioners and trainers from the three ILO constituencies – governments, workers' organizations and employers' organizations - and their partner institutions. Its services are also available to the United Nations system as a whole, including ILO staff. It has partnerships with regional and national training institutions.

To date, more than 150,000 women and men from about 180 nations have benefited from the Turin Centre's training and learning services. The annual number of programmes and projects exceeds 450. The annual number of participants exceeds 11,000.

The Centre offers standard courses, customized learning events, comprehensive training projects, advisory services, and training material design and production.

Around half the activities take place on campus and half in the field or at a distance. The Centre uses information technology, including the Internet, to offer distance learning and tutoring services.

Besides the standard courses described in this calendar, the Centre organizes customized programmes that meet the specific needs of countries in the following regions: Africa, the Americas, Arab States, Asia and the Pacific, and Europe. Courses are held in Arabic, English, French, Portuguese, Russian and Spanish.

The titles and descriptions in this calendar are in the language of the course (except for Arabic and Russian).

**Centre international de formation
de l'OIT**

Le Centre a une expérience de 42 ans dans le domaine de l'apprentissage et de la formation pour les décideurs, gestionnaires, praticiens et formateurs des trois mandats de l'OIT, à savoir les gouvernements, les organisations de travailleurs et celles d'employeurs, ainsi que les institutions qui sont leurs partenaires. En outre, il met ses services à la disposition de l'ensemble du système des Nations Unies, y compris le personnel du BIT, et a établi des partenariats avec des institutions de formation régionales et nationales.

Plus de 150 000 femmes et hommes provenant de quelque 180 pays ont bénéficié jusqu'à présent de ses services d'apprentissage et de formation. Chaque année, plus de 450 programmes et projets sont exécutés, à l'intention de plus de 11 000 participants.

Le Centre propose des cours réguliers, des initiatives d'apprentissage conçues sur mesure, des projets de formation complets, des services-conseils; en outre, il conçoit et produit du matériel didactique.

Une moitié environ de ses activités se déroule au campus et l'autre moitié sur le terrain ou à distance. Il fait appel à la technologie de l'information, y compris l'Internet, pour offrir une formation à distance et des services de tutorat.

En plus des cours réguliers décrits dans ce calendrier, le Centre organise des programmes sur mesure afin de répondre aux exigences spéciales des régions suivantes: Afrique, Amériques, Asie et Pacifique, Europe et États arabes. Les cours sont donnés en anglais, arabe, espagnol, français, portugais et russe. Les titres et les descriptions figurent dans ce calendrier dans la langue dans laquelle se déroulent les cours (sauf pour l'arabe et le russe).

**Centro Internacional de Formación
de la OIT**

El Centro tiene 42 años de experiencia en el ámbito de la formación y el aprendizaje para responsables de la toma de decisiones, directivos, especialistas y formadores de los tres mandatos de la OIT (gobiernos, organizaciones de empleadores y organizaciones de trabajadores) y sus instituciones asociadas. Sus servicios se ponen igualmente a disposición del sistema de las Naciones Unidas en su conjunto, incluido el personal de la OIT. Por otro lado, ha establecido alianzas con instituciones regionales y nacionales de formación.

Hasta la fecha, más de 150 000 mujeres y hombres de unos 180 países se han beneficiado de los servicios de formación y aprendizaje del Centro. Cada año se llevan a cabo más de 450 programas y proyectos. El número anual de participantes es superior a 11 000.

El Centro ofrece cursos regulares, programas de formación a medida, proyectos completos de formación, servicios de asesoramiento y se ocupa del diseño y la producción de material didáctico.

Alrededor de la mitad de las actividades se realiza en el campus y la otra mitad sobre el terreno o a distancia. El Centro recurre a la tecnología de la información, incluida Internet, para brindar actividades de formación a distancia y servicios de tutoría.

Además de los cursos regulares descritos en el presente Calendario, el Centro organiza programas a medida que responden a las necesidades específicas de países de las regiones siguientes: África, las Américas, Asia y el Pacífico, los Estados árabes, y Europa. Los cursos se imparten en árabe, español, francés, inglés, portugués y ruso. Los títulos y las descripciones en este calendario figuran en el idioma del curso

● Full distance learning or blended courses
Cours à distance ou mixtes
Cursos de aprendizaje a distancia o combinados



★ New courses
Nouveaux cours
Cursos nuevos

**FOR REGISTRATION, PLEASE CONTACT • POUR VOUS INSCRIRE, VEUILLEZ VOUS
ADRESSER À • PARA INSCRIBIRSE, DIRÍJASE A:**

The Recruitment Unit • International Training Centre of the ILO
Viale Maestri del Lavoro, 10 • 10127 Turin, Italy

Tel.: (39) 011 – 6936 671/ 6936 629 / 6936 111 • Fax: (39) 011 – 6936 767/ 6638 842

E-mail: recruitment@itcilo.org • Visit our Web site: <http://www.itcilo.org>

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International
labour standards

Child labour

Forced labour

Freedom of association

Discrimination

Normes internationales
du travail

Travail des enfants

Travail forcé

Liberté syndicale

Discrimination

Normas internacionales
del trabajo

Trabajo infantil

Trabajo forzoso

Libertad sindical

Discriminación

Normas internacionales del trabajo para magistrados, juristas y docentes en derecho

Las normas internacionales del trabajo como punto de referencia para las legislaciones nacionales y como fuente para reforzar la jurisprudencia nacional en temas laborales.

Jueces, magistradas/os, juristas, docentes en derecho, asesoras/es jurídicas/os de las organizaciones de empleadores y de trabajadores.

28/07/2008 - 01/08/2008 1 semana

A251704 Español, América Latina (Santiago de Chile)

Contacto: NormesTurin@itcilo.org

1,725 Euros

International labour standards and equality in employment: focus on gender issues

Provisions of international labour standards concerning equality in employment, non-discrimination and women workers' rights. Tools and practices for the promotion and implementation of such standards.

Government officials; employers' and workers' representatives; representatives of national equality promotion systems; journalists; educators.

Normes internationales du travail et égalité dans l'emploi: accent sur les questions de genre

Dispositions des normes internationales du travail en matière d'égalité dans l'emploi, de non discrimination et de droits des travailleuses. Instruments et pratiques de promotion et d'application de ces normes.

Fonctionnaires; représentants des employeurs et des travailleurs; représentants d'institutions promouvant l'égalité de chances; journalistes; professeurs.

07/04/2008 - 18/04/2008 2 weeks/semaines

A901049 English / Français, Turin Centre / Centre de Turin

Contact: NormesTurin@itcilo.org

2,700 Euros

International labour standards

Procedures of the system of international labour standards (ILS) and their follow-up, including the obligation for member States to submit reports in conformity with the ILO Constitution.

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

Normes internationales du travail

Procédures du système de normes internationales du travail et leur suivi, y compris l'obligation des États Membres de présenter des rapports conformément à la Constitution de l'OIT.

Fonctionnaires responsables des questions liées aux normes internationales du travail; représentants des employeurs et des travailleurs.

Normas internacionales del trabajo

Procedimientos del sistema de normas internacionales del trabajo y su seguimiento, incluida la obligación de los Estados Miembros de presentar informes, conforme a la Constitución de la OIT.

Funcionarios gubernamentales responsables de las cuestiones relativas a las normas internacionales del trabajo, representantes de los empleadores y de los trabajadores.

12/05/2008 - 23/05/2008

2 weeks/semaines/semanas

A901052 English / Français / Español
Turin Centre + Genève, Switzerland
Centre de Turin + Genève, Suisse
Centro de Turin + Ginebra (Suiza)

Contact: NormesTurin@itcilo.org

3,580 Euros

Indigenous and tribal peoples: rights and development

Overview of the main policies, legislation, resources, institutions, processes and networks relevant to indigenous and tribal peoples. Integration of indigenous and tribal peoples' rights into broader policies and programmes. Culturally appropriate responses to their needs.

Civil servants and other professionals coordinating projects that address indigenous issues.

13/10/2008 - 17/10/2008 1 week

A901057 English, Turin Centre

Contact: NormesTurin@itcilo.org

1,820 Euros

International labour standards for judges, lawyers and legal educators

International labour standards as a point of reference for national legislations and as a source for strengthening domestic case law on labour matters.

Judges; lawyers; legal educators; legal advisers of employers' and workers' organizations.

Normes internationales du travail pour juges, juristes et professeurs de droit

Les normes internationales du travail comme point de référence pour les législations nationales et comme source pour la consolidation des jurisprudences nationales en matière de travail.

Juges; juristes; professeurs de droit; conseillers juridiques des organisations d'employeurs et de travailleurs.

01/09/2008 - 12/09/2008 2 weeks/semaines

A901055 English / Français, Turin Centre / Centre de Turin

Contact: NormesTurin@itcilo.org

2,785 Euros

International labour standards and globalization

Fundamental principles and international labour standards as tools for enabling benefits to flow from global economic integration. Policy approaches ensuring that progress in trade liberalization and in productivity goes hand in hand with social progress.

Government officials; employers' and workers' representatives; key officials involved in labour inspection and in corporate social responsibility.

Les normes internationales du travail et la mondialisation

Les principes et les normes internationales fondamentales du travail en tant qu'outils permettant d'exploiter les avantages potentiels de l'économie mondiale intégrée. Approche des politiques visant à assurer que le progrès de la libéralisation du commerce et de la productivité aille de pair avec le progrès social.

Fonctionnaires; représentants des employeurs et des travailleurs; hauts responsables en matière d'inspection du travail ou de responsabilité sociale des entreprises.

10/11/2008 - 21/11/2008 2 weeks/semaines

A901059 English / Français
Turin Centre + Geneva, Switzerland
Centre de Turin + Genève, Suisse

Contact: NormesTurin@itcilo.org

3,160 Euros

International labour standards reporting: child labour Conventions (C.138 and C.182)

This course will explore the content and obligations deriving from the ratification of C.138 and C.182 on child labour; how to better report to the ILO on their implementation; and the importance of an effective supervisory mechanism.

Government officials; employers' and workers' representatives; other professionals engaged in action to eliminate child labour.

Préparation de rapports sur les normes internationales du travail: conventions sur le travail des enfants (C. 138 et C. 182)

Le cours abordera le contenu et obligations découlant de la ratification des conventions 138 et 182 sur le travail des enfants; l'amélioration du rapport à l'OIT sur leur application; et l'importance d'un mécanisme de supervision efficace.

Fonctionnaires; représentants des employeurs et des travailleurs; autres professionnels engagés dans des actions de lutte contre le travail des enfants.

17/11/2008 - 21/11/2008 1 week/semaine

A901060 English / Français, Turin Centre / Centre de Turin

Contact: NormesTurin@itcilo.org

2,095 Euros

Child labour and education: a capacity-building workshop

Child labour is a barrier to the global objective of Education For All. This course will explore policy and programme approaches that can remove barriers to education for child labourers.

Officials responsible for public education policy and planning.

Travail des enfants et éducation: renforcement des capacités

L'accent est mis sur le travail des enfants comme obstacle à l'objectif mondial de l'Éducation pour tous. Le cours examinera les politiques et les programmes à mettre en œuvre pour éliminer les obstacles à l'éducation pour les enfants travailleurs.

Fonctionnaires en charge de la planification et des politiques de l'éducation.

06/10/2008 - 10/10/2008 1 week/semaine

A901058 English / Français, Turin Centre / Centre de Turin

Contact: NormesTurin@itcilo.org

2,095 Euros

Labour dimensions of trafficking in children: understanding the issue and effective responses

This course will explore the labour exploitation dimension of trafficking and the particular needs of children. It will also allow a better understanding of key issues and problems, and provide effective responses both at an upstream policy/legal level and practical outreach level.

Professionals, officials, employers' and workers' representatives engaged in combating trafficking in human beings.

Dimensión laboral de la trata de niños: comprensión del problema y respuestas eficaces

Este curso explorará la dimensión de la explotación laboral en la trata de personas, con particular atención a las necesidades de los niños. El curso permitirá una mejor comprensión de las cuestiones y problemas claves y aportará respuestas eficaces, tanto a nivel del marco político/legislativo específico así como respecto a su aplicación práctica.

Profesionales, funcionarios, representantes de los empleadores y de los trabajadores empeñados en la lucha contra la trata de seres humanos.

03/11/2008 - 07/11/2008 1 week/semana

A901056 English / Español, Turin Centre / Centro de Turín

Contact: NormesTurin@itcilo.org

2,095 Euros

Communicating labour rights - a training course for media professionals

How media professionals can use international labour standards and the work of the ILO's supervisory bodies in their reports to raise public awareness of internationally recognized rights and their relevance to local labour and social issues.

Journalists and professionals working in all types of media (print, radio, television, Internet).

14/07/2008 - 01/08/2008 (distance)

04/08/2008 - 08/08/2008 (Turin Centre)

11/08/2008 - 14/11/2008 (distance)

A901054 English, Distance + Turin Centre

Contact: NormesTurin@itcilo.org

2,525 Euros

Tackling worst forms of child labour in agriculture

This course will provide theory and practice on strategies, policies and programmes to combat child labour and to put agricultural and rural development and employment on a sustainable footing.

All those who have an interest in child labour and hazardous child labour in agriculture in particular.

23/06/2008 - 27/06/2008 1 week

A901053 English, Turin Centre

Contact: NormesTurin@itcilo.org

1,930 Euros

La libertad sindical y la dimensión social de la integración regional

Prácticas de libertad sindical y diálogo social en un contexto de integración económica regional en Europa, África y América Latina. Papel de las normas internacionales del trabajo en materia de libertad sindical respecto de la implementación de una dimensión social de la globalización.

Dirigentes sindicales, representantes de empleadores, funcionarios gubernamentales, profesores e investigadores en materia de derecho del trabajo o derecho de la integración.

Liberté syndicale et dimension sociale de l'intégration régionale

Pratiques de liberté syndicale et dialogue social dans un contexte d'intégration économique régionale en Europe, Afrique et Amérique latine. Rôle des normes internationales du travail en matière de liberté syndicale dans la prise en compte de la dimension sociale de la mondialisation.

Dirigeants syndicaux; représentants des employeurs; fonctionnaires; enseignants et chercheurs en matière du droit du travail ou droit de l'intégration.

18/08/2008 - 29/08/2008 2 semaines/semanas

A901050 Français / Español, Centre de Turin / Centro de Turín

Contact: NormesTurin@itcilo.org

2,700 Euros

Building a global alliance against forced labour

This course will explore the different forms of forced labour and trafficking. It will focus on the necessary means of action and partnerships required to combat them at the national, regional and global levels. Legislative action, law enforcement and preventive actions will also be covered.

Government officials, professionals and activists engaged in the fight against forced labour and trafficking.

Una alianza global contra el trabajo forzoso

Este curso abordará las diferentes formas de trabajo forzoso y de trata de seres humanos. Se centrará en los medios de acción y alianzas necesarias para combatirlas a nivel nacional, regional y mundial. También se abordarán cuestiones relativas a la acción legislativa, la aplicación de la ley y las acciones de prevención.

Funcionarios gubernamentales, profesionales y activistas comprometidos en la lucha contra el trabajo forzoso y la trata.

12/05/2008 - 16/05/2008 1 week/semana

A901051 English / Español
Turin Centre + Geneva, Switzerland
Centro de Turín + Ginebra (Suiza)

Contact: NormesTurin@itcilo.org

2,095 Euros

Employment issues
Informal economy
Migration
Vocational education
and training

Emploi
Économie non structurée
Migration
Enseignement et formation
professionnels

Empleo
Economía no estructurada
Migración
Educación y formación
profesional

Labour market information

The course seeks to improve the capacity to collect pertinent labour market data, to analyse it efficiently and to use it effectively, notably by raising the awareness of all labour market players of their stake in the issue.

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

31/03/2008 - 11/04/2008 2 weeks

A901075 English, Turin Centre

Contact: emp@itcilo.org

3,675 Euros

Decent jobs for all

Following the policy cycle, and in the framework of the ILO's Global Employment Agenda, participants will examine the latest thinking and practice in employment and labour market policies for the promotion of more and better jobs.

Officials involved in the design, implementation or evaluation of labour market and employment policies, including poverty reduction strategies; employers' and workers' representatives.

27/10/2008 - 07/11/2008 2 weeks

A901127 English, Turin Centre

Contact: emp@itcilo.org

3,155 Euros

Tackling youth employment problems

Following the policy cycle, and in the framework of the ILO's Global Employment Agenda, participants will examine the latest thinking and practice in the promotion of more and better jobs for young people.

Staff from ministries of youth, labour, education or vocational training; workers' and employers' representatives; staff from relevant NGOs.

07/07/2008 - 16/07/2008 1.5 weeks

A901077 English, Turin Centre + France

Contact: emp@itcilo.org

3,090 Euros

International labour migration

In this interregional course on international labour migration, participants will acquire the knowledge and skills necessary for identifying key labour migration issues and policies to enhance protection and promote development.

Government officials active in labour migration, social partners, NGOs, associations and researchers dealing with migration issues.

07/04/2008 - 18/04/2008 2 weeks

A901010 English, Turin Centre

Contact: socpro@itcilo.org

3,155 Euros

Répondre au problème de l'emploi des jeunes

Dans le cadre de l'Agenda global pour l'emploi et suivant la démarche du cycle de projet, le cours se propose de présenter aux participants les réflexions et les pratiques les plus récentes en vue de promouvoir la création d'emplois plus nombreux et de meilleure qualité pour les jeunes.

Cadres gouvernementaux des ministères concernés; représentants des organisations de travailleurs et d'employeurs.

15/09/2008 - 24/09/2008 1 semaine ½

A901078 Français, Centre de Turin

Contact: emp@itcilo.org

3,090 Euros

★ Migrations internationales de main-d'œuvre

Sous l'angle spécifique de la migration de main-d'œuvre, les participants acquerront les compétences et connaissances nécessaires afin d'identifier les problématiques principales et les stratégies en vue d'accroître la protection et de promouvoir le développement.

Fonctionnaires gouvernementaux actifs en matière de migration de main d'oeuvre, partenaires sociaux, ONG, associations et chercheurs oeuvrant dans le domaine.

08/09/2008 - 19/09/2008 2 semaines

A901040 Français, Centre de Turin

Contact: socpro@itcilo.org

3,155 Euros

Politiques et bonnes pratiques de formation professionnelle

Le programme vise à améliorer la compréhension des politiques de formation professionnelle et à stimuler un processus d'analyse pour concevoir et formuler des politiques pertinentes au niveau national avec les partenaires sociaux. Les bonnes politiques et pratiques pertinentes seront analysées.

Cadres gouvernementaux des ministères concernés; représentants des organisations des travailleurs et des employeurs.

17/03/2008 - 21/03/2008 1 semaine

A901074 Français, Centre de Turin

Contact: emp@itcilo.org

1,930 Euros

Gestão da formação profissional por competências

O curso oferece uma visão sistemática dos conceitos e instrumentos principais da gestão da formação profissional por competências.

Funcionários do governo, instituições de formação e parceiros sociais.

07/04/2008 - 18/04/2008 2 semanas

A901080 Português, Centro de Turim + França

Contacto: emp@itcilo.org

3,465 Euros

Policies and best practice in vocational training

The programme seeks to improve the understanding of TVET policies and to stimulate analysis of the design and formulation of national policy. Best policies and practices will be analysed.

Officials from relevant ministries; workers' and employers' representatives.

23/06/2008 - 27/06/2008 1 week

A501076 Arabic, Turin Centre

Contact: emp@itcilo.org

1,930 Euros

Training policies and management of training systems

A systematic overview of the functioning and the management of training systems, recent developments and the formulation of training policies.

Government officials, representatives of training institutions and social partners.

03/11/2008 - 14/11/2008 2 weeks

A901079 English, Turin Centre + Germany + Italy

Contact: emp@itcilo.org

3,675 Euros

Enterprise development

Microfinance

Corporate social
responsibilitySocially responsible trade and
investment

Développement des entreprises

Microfinance

Responsabilité sociale
des entreprisesInvestissements et commerce
socialement responsables

Desarrollo empresarial

Microfinanciación

Responsabilidad social
de la empresaInversiones y comercio socialmente
responsables**Sustainable enterprise promotion through
good workplace practice and human
resource management**

Modern concepts and practices in human resource management and in the workplace, for the purpose of raising productivity and improving enterprise performance.

Governments and social partners; HR managers; enterprise development agencies.

07/04/2008 - 18/04/2008 2 weeks

A901109 English, Turin Centre

Contact: sme@itcilo.org

3,155 Euros**● Servicios de desarrollo empresarial
orientados al mercado (SDE)**

Creación, comercialización y suministro de productos de SDE con un enfoque de mercado.

Consultores y asesores de pequeñas empresas, organizaciones de empleadores, asociaciones de pequeñas empresas, cámaras de comercio, responsables de proyectos de fomento de PYMES.

02/05/2008 - 31/08/2008 17.5 semanas

A951731 Español, A distancia

Contacto: sme@itcilo.org

1,500 Euros**SME export consortia development -
UNIDO/ILO joint training course**

Critical issues related to the creation and management of export consortia (e.g. organizational structure, legal form, funding, marketing strategy).

SME export consortia programmes, government agencies; SME support agencies; export promotion agencies; chambers of commerce and industry.

23/06/2008 - 27/06/2008 1 week

A901114 English, Turin Centre

Contact: sme@itcilo.org

1,930 Euros**★ ● Developing value chains and
business service markets: a market
development approach to pro-poor
growth**

This blended course helps development professionals to increase the impact, scale and sustainability of projects that help enterprises grow, create jobs and reduce poverty.

Professionals promoting enterprise development or value chains for MSEs, particularly for practitioners working in the following fields of practice: MSE development; Private sector development; Economic reconstruction; Local economic development; Livelihood security; Employment and training; Microfinance.

07/04/2008 - 30/11/2008 35.5 weeks

A951732 English, Distance / face-to-face

Contact: sme@itcilo.org

**Single module 550 Euros, full course 1,950 Euros,
Premium (distance and face-to-face) 2,750 Euros****● Diploma course on market-oriented small
business development services**

Designing and delivering client-focused business development services through the market.

BDS providers, small enterprise advisers, employers' organizations, chambers of commerce; small business associations, enterprise development agencies.

02/05/2008 - 31/08/2008 17.5 weeks

A951733 English, Distance

Contact: sme@itcilo.org

1,500 Euros

Know about business (KAB): training of trainers

Promoting, designing, supporting and monitoring strategies/programmes for the integration of entrepreneurship education into national education systems.

Entrepreneurship trainers from secondary education, vocational and technical training institutions, polytechnics and universities.

07/07/2008 - 18/07/2008 2 weeks

A901106 English, Turin Centre

Contact: sme@itcilo.org

3,155 Euros

★ The ILO Summer Academy on sustainable enterprise development

A two-week academy offering a broad range of ILO approaches and tools for sustainable enterprise development and job creation.

Government and social partners; enterprise development programmes and projects; international development agencies.

★ L'université d'été du BIT: le développement de l'entreprise durable

Une université d'été de 2 semaines avec un large éventail d'approches et d'outils de l'OIT pour le développement durable de l'entreprise et la création d'emplois.

Gouvernements et partenaires sociaux; programmes pour le développement des entreprises; agences internationales de développement.

08/09/2008 - 19/09/2008 2 weeks / semaines

A901112 English / Français, Turin Centre/Centre de Turin

Contact: sme@itcilo.org

4,000 Euros

Curso de especialización en desarrollo empresarial y globalización

Creación de un contexto favorable y de apoyo al desarrollo y sostenibilidad de las PYMES; productividad empresarial; mejora de las condiciones en el lugar de trabajo; calidad y mercadeo de los productos y servicios; gestión empresarial; mejora de la competitividad empresarial y territorial en un contexto globalizado.

Entidades gubernamentales, organizaciones empresariales, sindicatos, organismos de apoyo a la empresa, ONG.

10/11/2008 - 26/11/2008 2.5 weeks

A201107 Español, Centro de Turin

Contacto: sme@itcilo.org

4.000 Euros

Creating an enabling environment for small enterprise development

Analyse, design and implement programmes for reforming and improving the business environment for small enterprise development.

Governments and social partners; business environment reform programmes; small enterprise development projects.

01/12/2008 - 12/12/2008 2 weeks

A901108 English, Turin Centre

Contact: sme@itcilo.org

3,155 Euros

Cooperative policy and legislation

Comparison of national cooperative policies and laws with the new ILO Recommendation No. 193; design of a strategy to reform and/or update national cooperative policies and laws on the basis of ILO Recommendation No. 193.

Government officials; cooperative sector representatives; private professionals advising governments on cooperative policy and legislation.

08/12/2008 - 12/12/2008 1 week

A901131 English, Turin Centre

Contact: sme@itcilo.org

1,930 Euros

**Employment-intensive investment
for sustainable development**

The course is about achieving economic and social development objectives through appropriate investment choices in infrastructure. It focuses on local resource-based approaches to infrastructure upgrading and service delivery, with special attention to the impact of such approaches on poverty and constructive measures to fulfil their development potential.

Senior government officials; social partner representatives; project managers; donor representatives.

18/05/2008 - 23/05/2008 1 week

A901133 English, Turin

Contact: sdti@itcilo.org

1,930 Euros

**Les investissements à fort coefficient
d'emplois pour le développement durable**

Le cours porte sur la possibilité d'atteindre des objectifs de développement économique et social à travers des choix d'investissement appropriés dans les secteurs de l'infrastructure et de la construction. Il se focalise sur les approches favorisant l'utilisation de ressources locales, tout en mettant l'accent sur leurs effets en termes de réduction de la pauvreté ainsi que sur les mesures pour leur institutionnalisation.

Cadres gouvernementaux; représentants d'associations de travailleurs et d'employeurs; responsables de programmes de développement; bailleurs de fonds.

06/10/2008 – 10/10/2008 1 semaine

A901134 Français, Turin

Contact: sdti@itcilo.org

1,930 Euros

Social protection
Occupational safety
and health

Protection sociale
Sécurité et
santé au travail

Protección social
Salud y seguridad
en el trabajo

Social health insurance

This course examines the objectives, design and implementation of social health insurance within a national health system.

Health planners, practitioners and managers of health insurance schemes in both the government and non-government sectors.

03/03/2008 - 14/03/2008 2 weeks

A901005 English, Turin Centre

Contact: socpro@itcilo.org

3,155 Euros

Social security financing

This introductory course on financing looks at the economic environment, actuarial techniques for determining contribution rates, investment policies and financial governance of social security schemes.

Financial managers of social security schemes, representatives of government and the social partners on social security boards, policy planners, supervisory officials and other stakeholders.

14/04/2008 – 25/04/2008 2 weeks

A901011 English, Turin Centre

Contact: socpro@itcilo.org

3,155 Euros

Régimes de pension et financement de la sécurité sociale

Le rôle du système de pension public et privé est analysé d'une perspective générale avec un intérêt particulier pour les politiques de réformes, structures des prestations, financement durable et bonne gouvernance.

Représentant des gouvernements et partenaires sociaux des conseils d'administration, administrateurs des systèmes de pension, planificateurs politiques et autres parties prenantes.

12/05/2008 - 30/05/2008 3 semaines

A101012 Français, Centre de Turin + Paris et Bruxelles

Contact: socpro@itcilo.org

5,295 Euros

Formulación de políticas y gestión de la seguridad social

Para fortalecer las capacidades de formulación de políticas y gestión de la seguridad social en América Latina, este programa incluye 5 módulos: sistemas de seguridad social, financiamiento de la seguridad social, administración de las instituciones de seguridad social, sistema de pensiones y seguro social de salud.

Directivos, técnicos y asesores en seguridad social, interlocutores sociales en organismos de supervisión.

02/06/2008 - 28/11/2008 26 semanas

A251673 Español, A distancia

Contacto: socpro@itcilo.org

1,990 Euros

Pension schemes and social security financing for Arab States

The role of both public and private pension schemes is analysed from a global perspective with regard to policies on reform, benefit structure, sustainable financing and good governance.

Representatives of government and the social partners on social security boards, pension scheme administrators, policy planners and other stakeholders.

30/06/2008 - 11/07/2008 2 weeks

A501013 Arabic, Turin Centre

Contact: socpro@itcilo.org

3,155 Euros

★ Técnicas actuariales y financiamiento de la seguridad social

Este curso desarrolla las capacidades conceptuales y técnicas para comprender los estudios actuariales y analizar la financiación de los sistemas de la Seguridad Social para tomar decisiones.

Directivos, técnicos y asesores de seguridad social y de sistemas privados de pensiones, interlocutores sociales en organismos de supervisión.

19/08/2008 - 29/08/2008 2 semanas

A251674 Español, Cartagena de Indias (Colombia)

Contacto: socpro@itcilo.org

2,729 Euros

Workshop on pension schemes

The role of both public and private pension schemes is analysed from a global perspective with regard to policies on reform, benefit structure, sustainable financing and good governance.

Representatives of government and the social partners on social security boards, pension scheme administrators, policy planners and other stakeholders.

15/09/2008 - 03/10/2008 3 weeks

A901039 English, Turin Centre + Rome

Contact: socpro@itcilo.org

5,295 Euros

Extension de la protection sociale

Ce cours a pour but d'accroître la capacité d'analyse et de développer les stratégies pour l'extension de la protection sociale aux travailleurs du secteur informel.

Fonctionnaires gouvernementaux; partenaires sociaux, organisations à base communautaire et ONG œuvrant dans l'extension de la protection sociale.

17/11/2008 - 28/11/2008 2 semaines

A151724 Français, Dakar, Sénégal

Contact: socpro@itcilo.org

3,455 Euros

Régimes de pension et financement de la sécurité sociale pour les pays du Maghreb

Le rôle du système de pension public et privé est analysé d'une perspective générale avec un intérêt particulier pour les politiques de réformes, structures des prestations, financement durable et bonne gouvernance.

Représentant des gouvernements et partenaires sociaux des conseils d'administration; administrateurs des systèmes de pension; planificateurs politiques et autres parties prenantes dans la région ciblée.

06/10/2008 - 17/10/2008 2 semaines

A551723 Français / Arabe, Tunis

Contact: socpro@itcilo.org

2,950 Euros

Gestión de la seguridad y salud en la empresa

Este curso proporciona los elementos conceptuales, metodológicos y técnicos y desarrolla las capacidades para asesorar y llevar a cabo la gestión de la Seguridad y Salud en el Trabajo (SST) en una empresa.

Formadores y técnicos en SST de organizaciones gubernamentales, de empleadores y de trabajadores.

05/05/2008 - 16/05/2008 2 semanas

A201037 Español, Centro de Turín

Contacto: socpro@itcilo.org

3,155 Euros

Extensión de la protección social

Este curso pretende fortalecer la capacidad de diagnóstico, análisis y definición de estrategias políticas y sistemas para la extensión de la protección social a los trabajadores de la economía informal.

Responsables gubernamentales, interlocutores sociales, organizaciones comunitarias y ONG interesados en la extensión de la protección social.

20/10/2008 - 31/10/2008 2 semanas

A251675 Español, Lima (Perú)

Contacto: socpro@itcilo.org

3,220 Euros

Occupational safety and health inspection systems

Participants will acquire the knowledge and skills with which to diagnose needs and set out proposals to improve labour inspection in their respective countries.

Senior inspectors, other government officials and social partner representatives involved in the national governance of OSH.

21/07/2008 - 01/08/2008 2 weeks

A901038 English, Turin Centre

Contact: socpro@itcilo.org

3,155 Euros

Extension of social protection

This course seeks to enhance capacity to analyse and develop strategies and systems for the extension of social protection to workers in the informal economy.

Government officials, social partners and community-based organizations and NGOs interested in the extension of social protection.

03/11/2008 - 14/11/2008 2 semaines

A901042 English, Turin Centre

Contact: socpro@itcilo.org

3,155 Euros

★ In-company OSH management

This course provides participants with the concepts, methods, techniques and the skills to advise and manage occupational safety and health (OSH) within an enterprise.

Trainers and advisers on OSH from governments, employers' organizations and workers' organizations.

06/10/2008 - 17/10/2008 2 weeks

A901041 English, Turin Centre

Contact: socpro@itcilo.org

3,155 Euros

Social dialogue
Public sector

Dialogue social
Secteur public

Diálogo social
Sector público

Promoting social dialogue

Social dialogue in the respective participants' countries will be reviewed and compared with other experiences. Action to improve social dialogue in the respective countries will be discussed.

Representatives from governments, national tripartite systems; social partners; universities; parliamentarians.

25/02/2008 - 07/03/2008 2 weeks

A900883 English, Turin Centre

Contact: SocDial@itcilo.org

3,155 Euros

Joint union/management negotiation skills

The course will equip negotiators with a thorough understanding of modern mutual gains negotiation theory and practice. It will also provide the parties with an opportunity to work together in a constructive manner.

Negotiators from trade unions and from employers' organizations; managers involved in industrial relations; trainers.

14/04/2008 - 18/04/2008 1 week

A901115 English, Turin Centre

Contact: SocDial@itcilo.org

1,930 Euros

Public service reform: a participatory approach

How to manage a public service reform programme. Requirements, strategies and processes for success. Management of human resources in the context of the reform. Follow-up and evaluation of the reform.

Public sector managers and workers' representatives, trainers or consultants involved in PSR projects.

26/05/2008 - 13/06/2008 3 weeks

A900993 English, Turin Centre + London

Contact: SocDial@itcilo.org

4,850 Euros

Conciliation and mediation of labour disputes

The course aims to enhance the skills and competencies of those involved in conciliation/mediation of labour disputes, with the use of different styles and techniques of consensus-building in conflict management and dispute resolution. It will contribute to sound labour relations.

Government officials, workers' and employers' representatives, other professionals involved in conciliation/mediation of labour disputes.

02/06/2008 - 06/06/2008 1 week

A901116 English, Turin Centre

Contact: SocDial@itcilo.org

1,930 Euros

Gestão de recursos humanos na administração pública

Quadro normativo da OIT relativo à Função Pública. Análise e diagnóstico da administração pública. Gestão de recursos humanos. A legislação da Administração Pública. O diálogo social na administração pública. Sistemas de informação e indicadores. Igualdade de oportunidades entre homens e mulheres na administração pública.

Gestores de recursos humanos de órgãos públicos ou formadores de instituições de formação administrativa.

18/08/2008 - 12/09/2008 4 semanas

A100994 Português, Centro de Turim + Lisboa

Contacto: SocDial@itcilo.org

5,635 Euros

Participatory labour law-making (course A)

Introduction to the knowledge, skills and attitudes required for the formulation of labour legislation, from a substantive, methodological and technical point of view. Emphasis will be placed on the strengthening of social dialogue in the process. Gender issues will be addressed throughout.

Government, workers' and employers' representatives; parliamentarians and public servants involved in labour law-making.

08/09/2008 - 12/09/2008 1 week

A901117 English, Turin Centre

Contact: SocDial@itcilo.org

1,930 Euros

Curso de especialización para expertos latinoamericanos en relaciones laborales

Se propone analizar y discutir la relación de trabajo en sus emergentes modalidades y su relación con el mercado de trabajo, la protección social, el equilibrio que debe existir entre equidad y flexibilidad y el papel de los interlocutores sociales.

Expertos latinoamericanos sobre el trabajo y las relaciones laborales, dirigentes de organizaciones de empleadores y de trabajadores, funcionarios de organismos gubernamentales, directivos de empresas, profesores universitarios.

08/09/2008 - 19/09/2008 2 semanas

A201118 Español, Centro de Turín

Contacto: SocDial@itcilo.org

5,215 Euros

L'élaboration de la législation du travail: une approche participative

Connaissances, compétences et attitudes nécessaires pour l'élaboration de la législation du travail, sur le plan de la substance, de la méthode et des techniques. L'accent sera placé sur le renforcement du dialogue social dans le processus. Les questions de genre seront traitées tout au cours de l'atelier.

Représentants gouvernementaux et des partenaires sociaux; parlementaires et fonctionnaires impliqués dans l'élaboration de la législation du travail.

27/10/2008 - 31/10/2008 1 semaine

A101121 Français, Centre de Turin

Contact: SocDial@itcilo.org

1,930 Euros

Participatory labour law-making (course B)

Advanced course to strengthen the knowledge, skills and attitudes of participants concerning the formulation of labour legislation with a participatory approach.

Only persons wishing to attend both participatory labour law-making workshops (A and B), or who attended the introductory workshop in previous years.

15/09/2008 - 19/09/2008 1 week

A901119 English, Turin Centre

Contact: SocDial@itcilo.org

1,930 Euros

Réforme de la fonction publique: une approche participative

Comment gérer un programme de réforme de la fonction publique. Conditions nécessaires, stratégies et processus à mettre en œuvre pour son succès. Gestion des ressources humaines dans le cadre de la réforme. Accompagnement et évaluation de la réforme.

Fonctionnaires et syndicalistes de l'administration publique; formateurs ou consultants engagés dans des projets de réforme de la fonction publique.

03/11/2008 - 21/11/2008 3 semaines

A101122 Français, Centre de Turin + Bruxelles

Contact: SocDial@itcilo.org

4,850 Euros

★ Strengthening labour administration

This course has a new curriculum covering all the main functions of a modern labour administration. New challenges will also be analysed and discussed.

Senior officials from national labour administrations; policy makers; researchers and academics; national tripartite bodies; ILO officials.

13/10/2008 - 24/10/2008 2 weeks

A901120 English, Turin Centre

Contact: SocDial@itcilo.org

3,155 Euros

★ Change management for public and private sector institutions

Presents the tools and techniques needed for "business process" analysis in the pursuit of evolving organizational mandates and objectives.

Senior governmental officials working in national and regional administrations and personnel from the private sector or NGOs.

08/12/2008 - 12/12/2008 1 week

A901103 English, Turin Centre

Contact: proc-promo@itcilo.org

2,000 Euros

Employers' activities

Activités pour les employeurs

Actividades para los empleadores

General course on an effective employers' organization

Systematic overview of the functioning of EOs: strategy, planning, advocacy, governance, communication.

Executives, leaders of technical departments or new recruits in employers' organizations.

4-5 days

English, Venue to be determined

Contact: ACTEMPTURIN@itcilo.org

Gérer efficacement une organisation d'employeurs (OE)

Vue d'ensemble systématique du fonctionnement des OE: stratégie, planification, promotion, gouvernance et communication.

Cadres supérieurs; dirigeants de départements techniques ou nouvelles recrues dans les organisations des employeurs.

4-5 jours

Français, Lieu à déterminer

Contact: ACTEMPTURIN@itcilo.org

Employers' organizations and SMEs: how to reach out

Attract SME members; give SMEs a voice in the organization, advocacy for SMEs, services for SMEs.

Staff members of EOs responsible for SMEs and representatives of SMEs that are active members of EOs.

3-4 days

English, Venue to be determined

Contact: ACTEMPTURIN@itcilo.org

Taller para organizaciones de empleadores: cómo representar y servir mejor a la PYME

Aumentar la afiliación de las PYMES, dar voz a dichas empresas dentro de la organización, defender sus intereses y facilitarles servicios.

Personal de organizaciones de empleadores responsable para las PYMES y representantes de PYMES que son miembros activos de una organización de empleadores.

3-4 días

Español, Lugar por definir

Contacto: ACTEMPTURIN@itcilo.org

★ Macroeconomic concepts essential for effective participation in tripartite dialogue

Overview of the role tripartite bodies can play in the development of national economic policies and in poverty reduction. To provide skills and knowledge for effectively participating in tripartite bodies: public finance, budget policy, macro-economic policy and advocacy.

Employer members of tripartite councils at national or regional level.

4-5 days

English, Venue to be determined

Contact: ACTEMPTURIN@itcilo.org

★ Concepts macroéconomiques essentiels à l'usage de négociateurs qui participent au dialogue tripartite

Vue d'ensemble du rôle que les organismes tripartites peuvent jouer dans le développement des politiques nationales et pour la réduction de la pauvreté. Formation de base aux compétences/connaissances permettant de participer efficacement aux organismes tripartites (finances publiques, politique budgétaire, politique macro-économique et promotion d'un environnement favorable).

Employeurs appartenant à des conseils tripartites au niveau national/ régional.

4-5 jours

Français, Lieu à déterminer

Contact: ACTEMPTURIN@itcilo.org

Lobbying and advocacy by EOs, an in-depth course

Lobbying preparation, execution and follow-up. An overview of good practice, experience and tools.

Chief executive officers, staff members of EOs involved in lobbying.

2-3 days

English, Venue to be determined

Contact: ACTEMPTURIN@itcilo.org

EOs and training services: how to set up, run and expand them

Some EOs are very successful in offering services in training. How do they manage it? An overview of good practices, experiences and tools with which to start and expand training services for members.

EO staff members directly involved in these issues.

3-4 days

English, Venue to be determined

Contact: ACTEMPTURIN@itcilo.org

★ Employers' organizations and employment policies, with focus on youth employment

Which policy roles can employers effectively develop on employment, especially youth employment? Basic concepts for analysing employment situations and defining employment policies; special emphasis on youth employment.

EO staff members responsible for this policy area, and/or sitting on employment boards.

3-4 days

English, Venue to be determined

Contact: ACTEMPTURIN@itcilo.org

Corporate social responsibility (CSR): the state of play

Overview of the present state of the debate on CSR at the international level: the ILO, UN Human Rights, OECD, ISO and other reporting mechanisms: threats and opportunities.

EO staff members and company representatives.

1 day

English, Venue to be determined

Contact: ACTEMPTURIN@itcilo.org

★ Employers' organizations: trade policies and services

The course gives a systematic overview of the role EOs can play in trade policy and trade promotion: how to influence the national trade policies and trade negotiation. Which trade promotion services can be offered to members?

EO staff members involved in these areas.

3 days

English, Venue to be determined

Contact: ACTEMPTURIN@itcilo.org

★ Las organizaciones de empleadores y las políticas de empleo, especialmente el empleo de los jóvenes

¿Qué funciones pueden ejercer de forma eficaz los empleadores en el área de las políticas de empleo y en el empleo de los jóvenes? 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 las organizaciones de empleadores que se encargan de esta área o que forman parte de comités de empleo.

3-4 días

Español, Lugar por definir

Contacto: ACTEMPTURIN@itcilo.org

★ Les organisations d'employeurs et les politiques commerciales, rôle et services

L'activité donne un aperçu systématique du rôle que les organisations des employeurs peuvent jouer dans les politiques commerciales et la promotion des échanges: comment influencer les politiques et stratégies nationales et les négociations commerciales? Et quels sont les services à proposer aux membres pour l'aide à l'exportation?

Membres du personnel impliqués dans ces domaines dans les organisations d'employeurs.

3 jours

Français, Lieu à déterminer

Contact: ACTEMPTURIN@itcilo.org

Notes:

Each course is open to national, sector or provincial employers' organizations and employers' representatives, upon nomination by the International Organisation of Employers (IOE) and final selection by the ITCILO.

Courses are held either in Turin or in the field.

Training courses under the Employers' Activities Programme are in principle attended by invitation only. Additional candidates may be accepted with an appropriate participation fee.

Notes:

Tous les cours sont ouverts aux organisations d'employeurs nationales, sectorielles ou provinciales et aux représentants des employeurs, après désignation par l'Organisation internationale des Employeurs (OIE) et sélection finale par le CIF-OIT.

Les cours se déroulent à Turin ou sur le terrain.

La participation aux cours du Programme des activités pour les employeurs n'est possible que sur invitation. D'autres candidats payant un montant approprié pourront y être admis.

Notas:

Los cursos están abiertos a los representantes de los empleadores y a las organizaciones de empleadores nacionales, sectoriales o provinciales, que hayan sido propuestos por la Organización Internacional de Empleadores (OIE) y finalmente seleccionados por el CIF-OIT.

Los cursos se imparten en Turín o sobre el terreno.

En principio, sólo se puede asistir a los cursos de formación incluidos en el Programa de Actividades para los Empleadores previa invitación. Cabe la posibilidad de que se acepte a otros candidatos previo pago de la correspondiente matrícula de inscripción.

Workers'
educationÉducation
des travailleursEducación
obrera**Formación sindical sobre metodologías de la formación**

El curso abordará las necesidades de las organizaciones de trabajadores en el ámbito de la metodología pedagógica. La formación sindical es una actividad fundamental de los sindicatos, los cuales proporcionan formación y educación a sus afiliados y a su personal en esferas tales como la negociación colectiva o la economía.

Representantes sindicales en el Comité Nacional o responsables de la formación.

04/02/2008 - 29/02/2008 4 semanas

A201019 Español, Centro de Turín

Contacto: actrav@itcilo.org

Trade union training in training methodology

The course will concentrate on the needs of labour organizations in the field of training methodology. Labour education is an essential activity of unions as they train and educate their members and staff in subjects such as collective bargaining and economics.

Union members of national executive committees or staff members responsible for training.

07/04/2008 - 02/05/2008 4 weeks

A101020 English, Turin Centre

Contact: actrav@itcilo.org

Interregional training in human and trade union rights/international labour standards

This course, which will be conducted in cooperation with major international labour organizations, will train union officials in major issues related to human rights, trade union rights and international labour standards.

Trade union officials working for national labour confederations who have a responsibility for monitoring human and trade union rights and reporting on the implementation of international labour standards.

03/03/2008 - 14/03/2008 2 weeks

A901029 English, Turin Centre

Contact: actrav@itcilo.org

Formation syndicale sur la méthodologie de formation

Le cours se concentrera sur les besoins des syndicats dans le domaine de la méthodologie de formation. L'éducation ouvrière est une activité essentielle des syndicats parce qu'ils forment et éduquent leurs affiliés et leur personnel sur des sujets tels que la négociation collective ou l'économie.

Membres du Comité exécutif national ou cadres syndicaux chargés de la formation.

07/04/2008 - 02/05/2008 4 semaines

A101021 Français, Centre de Turin

Contact: actrav@itcilo.org

Trade union training in training methodology

The course will concentrate on the needs of labour organizations in the field of training methodology. Labour education is an essential activity of unions as they train and educate their members and staff in subjects such as collective bargaining and economics.

Union members of national executive committees or staff members responsible for training.

31/03/2008 - 23/04/2008 3.5 weeks

A301018 English, Turin Centre + Vienna

Contact: actrav@itcilo.org

Formation syndicale sur les normes internationales du travail

Ce cours vise à aider les syndicats à renforcer leurs organisations dans le champ des NIT et en particulier à promouvoir et appuyer l'établissement de structures établies au sein des organisations en charge des normes, de politiques décisionnelles, de réseaux et programmes en ce domaine spécifique.

Responsables syndicaux chargés de la formulation de stratégies politiques liés au thème des NIT.

12/05/2008 - 06/06/2008 4 semaines

A101022 Français, Centre de Turin

Contact: actrav@itcilo.org

Trade union training in comparative labour relations

This programme will contribute to promoting unions' understanding of the impact of globalization on labour relations systems; to strengthening union capacity to influence labour relations systems; and to promoting labour educational networks using SoliComm.

Union members of executive committees or staff responsible for union policies/industrial relations.

30/06/2008 - 25/07/2008 4 weeks

A301023 English, Turin Centre

Contact: actrav@itcilo.org

Formación sindical en seguridad social

El curso abordará la formulación de propuestas que mejoren el sistema de seguridad social, así como la organización y la prestación de servicios a los trabajadores, la creación de equipos en las centrales sindicales, el fortalecimiento de redes sindicales y la promoción del Programa de Trabajo Decente.

15 participantes seleccionados del Proyecto P250350 en seguridad social.

06/10/2008 - 31/10/2008 4 semanas

A201024 Español, Centro de Turín

Contact: actrav@itcilo.org

Formação sindical sobre metodologias de formação

O objetivo do curso será avaliar as necessidades das organizações trabalhistas no campo da metodologia de formação sindical, que representa uma actividade essencial para os sindicatos que treinam e formam os próprios membros e funcionários no que se refere a contratos colectivos e aspecto económico.

Representantes sindicais do Comitê Executivo e responsáveis da organização de actividades de formação.

01/09/2008 - 26/09/2008 4 semanas

A100992 Português, Centro de Turim

Contacto: actrav@itcilo.org

Trade union training in training methodology

The course will concentrate on the training methodology needs of labour organizations. Labour education is an essential activity of unions as they train and educate their members and staff in subjects such as collective bargaining and economics.

Union members of national executive committees or staff members responsible for training.

10/11/2008 - 28/11/2008 3 weeks

A501025 Arabic, Turin Centre

Contact: actrav@itcilo.org

Trade union training in research and employment policies

Sessions will concentrate on labour research, including labour issues, ILO standards, the Declaration, the rights of women workers, union policy on HIV/AIDS, the informal economy, information technology and the agenda for the ILO's annual Conference.

Trade union researchers responsible for trade union policy and strategy on employment.

08/09/2008 - 03/10/2008 4 weeks

A100991 English, Turin Centre

Contact: actrav@itcilo.org

Note:

Training courses under the Workers' Activities Programme are attended by invitation only. Additional candidates may be accepted subject to the approval of the Workers' Group and the Bureau for Workers' Activities (ACTRAV) of the International Labour Office, in which cases an appropriate participation fee will be applicable.

Note:

La participation aux cours du 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 du groupe des travailleurs et du Bureau des activités pour les travailleurs (ACTRAV) du Bureau international du Travail.

Nota:

Sólo se puede asistir a los cursos de formación incluidos en el Programa de Actividades para los Trabajadores previa invitación. Cabe la posibilidad de que se acepte a otros candidatos, siempre que así lo apruebe el Grupo de los Trabajadores y la Oficina de Actividades para los Trabajadores (ACTRAV) de la Oficina Internacional del Trabajo, en cuyo caso deberá abonarse la correspondiente matrícula de inscripción.

Management of the development process

Local development

Poverty reduction

Gestion du processus de développement

Développement local

Réduction de la pauvreté

Gestión del proceso de desarrollo

Desarrollo local

Atenuación de la pobreza

★ Introduction to international financial reporting standards

Promotes improved compliance with international financing institutions' (IFI) procedures and guides the participants in the preparation of periodic financial monitoring reports.

Project accountants or financial controllers in IFI, UN and EU-funded projects.

03/03/2008 - 07/03/2008 1 week

A401082 Russian, Turin Centre

Contact: proc-promo@itcilo.org

2,000 Euros

★ Sustainable procurement - social, economic and environmental considerations in public procurement

Explores the competencies needed to engage in sustainable procurement, thereby enhancing the prospects for achieving the economic, social and environmental benefits of sustainable development.

Procurement professionals and procurement policy makers within international development institutions, national government agencies and NGOs.

21/04/2008 - 25/04/2008 1 week

A901086 English, Turin Centre

Contact: proc-promo@itcilo.org

2,000 Euros

Financial management for development projects

Explores the disciplines for sound financial management of development projects, including planning and budgeting, accounting, financial reporting, internal control, auditing and disbursement, and links these to procurement and physical performance reports of the project.

Project accountants or financial controllers in international financial institutions, UN and EU-funded projects.

10/03/2008 - 20/03/2008 2 weeks

A901083 English, Turin Centre

Contact: proc-promo@itcilo.org

3,150 Euros

International procurement management

Aims at assisting procurement and project staff in planning and executing procurement of goods and related consultancy services in IFI-funded projects.

Project directors and procurement staff, national public procurement officers and trainers of procurement personnel.

05/05/2008 - 16/05/2008 2 weeks

A401087 Russian, Turin Centre

Contact: proc-promo@itcilo.org

3,150 Euros

Project cycle management

Presents the skills needed for successful design, planning, monitoring and evaluation of development projects using the project cycle management (PCM) techniques.

National project coordinators, project managers and staff, national development planning officials and NGO officers.

19/05/2008 - 30/05/2008 2 weeks

A901089 English, Turin Centre

Contact: proc-promo@itcilo.org

3,600 Euros

20/10/2008 - 31/10/2008 2 weeks

A901099 English, Turin Centre

Contact: proc-promo@itcilo.org

3,600 Euros

★ Contract management

Provides the competencies needed for planning the contract management phase, monitoring contractor performance, change management, claims procedure and settlement, insurance policies and contract close-out.

Project managers, procurement managers and practitioners responsible for contract management and supervision, claims and dispute-settlement officials working in the public or private sector, and NGOs.

16/06/2008 - 20/06/2008 1 week

A901090 English, Turin Centre

Contact: proc-promo@itcilo.org

2,000 Euros

★ Procurement audit

Explores the full spectrum of procurement audit competencies, including preparation of procurement audit reports.

Staff of national audit institutions, internal auditors/controllers from sectoral ministries, procurement professionals from the public or private sector.

07/07/2008 - 11/07/2008 1 week

A901092 English, Turin Centre

Contact: proc-promo@itcilo.org

2,000 Euros

Total quality management in procurement operations

Presents an overview of the components of a total quality management system (quality planning, assurance, control and improvement) as applied in procurement and how it can be adapted for use in the participants' own organizations.

Project directors and procurement staff of projects funded by IFIs, national public procurement directors, senior officers and trainers of procurement personnel.

03/11/2008 - 07/11/2008 1 week

A401100 Russian, Turin Centre

Contact: proc-promo@itcilo.org

2,000 Euros

Project management in World Bank-funded projects: control of project delivery (time, scope, procurement, budget and resources)

Explores the essential knowledge areas of project management, with an emphasis on those connected with control of project delivery, especially development of project control and reporting systems.

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

30/06/2008 - 04/07/2008 1 week

A901091 English, Turin Centre

Contact: proc-promo@itcilo.org

2,000 Euros

Project management in World Bank-funded projects: control of project delivery (time, scope, procurement, budget and resources)

Explores the essential knowledge areas of project management, with an emphasis on those connected with control of project delivery, especially development of project control and reporting systems.

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

01/12/2008 - 05/12/2008 1 week

A901102 English, Turin Centre

Contact: proc-promo@itcilo.org

2,000 Euros

Works procurement management (World Bank – ILO Turin)

Explores the technical and procedural competencies needed for successful implementation of the procurement process for construction works in line with the Procurement Guidelines of the World Bank.

Project directors and procurement staff from projects funded by international financial institutions or trainers of public procurement personnel.

12/05/2008 - 30/05/2008 3 weeks

A901088 English, Turin Centre + study visit in Italy

Contact: proc-promo@itcilo.org

4,800 Euros

Procurement of information systems in World Bank-funded projects (World Bank – ILO Turin)

Explores the competencies needed for successful planning, acquisition and operation of information systems in World Bank-funded projects.

Procurement and IT staff engaged in the acquisition of information systems and related services for government agencies.

07/04/2008 - 18/04/2008 2 weeks

A901085 English, Turin Centre

Contact: proc-promo@itcilo.org

3,150 Euros

Procurement management in the public sector (OECD/SIGMA - World Bank – ILO Turin)

Explores the legal framework of public procurement and the practical business skills indispensable for successful implementation of the procurement process for goods, construction works and services.

Public procurement officers at the central and sub-central levels; officials of ministries of finance in charge of monitoring/controlling public procurement transactions; procurement trainers from national educational institutes or government services.

08/09/2008 - 26/09/2008 3 weeks

A901095 English, Turin Centre + Geneva

Contact: proc-promo@itcilo.org

4,800 Euros

Selection and recruitment of consultants in World Bank-funded projects (World Bank – ILO Turin)

Presents a detailed explanation of the World Bank guidelines for selection of consultants, the World Bank Standard Request for Proposals, evaluation of proposals and management of consultancy contracts.

Project directors and procurement staff of projects funded by IFIs; trainers of procurement personnel.

06/10/2008 - 10/10/2008 1 week

A401097 Russian, Turin Centre

Contact: proc-promo@itcilo.org

2,000 Euros

Estrategias para el Desarrollo Económico Local (DEL)

Teoría, casos de estudio y herramientas para promotores de DEL. El tema de este año: el papel de las organizaciones basadas en la afiliación en la promoción de iniciativas de Desarrollo Económico Local.

Promotores de DEL a escala local, regional y nacional, sector privado, organizaciones comunitarias, organizaciones basadas en la afiliación, ONG.

19/05/2008 - 30/05/2008 2 semanas

A201110 Español, Centro de Turín

Contacto: sme@itcilo.org

3,675 Euros

Equipment procurement management (World Bank – ILO Turin)

Provides the necessary competencies for the planning, executing and supervision of procurement of goods and consultancy services in IFI-funded projects.

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

13/10/2008 - 31/10/2008 3 weeks

A901098 English, Turin Centre + Geneva

Contact: proc-promo@itcilo.org

4,800 Euros

Strategies for local economic development (LED)

Theory, case studies and tools for LED practitioners. This year's topic: The role of member-based organizations (MBOs) in the promotion of local economic development initiatives.

Development practitioners in local, regional and national government agencies; the private sector; community and member-based organizations; NGOs.

19/05/2008 - 30/05/2008 2 semanas

A901111 English, Turin Centre

Contact: sme@itcilo.org

3,675 Euros

Selection and recruitment of consultants in World Bank-funded projects (World Bank – ILO Turin)

Presents a detailed explanation of the World Bank guidelines for selection of consultants, the World Bank Standard Request for Proposals, evaluation of proposals and management of consultancy contracts.

Project directors and procurement staff of projects funded by IFIs; trainers of procurement personnel.

17/11/2008 - 21/11/2008 1 week

A901101 English, Turin Centre

Contact: proc-promo@itcilo.org

2,000 Euros

● Especialización en desarrollo local

Esta Especialización tiene como objetivo contribuir a mejorar la capacidad personal e institucional en el campo de la formulación, ejecución y evaluación de estrategias de desarrollo local sostenibles, adecuadas al entorno socioeconómico local y orientadas a mejorar la calidad de vida en el territorio.

Técnicos, gestores y responsables de instituciones públicas y privadas implicados en los procesos de desarrollo local.

02/06/2008 - 30/06/2009 56,5 semanas

A951735 Español, A distancia

Contacto: Delnet@itcilo.org

2,000 Euros

● Especialización en desarrollo local con perspectiva de género

Esta Especialización tiene como objetivo contribuir a mejorar la capacidad personal e institucional en el campo del diseño, ejecución y evaluación de estrategias de desarrollo local sostenibles, adecuadas al entorno socioeconómico local incorporando la dimensión de género.

Técnicos, gestores y responsables de instituciones públicas y privadas implicados en los procesos de desarrollo local con perspectiva de género.

02/06/2008 - 30/06/2009 56,5 semanas

A951737 Español, A distancia

Contact: Delnet@itcilo.org

1,600 Euros

● Especialização em desenvolvimento local

Esta Especialização tem como objetivo contribuir a melhorar a capacidade pessoal e institucional no campo do desenho, execução e avaliação de estratégias de desenvolvimento local sustentáveis, adequadas ao contexto sócio-econômico local e orientadas a melhorar a qualidade de vida no território.

Técnicos, gestores e responsáveis de instituições públicas e privadas envolvidos nos processos de desenvolvimento local.

02/06/2008 - 30/06/2009 56,5 semanas

A951736 Português, Distância

Contacto: Delnet@itcilo.org

1,600 Euros

● Especialização em desenvolvimento local com perspectiva de gênero

Esta Especialização tem como objetivo contribuir a melhorar a capacidade pessoal e institucional no campo do desenho, execução e avaliação de estratégias de Desenvolvimento Local sustentáveis adequadas ao contexto sócio-econômico local incorporando a dimensão de gênero.

Técnicos, gestores e responsáveis de instituições públicas e privadas envolvidos nos processos de desenvolvimento local com perspectiva de gênero.

02/06/2008 - 30/06/2009 56,5 semanas

A951738 Português, Distância

Contacto: Delnet@itcilo.org

1,600 Euros

● Specialization in local development

This specialization course aims to improve individual and institutional capacity in the design, implementation and assessment of sustainable local development strategies that fit the local socio-economic context and improve the quality of life in a given territory.

Experts, managers and officials of public or private institutions involved in local development processes.

02/06/2008 - 30/06/2009 56.5 weeks

A951739 English, Distance

Contact: Delnet@itcilo.org

2,000 Euros

★ ● Especialización en desarrollo local sostenible y reducción del riesgo de desastres

Esta Especialización se basa en el concepto de la reducción del riesgo de desastres como proceso permanente de planificación, toma de decisiones y promoción de acciones tanto antes como durante y después de que se produzca un evento destructor o una catástrofe. Su objetivo es contribuir al fortalecimiento de los actores locales en la gestión del desarrollo local y en la reducción del riesgo desde la perspectiva de la sostenibilidad y de la utilización de los recursos endógenos de los territorios.

Técnicos, gestores y responsables de instituciones públicas y privadas implicados en los procesos de desarrollo local y de reducción del riesgo de desastres.

01/03/2008 - 28/11/2008 (a distancia)

19/05/2008 - 30/05/2008 (formación en Turín)

Total 39,5 semanas

A251741 Español, A distancia + Centro de Turín

Contacto: Delnet@itcilo.org

3,900 Euros

● Especialización en turismo sostenible y desarrollo local

Esta Especialización está basada en el concepto del turismo como motor del desarrollo local y, por tanto, analiza cómo integrar las necesidades de un sector económico como el turístico con las condiciones que garantizan la sostenibilidad del desarrollo del territorio. Así, durante el curso, se pondrá a disposición de los participantes el conocimiento teórico y la experiencia práctica para articular el turismo sostenible en el marco de estrategias para el desarrollo local.

Técnicos, gestores y responsables de instituciones públicas y privadas implicados en los procesos de desarrollo local y/o turismo sostenible.

26/09/2008 - 30/09/2009 53,5 semanas

A951740 Español, A distancia

Contacto: Delnet@itcilo.org

1,600 Euros

★ Local economic development conference

A regional knowledge-sharing event: The LED approach, best practices and tools.

Local, regional and national government officials; donor agencies; NGOs.

21/04/2008 - 23/04/2008 3 days

A551760 English, Amman, Jordan

Contacto: sme@itcilo.org

500 Euros

★ International conference on local economic development (LED)

Better knowledge sharing and partnership building to boost local economies, create employment and reduce poverty.

International organizations; donors; national, regional and local governments; employers' and workers' organizations; practitioners, non-governmental organizations and the private sector.

22/10/2008 - 24/10/2008 3 days

A901132 English, Turin Centre

Contacto: sme@itcilo.org

1,100 Euros

Public-private partnerships for urban poverty reduction

This course focuses on local alliances for the provision of adequate infrastructure, basic municipal services and jobs. Lessons from experience and examples of good practice will be shared.

Local politicians and senior municipal staff, private sector and civil society representatives, project managers, relevant education and training institutions.

27/10/2008 - 31/10/2008 1 week

A901126 English, Turin Centre

Contacto: sdti@itcilo.org

1,930 Euros

● Generar desarrollo económico local mediante cooperativas (DELCOOP)

Identificar oportunidades de desarrollo económico local en un territorio; promover la participación de las cooperativas a escala local; evaluar el impacto de las iniciativas DEL mediante cooperativas.

Promotores de DEL a nivel local, regional y nacional, sector privado, cooperativas, ONG.

02/06/2008 - 02/12/2008 26,5 semanas

A951759 Español, A distancia

Contacto: sme@itcilo.org

1,600 Euros

Gender
equalityÉgalité entre femmes
et hommesIgualdad
de género

The Centre is bringing women and gender issues into the mainstream of all its activities. Other courses and workshops dealing with gender issues in specific areas are under the appropriate headings.

Le Centre intègre les questions de genre dans toutes ses activités. Les autres cours et ateliers traitant des questions de genre dans des domaines spécifiques figurent dans les catégories concernées.

El Centro integra en todas sus actividades las cuestiones relacionadas con las mujeres y las cuestiones de género. Otros cursos y talleres que abordan esos temas en ámbitos específicos figuran en sus respectivas secciones.

● Gender, poverty and employment online

This online modular course will help you identify gender discrimination and barriers to decent work. Poverty and employment are analysed in the light of gender equality principles and rights to work.

Policy makers, managers, educators in the private and public sectors and staff of international aid organizations and UN the system.

04/02/2008 - 31/07/2008 26 weeks

A951714 English, Distance

Contact: gender@itcilo.org

2,100 Euros**

● Mainstreaming gender equality in the world of work online

A modular online course that can be tailor-made to assist you in developing and implementing effective gender equality policies at work, in projects and in programmes.

Policy makers, managers, educators in the private and public sectors and staff of international aid organizations and the UN system.

04/02/2008 - 31/07/2008 26 weeks

A951713 English, Distance

Contact: gender@itcilo.org

2,100 Euros**

★ Training of gender audit facilitators

Learn about the ILO's participatory gender audit as a tool for assessing your organization's gender performance in projects and programmes and for turning it into a learning and gender transformative institution.

Officials from governments, workers' and employers' organizations with sound gender expertise; United Nations and other international organization staff.

03/03/2008 - 07/03/2008 1 week

A901066 English, Turin Centre

Contact: gender@itcilo.org

1,930 Euros

● Genero, pobreza y empleo (curso a distancia)

Curso modular a distancia para mejorar la capacidad de las/los participantes en la identificación de las prácticas de discriminación de género y de las barreras al trabajo decente. Se analizarán la pobreza y el empleo a través de los principios y derechos fundamentales en el trabajo.

Técnicos, gestores y responsables de instituciones públicas y privadas implicados en los procesos de desarrollo local. Personas interesadas en la promoción de la igualdad de oportunidades entre hombres y mujeres.

05/05/2008 - 07/11/2008 26 semanas

A251715 Español, A distancia

Contacto: gender@itcilo.org

2,100 Euros**

★ Genre et développement: concepts et instruments

Familiarisez-vous avec les approches les plus importantes sur le genre et utilisez en classe les instruments d'analyse sur l'égalité et l'intégration des questions de genre.

Gestionnaires de projets et de programmes; responsables des politiques; formateurs et personnel des NU et autres organisations d'aide au développement, d'ONG et de la société civile.

14/04/2008 - 25/04/2008 2 semaines

A901067 Français, Centre de Turin

Contact: gender@itcilo.org

3,155 Euros

● **Intégration du principe d'égalité entre hommes et femmes dans le monde du travail**

Un cours modulaire à distance vous permettant de développer et mettre en oeuvre une politique efficace visant l'intégration des questions d'égalité au travail, dans les projets et les programmes.

Responsables des politiques; formateurs et personnel des NU et autres organisations d'aide au développement.

01/09/2008 - 12/12/2008 15 semaines

A951717 Français, Distance

Contact: gender@itcilo.org

2,100 Euros**

★ **Mainstreaming gender equality: concepts and instruments**

Understand key approaches to gender mainstreaming and try your hand at using practical analytical tools with which to achieve gender equality.

Policy makers, programme and project managers, educators in the private and public sectors and staff of international aid organizations and the UN system.

03/11/2008 - 14/11/2008 2 weeks

A901069 English, Turin Centre

Contact: gender@itcilo.org

3,155 Euros

★ **Training of gender audit facilitators**

Learn about the ILO's participatory gender audit as a tool for assessing your organization's gender performance in projects and programmes and for turning it into a learning and gender transformative institution.

Officials from governments, workers' and employers' organizations with sound gender expertise; United Nations and other international organization staff.

13/10/2008 - 17/10/2008 1 week

A901068 English, Turin Centre

Contact: gender@itcilo.org

1,930 Euros

★ **An introduction to gender budgeting in organizations**

On this course you will analyse how budget decisions affect men and women in government programmes and in organizations. It will provide you with an effective tool for better policy-making and programming.

Policy makers, national and local public service staff; civil society representatives; United Nations and other international organization staff. Pre-requisite: proven knowledge of a gender mainstreaming approach and gender tools.

17/11/2008 - 21/11/2008 1 week

A901070 English, Turin Centre

Contact: gender@itcilo.org

1,930 Euros

** This is a modular course. The cost indicated refers to the entire package. For more details, please see <http://gender.itcilo.org>

** Il s'agit d'un cours modulaire. Le coût indiqué concerne le paquet dans son intégralité. Pour plus de détails, voir à l'adresse: <http://gender.itcilo.org>

** Se trata de un curso modular. El costo indicado se refiere a todo el conjunto. Para más detalles, véase: <http://gender.itcilo.org>

Learning technology and
methodology
Human resources
development

Technologies et méthodologie de
l'apprentissage
Développement des
ressources humaines

Tecnologías y metodología del
aprendizaje
Desarrollo de los
recursos humanos

★ ● Lifelong e-learning: innovative
solutions

Training in methodological, didactic and pedagogic aspects of e-learning, with a focus on concepts in contemporary e-learning (virtual learning environments, e-moderation, collaborative networks for e-learning, free and open source software, online knowledge management).

Trainers, tutors, instructional designers, trainers of trainers, IT specialists.

14/04/2008 - 18/05/2008 5.5 weeks

A951705 English, Distance + Turin Centre

Contact: delta@itcilo.org

2,175 Euros

● Formación de formadores por
competencias

La formación basada en competencias implica innovación y adecuación a las necesidades del mercado de trabajo, además de contribuir a la inserción laboral y/o al desarrollo de la empleabilidad.

Diseñadores de programas, de medios didácticos y ambientes de aprendizaje, especialistas en evaluación, formadores de formadores.

01/06/2008 - 31/08/2008 13,5 semanas

A951707 Español, A distancia

Contacto: delta@itcilo.org

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● Gestión de recursos humanos por
competencias

Conceptos, instrumentos y experiencias sobre la integración de modelos de gestión y desarrollo de RRHH que fomentan la productividad, la calidad y la competitividad en las organizaciones.

Directivos, asesores, actores sociales vinculados a la gestión de los recursos humanos.

19/05/2008 - 30/05/2008 2 semanas

A201061 Español, A distancia + Centro de Turín + Madrid

Contacto: delta@itcilo.org

3,745 Euros

★ ● Competency-based human resources
development

Competency-based training enables appropriate responses to specific needs. Participants will build their own learning paths to performing satisfactorily within their contexts, as trainers and HR managers.

Trainers, learning managers, instructional designers, materials and media developers, learning evaluators, HR directors, officials and consultants.

02/06/2008 - 27/09/2008 17 weeks

A951706 English, Distance

Contact: delta@itcilo.org

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★ ● Gestión de recursos humanos por
competencias

El referencial de competencias contribuye al desarrollo y fortalecimiento de la capacidad de las organizaciones mediante la integración de modelos de gestión que fomentan la productividad, la calidad y competitividad.

Directivos, asesores, actores sociales vinculados a la de los recursos humanos.

02/06/2008 - 27/09/2008 17 semanas

A951753 Español, A distancia

Contacto: delta@itcilo.org

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Competency-based HR management

Strategies and tools for HR management, including post description and selection, as well as performance assessment, that enhances productivity and competitiveness within organizations.

Directors, officials and consultants responsible for organizational development and HR management.

23/06/2008 - 04/07/2008 2 weeks

A901130 English, Turin Centre

Contact: delta@itcilo.org

3,155 Euros

Conception de la gestion des ressources humaines par compétence

Concepts, instruments et expériences pour la mise en œuvre des modèles de gestion et développement de ressources humaines qui stimulent la productivité et la compétitivité dans les organisations.

Directeurs, cadres et consultants responsables du développement organisationnel et de la gestion des ressources humaines.

21/07/2008 - 01/08/2008 2 semaines

A901062 Français, Centre de Turin

Contact: delta@itcilo.org

3,675 Euros

★ ● Competency-based human resources development

Competency-based training enables appropriate responses to specific needs. Participants will build their own learning paths to performing satisfactorily within their contexts, as trainers and HR managers.

Trainers, learning managers, instructional designers, materials and media developers, learning evaluators, HR directors, officials and consultants.

01/09/2008 - 26/12/2008 17 weeks

A951709 English, Distance

Contact: delta@itcilo.org

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● Gestión de recursos humanos por competencias

Conceptos, instrumentos y experiencias sobre la integración de modelos de gestión y desarrollo de los recursos humanos que fomentan la productividad, la calidad y la competitividad en las organizaciones.

Directivos, asesores, actores sociales vinculados a la gestión de los recursos humanos.

29/09/2008 - 07/10/2008 1.5 semanas

A251708 Español, A distancia + Morelos (México)

Contacto: delta@itcilo.org

2,800 Euros

★ ● Facilitate face-to-face learning

Facilitating learning in face-to-face settings implies building good working relationships within a conducive environment and a creative approach to individual and group support. Monitoring and learning assessment are continuous, so that facilitating responses can be adjusted and effectiveness increased.

Specialists who have to perform as trainers, teachers, professional trainers.

13/10/2008 - 07/11/2008 4 weeks

A951785 English, Distance + Turin Centre

Contact: delta@itcilo.org

2,150 Euros

★ ● Gestión de recursos humanos por competencias

El referencial de competencias contribuye al desarrollo y fortalecimiento de la capacidad de las organizaciones mediante la integración de modelos de gestión que fomentan la productividad, la calidad y la competitividad.

Directivos, asesores, actores sociales vinculados a la gestión de los recursos humanos.

01/10/2008 - 31/12/2008 13,5 semanas

A951754 Español, A distancia

Contacto: delta@itcilo.org

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● Formación de formadores por competencias

La formación basada en competencias implica innovación y adecuación a las necesidades del mercado de trabajo, además de contribuir a la inserción laboral y/o al desarrollo de la empleabilidad.

Diseñadores de programas, de medios didácticos y ambientes de aprendizaje, especialistas en evaluación, formadores de formadores.

01/10/2008 - 31/12/2008 13,5 semanas

A951710 Español, A distancia

Contacto: delta@itcilo.org

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★ ● Lifelong E-Learning: innovative solutions

Training in methodological, didactic and pedagogic aspects of e-learning, with a focus on concepts in contemporary e-learning (virtual learning environments, e-moderation, collaborative networks for e-learning, free and open source software, online knowledge management).

Trainers, tutors, instructional designers, trainers of trainers, IT specialists.

17/11/2008 - 21/12/2008 5.5 weeks

A951711 English, Distance + Turin Centre

Contact: delta@itcilo.org

2,175 Euros

* This is a modular course. The cost of each module varies from 190 Euros to 600 Euros. For additional information, please visit the web page: <http://www.itcilo.org/CBHRD>

* Se trata de un curso modular. El costo de cada módulo varía entre 190 euros y 600 euros. Para más información, visite la página web: <http://www.itcilo.org/tot>, <http://drhxc.itcilo.org/>

Postgraduate programmes

Programmes post-universitaires

Programas de postgrado

**Master's course in
"Management of Development"**

Provides an inter-disciplinary conceptual and operational framework for management of development programmes and projects.

Recent university graduates, professionals from public and private institutions or NGOs.

11/02/2008 - 06/06/2008 17 weeks

A901081 English, Turin Centre
Deadline for applications: 31 October 2007.

Contact: proc-promo@itcilo.org **6,000 Euros***

**Master's course in
"Cultural projects for development"**

Combines essential knowledge of cultural economics and cultural policies with the competences needed to design projects in the cultural field.

Recent university graduates from developing and developed countries; officials and/or professionals in the public and private sectors, UN agencies, foundations and NGOs.

01/09/2008 - 19/12/2008 16 weeks

A901094 English, Turin Centre
Deadline for applications: 1 May 2008.

Contact: proc-promo@itcilo.org **5,500 Euros***

**Post-graduate course in
"International Trade Law"**

Provides candidates with a sound understanding of the main legal issues in international trade law and contract drafting.

Graduates in law, business or economics and undergraduates in their last year at university (provided they are on schedule with their exams).

27/03/2008 - 20/06/2008 12.5 weeks

A901084 English, Turin Centre
Deadline for applications: 21 January 2008.

Contact: proc-promo@itcilo.org **2,250 Euros***

**● Post-graduate course in "Occupational
safety and health in the workplace"**

Jointly organized with Turin University, this post-graduate course offers the knowledge and skills required for dealing effectively with occupational safety and health (OSH) management in an enterprise.

Engineers, physicians, chemists, inspectors, OSH practitioners and civil servants, social partners with a university degree.

06/10/2008 - 16/01/2009 (distance learning phase) + 02/02/2009 - 27/03/2009 (residential phase in Turin) total 25 weeks

A951726 English, Distance + Turin Centre

Contact: socpro@itcilo.org **7,600 Euros***

**Master of Law (LL.M.) in
"Intellectual property"**

Provides an in-depth examination of the classical topics of intellectual property law with analysis of recent developments in the fields of patents, trademarks, copyright, biotechnology patents, plant varieties, e-commerce and the Internet.

Professionals and junior academics with degrees in law, economics, engineering, medicine, physics, chemistry, communication sciences or business administration.

08/09/2008 - 19/12/2008 15 weeks

A901096 English, Turin Centre
Deadline for applications: 31 March 2007.

Contact: proc-promo@itcilo.org **7,500 Euros***

**Master of Science (MSc) in
"Public procurement management for
sustainable development"**

Provides an in-depth analysis of the legislative, regulatory, organizational and managerial foundations of a modern public procurement system, with an emphasis on the underpinning of economic, social and environmental considerations in the pursuit of sustainable development.

Procurement practitioners, managers and officials from ministries, local government bodies and public expenditure supervisory bodies; procurement and financial auditors; project managers; recent university graduates.

01/09/2008 - 19/12/2008 16 weeks

A901093 English, Turin Centre
Deadline for applications: 1 March 2008.

Contact: proc-promo@itcilo.org **7,000 Euros ***

* Tuition fee only

APPLICATION AND ENROLMENT

All standard courses offered by the International Training Centre of the ILO, Turin, Italy, 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 only. Additional candidates paying an appropriate fee may be accepted subject to the approval of the Workers' Group and the Bureau for Workers' Activities (ACTRAV) of the International Labour Office or of the Employers' Group and the Bureau for Employers' Activities (ACT/EMP) of the International Labour Office, respectively.

COURSE COSTS

The total cost shown against each activity comprises tuition fees and subsistence costs. The costs are subject to change.

Tuition fees cover: tuition; books and training materials; course preparation, implementation and evaluation. Some courses include a study tour.

Subsistence costs cover:

For courses based in Turin: full board and lodging at the Centre's campus; laundry; local study visits; minor medical care and emergency medical insurance; socio-cultural activities. Some courses give a standard daily allowance of 12 euros. Arrangements can be made for special allowances by agreement with the participant's sponsor.

For courses outside Turin: full board and lodging, insurance and incidentals in accordance with facilities at the course venue.

TRAVEL

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 visas for Italy, for all countries in which study tours are scheduled as part of the training programme, and for any country in which a stopover to or from Turin is required.

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

For updates, see our Web calendar at <http://www.itcilo.org>

INSCRIPTION

Les candidats disposant d'une bourse ou d'une source de financement propre peuvent s'inscrire à tous les cours réguliers offerts par le Centre international de formation de l'OIT à Turin, Italie. Ils doivent s'inscrire directement auprès du Centre.

La participation aux cours du Programme d'activités pour les travailleurs et du Programme d'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 du groupe des travailleurs et du Bureau des activités pour les travailleurs (ACTRAV) ou du groupe des employeurs et du Bureau des activités pour les employeurs (ACT/EMP) du Bureau international du Travail.

COÛTS DES COURS

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

Les frais didactiques comprennent: frais de scolarité; livres et matériels didactiques; préparation, mise en œuvre et évaluation du cours. Certains cours incluent un voyage d'études.

Frais de subsistance

Pour les cours tenus à Turin, ces frais incluent: pension complète au campus du Centre et laverie; visites d'étude locales; soins médicaux courants et assurance pour soins médicaux d'urgence; activités socioculturelles. Pour certains cours, une allocation journalière de 12 euros est prévue.

Des accords spéciaux au sujet de cette allocation peuvent être pris avec l'organisme qui finance la bourse du participant.

Pour les cours tenus ailleurs qu'à Turin, ces frais incluent: pension complète, assurance et divers, compte tenu des structures existantes sur place.

VOYAGE

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

Les participants doivent s'assurer d'avoir un passeport valable et les visas requis pour entrer en Italie, dans les pays où se déroule le voyage d'études inclus dans le programme didactique, et dans tout autre pays d'escale pendant leur voyage à/de Turin.

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

Pour les changements éventuels, voir notre calendrier sur le site web: <http://www.itcilo.org>

SOLICITUDES Y ADMISIÓN

Todos los cursos regulares ofrecidos por el Centro Internacional de Formación de la OIT de Turin (Italia) están abiertos a las/os candidatas/os dotadas/os de becas o que cuentan con sus propias fuentes de financiación. Dichas/os candidatas/os deben ponerse en contacto directamente con el Centro para su inscripción.

Los cursos de formación del Programa de Actividades para los Trabajadores o del Programa de Actividades para los Empleadores están destinados a personas especialmente invitadas. Es posible que se admitan a otros candidatos previo pago de la correspondiente matrícula de inscripción, si así lo aprueba el Grupo de los Trabajadores y la Oficina de Actividades para los Trabajadores (ACTRAV) de la Oficina Internacional del Trabajo o bien el Grupo de los Empleadores y la Oficina de Actividades para los Empleadores (ACT/EMP) de la Oficina Internacional del Trabajo, respectivamente.

COSTO DE LOS CURSOS

El costo total señalado para cada actividad comprende los costos de formación y de subsistencia. Los costos están sujetos a cambios.

Los costos de formación incluyen: costos de enseñanza, libros y material de estudio, preparación, realización y evaluación del curso. Algunos cursos incluyen un viaje de estudio.

Los costos de subsistencia incluyen:

para los cursos impartidos en Turin: alojamiento y pensión completa en el campus del Centro, servicio de lavandería, visitas de estudio locales, asistencia médica primaria y un seguro para la atención médica de urgencia, así como actividades socioculturales. Para algunos cursos, se proporcionará asimismo una asignación diaria estándar de 12 euros. Pueden concederse asignaciones especiales a solicitud del patrocinador financiero del participante.

para los cursos organizados fuera de Turin: alojamiento y pensión completa, seguro y gastos de bolsillo según los servicios disponibles en el lugar donde se celebre el curso.

VIAJES

Los precios indicados **no incluyen** el viaje entre el país de origen del/de la participante y el lugar de celebración del curso.

Los/las participantes deben disponer de un pasaporte en regla, así como de los visados requeridos para Italia, para todos los países incluidos en el viaje de estudio previsto como parte integrante del programa de formación y para cualquier otro país en el que sea necesaria una escala durante el viaje de ida o de vuelta.

El costo del visado italiano, las tasas aeroportuarias, los viajes internos en el país de origen del/de la participante y las escalas no autorizadas no son reembolsables.

Visite nuestro sitio web: <http://www.itcilo.org> para consultar las actualizaciones