

WEBINAR
28 JUNE

APPLICATION FOR FELLOWSHIPS

Online course on Mediation and Conciliation
of Labour Disputes



AGENDA

[Register here](#)

This meeting will take place via Zoom

Overview

As part of its commitment to the Global Deal, the Government of Canada will make available 30 fellowships to support the participation of Global Deal partners' representatives to the online course on Conciliation and Mediation of Labour Disputes organised by the International Training Centre of the International Labour Organization (ITC-ILO). By attending this webinar, participants will:

- Learn more about how to support social dialogue through the establishment of effective mechanisms for conciliation and mediation of labour disputes.
- Discover Canada's experience and institutions on dispute resolution.
- Get familiar with the ITC-ILO online course on Mediation and Conciliation of Labour Disputes and discover how to apply for the fellowships made available by the Government of Canada.

14:00 - 14:05

Welcome and introduction

- Glenda Quintini, Head of the Global Deal Support Unit

14:05 - 14:15

Overview of Canada's support of the Global Deal

- Kim Thornton, Director Multilateral Labour Affairs, Employment Social Development Canada (ESDC)

14:15 - 14:25

Canada's approach to dispute prevention and resolution: How can skills help mediators support consensus building processes

- Peter Simpson, Director General, Federal Mediation and Conciliation Services, ESDC

14:25 - 14:40

The ITC-ILO courses on conciliation/mediation of labour disputes: Supporting capacity development through a participatory approach mediators support consensus building processes

- Charles Crevier, Programme Manager, Social Protection, Governance and Tripartism Programme (SPGT), ITC-ILO

14:40 - 14:50

How to apply for the fellowship programme consensus building processes

- Irene Deorsola, Programme Officer, SPGT, ITC-ILO and Andrea Franconi, Programme Officer for Social Dialogue, SPGT, ITC-ILO

14:50 - 15:00

Q&A and closing

- Glenda Quintini, Head of the Global Deal Support Unit



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Background

Recent changes in the global labour market have affected traditional labour dispute resolution methods. The place for adversarial rights-based processes, such as labour tribunals or arbitration, is not in question. However, there is a growing recognition of the value of effective consensus-based dispute resolution mechanisms including conciliation and mediation. Nowadays, conciliation and mediation play an important role in the way in which employers, workers and their representative organisations, including trade unions, find agreed solutions to common problems in the workplace across different levels.

An agreement reached through conciliation and mediation usually benefits all parties involved. Firstly, it creates an opportunity for disputing parties to find a mutually beneficial solution when negotiation has failed. Secondly, the intervention of an independent conciliator or mediator often helps parties reduce the extent of their differences. The outcome of a successful labour conciliation/mediation is a new equilibrium that resolves the prevailing dispute and establishes the foundations of a more co-operative relationship. Finally, when parties collaboratively reach a resolution for a dispute, supported by a conciliator or mediator, instead of being subjected to a decision imposed upon them by a third party, they are much more likely to comply with the agreed outcome. Consequently, the issue of enforceability becomes significantly diminished.

The ITC-ILO online course on Conciliation and Mediation of Labour Disputes

The ITC-ILO has a long-standing experience in training conciliators and mediators with the aim of reinforcing the capacity of labour dispute institutions worldwide. Since 2022, the Government of Canada and ITC-ILO have partnered to further strengthen the Centre's capacity-building offer on conciliation and mediation.

The 3-week online course on Conciliation and Mediation of Labour Disputes is designed for staff of labour-dispute agencies and of ministries of labour involved in dispute prevention and resolution, employers' and workers' representatives, industrial relations experts and practitioners, labour lawyers, as well as conciliators and mediators.

The course is available in **English** (2-20 October 2023), **Spanish** (4-22 September 2023) and **French** (19 February-8 March 2024). The estimated time commitment is expected to be around 35 hours in total. The fellowships will cover the full cost of the course for participants. Additional information will be provided in the webinar.

The Global Deal capacity-building programme

This webinar supports the objective of the Global Deal to strengthen the capacity of partners by providing training to enable effective social dialogue and sound industrial relations. In partnership with the ITC-ILO, the Global Deal has already developed a portfolio of capacity-building courses and materials on different subjects related to social dialogue such as the e-learning tool on "[The 2030 Agenda, Decent Work and Social Dialogue](#)", the "[Industrial Relations Global Toolkit](#)", and the "[Masterclass Series on Sound Industrial Relations](#)".