



## The ILO Turin Centre's facilities

Located in an attractive park on the banks of the River Po, the Centre's campus provides a congenial environment in which to live and study.

- It contains 21 pavilions with fully equipped modern classrooms, conference halls and meeting rooms fitted out for multilingual simultaneous interpretation, a computer laboratory, and a computerized documentation centre linked to various data banks.

The campus has 287 study/bedrooms, all with private bathrooms, telephones and cable television. It also has:

- a reception desk open 24 hours a day;
- a restaurant, a self-service canteen and a coffee lounge, all catering for international dietary needs;
- a bank;
- a travel agency;
- a laundry service;
- a post office;
- an internet point;
- a recreation room;
- facilities for outdoor and indoor sports;
- an infirmary.

Social events are regularly held both on and off campus, so that participants from different cultural backgrounds can make the most of the stimulating international climate.

### FOR FURTHER INFORMATION PLEASE CONTACT

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A9012279

# Evolving forms of employment relationships and decent work

27 – 31 May 2019

Turin (Italy)

Aprender تعلم Learn учить Apprendere Aprender 学习 Imparare Learn تعلم  
 Comprendre 理解 Understand понимать Comprendre فهم Understand Capire  
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# Evolving forms of employment relationships and decent work



This course is part of the **International Labour Standards Academy**, which brings together highly-specialized courses and is designed to build bridges between groups of participants from different professions and regions. That is why the programme of each course is enriched with four plenary lectures focussing on relevant subjects that are collectively shaping the world of work and exploring how they all connect and relate to international labour standards

## Background

The contemporary world of work features a wide and increasing variety of work relationships that diverge from the so-called 'standard' full-time, bilateral, permanent employment relationship where work is performed in the employers' premises and under the employers' direct supervision.

The diversification of forms of employment, associated with an increase in non-standard employment, has been evolving along with the social and political transformations and technological advances around the world. Today, a growing number of workers are in part-time, on-call or temporary work, some are in employment arrangements with multiple employers and others work on digital labour platforms or through mobile applications. As these employment forms differ from the 'standard' employment relationship, which is the basis of most labour laws, it is not surprising that workers in these employment forms may not be covered by labour laws and social protection, or may receive less protection. For enterprises and labour markets, these employment forms may offer greater flexibility, but there may also be underappreciated consequences, resulting in the long run in underinvestment, increased volatility in labour markets or risks to the sustainability of social security systems.

In the above context, regulation through national legislation, collective bargaining, and comprehensive social protection systems is key to ensuring that all work, including evolving forms of employment, is decent work in the interest of both workers and enterprises. Governments, employers' and workers' organizations have all an important role to play, while an increasing interest to the subject is also observed from law professionals. Invaluable guidance is offered to these actors by the international labour standards (ILS) adopted and supervised by the International Labour Organization (ILO). The ILO has set a number of Conventions and Recommendations that cover a variety of employment arrangements, including those that deviate from standard employment, as well as a separate Recommendation on determining the scope of the employment relationship. Moreover, a Tripartite Meeting of Experts on Non-Standard Forms of Employment held by the ILO in February 2015 concluded that measures to protect and maintain decent work for workers in non-standard forms of employment should be put in place or strengthened.

## Objective

### General objective

This course aims to strengthen the capacity of public institutions, social partners, law professionals, and other

stakeholders to use ILS to enhance labour rights and social protection of workers in 'non-standard' employment relationships.

### Specific objectives

The course aims to enable participants to:

- gain an understanding of different types of 'non-standard' employment and related legal developments at the international and regional levels;
- acquire an in-depth knowledge of ILS covering the following categories of work arrangements: fixed-term work, agency work, part-time work, and ambiguous and disguised employment relationships, including work on digital labour platforms and through mobile applications.

## Participants' profile

Government officials; representatives of employers' and workers' organizations; judges and lawyers; staff of public employment services and private employment agencies; staff of international organizations; academics and researchers; representatives of NGOs.

A good command of English is necessary to attend the course.

## Programme and lecturers

The course will combine legal and economic dimensions and will cover the following:

- The framework:
  - What have been the main trends and driving forces with regard to evolving forms of employment relationships?
  - What is 'non-standard' employment?
  - Why firms use 'non-standard' employment and how it affects them?
  - What is the impact on workers, labour market performance and society of various types of evolving employment relationships?
  - How can ILS be used to address issues related to 'non-standard' employment and related regulatory gaps?
  - What country experiences and innovative practices, including regulatory changes, case law and social and labour market policies, can provide guidance for addressing vulnerabilities associated with 'non-standard' employment?
- ILS relevant for evolving forms of employment relationships:
  - temporary employment, including fixed-term, project- or task-based contracts and casual work;

- part-time and on-call work;
- multi-party employment relationship and agency work;
- ambiguous and disguised employment relationships, including work on digital labour platforms and through mobile applications.

The modules will be taught by academics and experts from the ITCILO and the ILO.

## Methodology

The course will take a participatory approach which requires full involvement by all participants. Training methods will include: presentations by international experts followed by discussions, knowledge acquisition assessment, individual and group exercises, demonstrations of ILO online databases and resources.

To facilitate the sharing of information and experience, participants will be engaged in a preliminary work on the above work arrangements within their country and how they are currently regulated.

Relevant documentation will be used throughout the course. Moreover, participants will have access to an on-line course platform including all training materials.

## Resource persons

Resource persons will include specialists from the International Labour Office and the International Training Centre of the ILO (ITCILO), as well as external experts.

## Cost of participation

The total cost of participation is 2,250 Euros. This includes tuition fees (1,615 Euros) and subsistence costs (635 Euros).

The tuition fees cover:

- course preparation;
- implementation and evaluation;
- training materials and books;
- the use of training facilities and support services, including online resources.

The subsistence costs cover:

- full board and lodging on the ITCILO Campus;
- emergency medical insurance;
- laundry service and other facilities on the ITCILO Campus;
- some recreational activities.

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 visa for the country in which the course is held, and for any country in which a transit or stopover to or from the course venue is required.

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

## Fellowships

A very limited number of partial fellowships not covering travel costs are available to qualifying candidates from eligible countries.

## Payment modalities

Tuition and subsistence costs must be paid in advance before the beginning of the course by the participant or the sponsor through bank transfer or credit card.

Payments by bank transfer should be made to:

International Training Centre of the ILO  
Account No. 560002  
Bank: Intesa San Paolo Ag. 523  
IBAN: IT96 G 03069 09214 100000560002  
BIC: BCITITMM  
Address: Viale Maestri del Lavoro 10, 10127 Turin (Italy)

Note: on the bank transfer form, the participant's name and the course code should be stated.

For payments by credit card, please e-mail to [ilsgen@itcilo.org](mailto:ilsgen@itcilo.org).

For more detailed information regarding payment, cancellation and refunds, please consult: <http://www.itcilo.org/en/training-offer/how-to-apply>.

## Applications

The deadline for submitting applications is **12 April 2019**.

Candidates must submit through the website the following documents:

- on-line application form duly filled in, available at: <https://oarf2.itcilo.org/STF/A9012279/en>;
- a letter from the sponsor indicating financial support (or a letter from the applicant stating that participation costs are covered by him/herself), to be uploaded while filling in the on-line application.

Incomplete applications will not be considered.

Applications from employers' organizations and workers' organizations will have to be endorsed by the Secretaries of the Employers' group and of the Workers' group of the Governing Body of the ILO.

*As an Organization dedicated to promoting social justice and internationally recognized human and labour rights, the ILO is taking a leading role in international efforts to foster gender equality. In line with this ILO focus, women are particularly encouraged to apply to ITCILO courses.*