



ENTERPRISES

GENDER EQUALITY, RESPONSIBLE BUSINESS CONDUCT AND HUMAN RIGHTS DUE DILIGENCE

23 – 27 OCTOBER 2023
TURIN, ITALY

Information Note



International
Labour
Organization



International Training Centre

CONTEXT

Promoting gender equality and women's economic empowerment (WEE) is central to the 2030 Agenda for Sustainable Development and is key to foster decent work and sustainable, inclusive and equitable economic growth. Women are key drivers of innovation growth and jobs, and the private sector plays a crucial role in enabling the full, productive and equitable participation of women in the world of work.

Progress and gains in gender equality and WEE realized over the last decades encountered a serious set-back because of the COVID-19 pandemic as women have been disproportionately affected in terms of job and income losses during the pandemic.

Against this backdrop, today, more than ever, realizing transformational change to advance gender equality and WEE will require a catalyst role for the private sector and effective partnerships between government, employers and workers.

Responsible Business Conduct (RBC) and human rights due diligence (HRDD), as part of the wider Business and Human Rights agenda, provide a strong reference framework to address various gender equality gaps in the world of work and advance decent work opportunities for women and their economic empowerment.

SNAPSHOT OF THE COURSE

This training course supports practitioners responsible for or with a demonstrated strong interest in policies and programmes related to responsible business conduct, human rights due diligence, gender equality and women's economic empowerment.

Through a series of lectures, participatory exercises, and self-guided eLearning modules, participants will explore international guidance and frameworks in support of gender equality, learn from good practices, and explore practical tools and approaches to advance gender equality and WEE through responsible business conduct and human rights due diligence.

Participants will have the opportunity to interact with experts from the International Labour Organization (ILO) and other international organizations, employers' organizations, trade unions, companies and others on programmes and initiatives to advance gender equality and WEE. Opportunities to network among participants will also be facilitated.

The course combines this expert input with applied learning methodologies. Participants will learn from expert presentations and real case studies and practices of responsible business practices that contribute to advancing gender equality and women's economic empowerment. Individual learning will be combined with group work and allow for extensive peer-learning.

WHAT WILL I LEARN?

Participants will get a deeper understanding and a chance to interact with peers and specialists from ILO and other international organizations on:

- How normative instruments and initiatives on different levels aim to advance gender equality and WEE and how can they guide business operations. These include international labour standards and international frameworks such as the ILO MNE Declaration, the UN Guiding Principles on Business and Human Rights, and the UN Global Compact.
- What actions governments can take to create an enabling environment through regulatory frameworks and policies for gender equality in the world of work.
- Best practices in human rights due diligence by companies from different geographical, sectoral, and operational contexts.
- How responsible business conduct can advance gender equality and which practical tools and approaches can support enterprises in fostering work-life balance, pay equity, women's leadership, and preventing and eliminating violence and harassment in the workplace among others.
- How to best support women in business and management as well as promote women's entrepreneurship, including through financial inclusion and gender responsive procurement in the private and public sectors.

WHAT WILL I BE ABLE TO DO?

By the end of the training, participants will be able to:

- Understand the normative frameworks and international guidance to support gender equality and WEE.
- Analyse international corporate social responsibility instruments and frameworks through the lens of the international labour standards.
- Recognize different yet complementary roles of governments, employers' and workers' organizations as well as enterprises in creating more inclusive and equitable workplaces where both women and men can thrive at all levels.
- Advise on governmental policies, strategies, and actions to promote gender equality, and WEE.
- Identify how and in which ways responsible business practices, including through human rights due diligence, can accelerate the progress of closing gender gaps in the workplace and support women's entrepreneurship.

WHO ATTENDS THIS COURSE?

This course is designed for:

- Representatives of government, employers' and workers' organizations responsible for or with a demonstrated strong interest in policies related to responsible business conduct and gender equality.
- Enterprises, both SMEs and large MNEs.
- CSR, RBC, business and human rights and/or sustainability professionals.
- Gender, diversity and inclusion specialists.

METHODOLOGY

The course includes three phases:

- **Pre-course** (10 hours): Self-guided study through the online eCampus platform. Includes a pre-course assessment.
- **Residential week** (45 hours): 4.5 days of interactive sessions at the ITCILO in Turin
- **Post-course assignment** (5 hours): Individual assignment applying the principles of ILO normative instruments and other relevant international frameworks.

At the end of the learning journey, participants receive a certificate of achievement.

LANGUAGE

The course will be delivered in English.

COSTS

The price of the training programme is:

- Tuition: €1,710
- Subsistence: €635
- Total: €2,345

REGISTRATION

Candidates can apply to the course by **23 September 2023** using the following link:

<https://oarf2.itcilo.org/STF/A9016123/en>

Partial scholarships are available for qualifying candidates and will be allocated on a rolling basis. Therefore, we encourage interested candidates to apply as early as possible.

WITHDRAWAL, CANCELLATION POLICY, AND REFUNDS FOR OPEN COURSES

If an enrolled participant wishes or must withdraw from a course, they may choose to apply to a different course or be substituted by another candidate. The participant must notify the Centre, in writing, of their decision at least 14 days prior to the start date of the course. Cancellation of participation in regular courses will result in the following penalties:

- 14 days or more prior to the start date of the course: No penalty, 100% refund of amount paid less applicable bank charges
- 8 to 13 days prior to the start date of the course: Penalty of 50% of course price, refund of residual amount paid (if any) less applicable bank charges
- 7 days or less prior to the start date of the course: Penalty of 100% of course price.

INFO

FOR FURTHER INFORMATION PLEASE CONTACT

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