



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

International Training Centre of the ILO
 Programme on International Labour Standards, Rights at Work and Gender Equality
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 Design Luca Fiore – Printed by the International Training Centre of the ILO, Turin, Italy

Made of paper awarded the European Union Eco-label,  reg.nr FR/011/002, supplied by International Paper.



A9010465

Including diversity and preventing discrimination

22 – 26 May 2017
 Turin, Italy



www.itcilo.org

Including diversity and preventing discrimination



This course is part of the **International Labour Standards Academy**, designed to provide knowledge to a varied audience, building bridges and understanding between groups of participants from different professions and regions.

To this purpose, the training programme is enriched with a daily plenary session focused on relevant subjects that are collectively shaping the world of work, exploring how they all connect and relate to International Labour Standards.

Description

Workplaces are becoming increasingly diverse and this can bring benefits to organizations, individuals and societies. But diversity inclusion presents challenges that must be understood and addressed. In this training course, we will analyse the various aspects and root causes of discrimination in the world of work and discuss strategies for overcoming barriers to workplace equality, promoting diversity inclusion and helping organizations identify common values and purpose.

Workshop Objective

The workshop aims to provide tools for participants to address exclusion and discrimination in its various forms, so that to create inclusive and productive workplaces.

At the end of the workshop participants will be able to

- Recognize the various forms of discrimination in the world of work, including systemic, multiple and intersectional discrimination
- Describe strategies to address discrimination and exclusion in the world of work
- Identify tools and methods to create more inclusive workplaces

Contents

Societies and organisations are now required to anticipate change, adapt to and invest in the untapped talent of many different social groups.

Inclusiveness and non-discrimination are clearly not only a priority for social cohesion and fundamental human rights, but also for economic sustainability.

Managing diversity in the workplace brings many benefits but is not without efforts. Potential biases and discrimination related to gender, national extraction, religion, disability, sexual orientation must be recognized, understood and addressed, including in their intersections and inter-actions. Different groups may have different needs and potentials. This has to be managed, if individual talents are to be valued and employed for the benefit of the organisation.

Key ILO Conventions such as C111 offer rich guidance for analysis and action. During the course we use C111 as a lens through which to will look at the different facets of diversity. We will look at ways and processes to build an inclusive organization through relevant policymaking and new approaches for workplace organisation, which can be useful for anyone working in diverse environments.

Participants will also examine concepts related to culture, diversity and gender and discuss the different types of discrimination that are still present in today's organizations. They will understand how to actively work towards critically assessing situations that may lead to discrimination and draw solutions to ensure that workplaces are safe spaces. Participants will learn to pay attention to silent and silenced individuals and groups and bring about processes in which everyone's voice can be heard.

The workshop provides an opportunity for participants to identify and explore steps they can personally take in their day-to-day work as well as collective action required within their respective institutions. Topics will include

- Diversity in the world of work: what and why
- Discrimination and equality: ILO Convention no. 111 and no 100.
- Managing diversity and preventing discrimination: strategies, workplace policies and measures (E.g. reasonable accommodation).
- Focus on disability
- Focus on gender
- Focus on LGBTI
- Focus on HIV and AIDS

Methodology

Training methods are highly participative and draw from participants' experience and knowledge, to enable participants to apply the concepts to their own professional environments.

An ITCILO equality and non-discrimination expert will be leading the course, and facilitating in group discussions and activities to identify possible actions. Guest expert from the ILO, researchers and practitioners from public and private organisations will present leading edge research and successful practice

Participants' profile

Leaders and managers from trade unions and employer's organisations, managers at all levels in the public sector, aid organizations, UN organizations, the private sector and the non-profit sector, including disabled peoples' organisations.

Price

2,180 euros (includes tuition fees and subsistence costs). The tuition and subsistence costs need to be paid in advance. Details on payment modalities will be provided to selected participants.

A limited number of partial fellowships will be available for suitable candidates.

For more details contact gend@itcilo.org

Applications

The deadline for candidatures is **22 April 2017**

Online application form is available at: <http://intranetp.itcilo.org/STF/A9010465/en>

Or visit our website : <http://www.itcilo.org/en/areas-of-expertise/gender-equality-and-diversity/international-labour-standards-ils-academy-2017-4>

If you have a sponsor please include the supporting letter from the sponsoring/funding institution.

Candidates may be asked to present themselves to the nearest ILO office for authentication or be asked for a phone interview to verify information and language skills. Incomplete files will not be considered.

As an organization dedicated to fundamental human rights and social justice, the ILO is taking a leading role in international efforts to promote gender equality.

In line with this ILO focus, **men are particularly welcome in this specific process.**