

PROMOTING PAY EQUITY: A TRIPARTITE APPROACH



International
Training
Centre

Code: **A900923**
Dates: **25–29 June 2007**
Duration: **1 week**
Venue: **ITC/ILO, Turin – Italy**

INTRODUCTION

In June 2004 the ILO adopted a Resolution for Pay Equity calling for governments, social partners and the ILO to take a set of specific actions to address the gender wage gap. Specifically, the resolution proposes that social partners negotiate the introduction of gender neutral job evaluation schemes, statistical indicators, as well as gender and race reviews at the workplace. It calls on the ILO to strengthen its commitment to gender equality and improve its training and advocacy programmes, as well as research of minimum wages and the provision of public services on the gender wage gap, taking into account also other forms of discrimination. In 2006 the ILO produced a guide for the enforcement of equal pay. This guide, based on a wide research in several countries, analyses different steps in Job Evaluation, focusing on methodologies, approaches and criteria to be considered in order to avoid discrimination. It provides a systematic practical approach to the subject, which will be deeply studied during the course.

OBJECTIVES

The course will contribute to promote pay equity.

In particular, at the end of the course, participants will be able to:

- ✓ Refer to the key ILO instruments concerning pay equity;
- ✓ Appreciate the advantages of pay equity;
- ✓ Identify good practices;
- ✓ Adopt non-discriminatory approaches and methods for job evaluation;
- ✓ Determine employments of equal value;
- ✓ Elaborate and implement a step-by-step programme to promote pay equity at the workplace with a social dialogue approach.

TARGET GROUPS

The course targets a wide spectrum of profiles, in particular: representatives from governments (Ministry of Labour), national tripartite machineries; national machineries for the promotion of equal opportunities; representatives of workers' and employers' organizations; representatives of management and trade unions at enterprise level; representatives of management and trade unions involved in joint committees in the public service; responsible of HRD in both private and public sectors; managers and HRD specialists in MNEs; university professors and training experts.

CONTENTS

Pay equity: concepts and ILO Instruments

Steps for enforcing equal pay at the workplace:

- ✓ Selection of jobs to be evaluated;
- ✓ The evaluation /classification methods;
- ✓ Tools and methods for data collection;
- ✓ Results analysis;
- ✓ The determination of jobs value;
- ✓ The equalisation of remuneration among jobs of equal value;
- ✓ The role of social dialogue in promoting pay equity; from national policies to joint programmes at the workplace;
- ✓ Good practices related to pay equity.

METHODOLOGY

The methodology applied will promote a permanent interaction among participants through group work, discussions and role-plays. The methodology will be centred on the participants and the learning process, with the support of facilitators and key resource persons, the aim is to create a culture and momentum of dialogue to be kept alive by participants after the end of the course.

LANGUAGE

Participants are expected to communicate fluently in English.

VENUE

The courses will be held at the International Training Centre of the International Labour Organization (ITC/ILO), Turin, Italy.

Located in an attractive park on the banks of the Po River, the ITC/ILO campus provides a very pleasant environment for training. It includes fully equipped modern classrooms and meeting rooms fitted out for multilingual simultaneous interpretation; computer laboratories; a documentation centre linked to various international data banks.

The ITC/ILO campus has over 280 bedrooms with private bathroom and equipped with telephone, cable television and access to Internet.

The following services are available in the campus: reception (open 24 hours a day); restaurant, cafeteria, bank; travel agency; convenience shop; post office; free access to Internet; gym; medical service.

PARTICIPATION COSTS

Participation costs (US\$ 2,665) for this fully residential programme include:

- ✓ tuition, training-related documentation and use of campus facilities;
- ✓ single-room accommodation, full board, a daily allowance to cover incidentals (12 Euros), medical insurance and minor medical care at the ITC/ILO Campus.

Please note that travel costs are not included.

Applications to attend the workshop, which must be supported by the candidate's curriculum vitae and a nomination letter from the sponsoring/funding institution, should arrive by fax or e-mail, **not later than 11 May 2007**.

Social Dialogue Programme
International Training Centre of the ILO
Viale Maestri del Lavoro 10 - 10127 Turin Italy
tel. +39 0116936372/917 fax: +39 0116936350
e-mail: socdial@itcilo.org - webpage: www.itcilo.org