



### 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

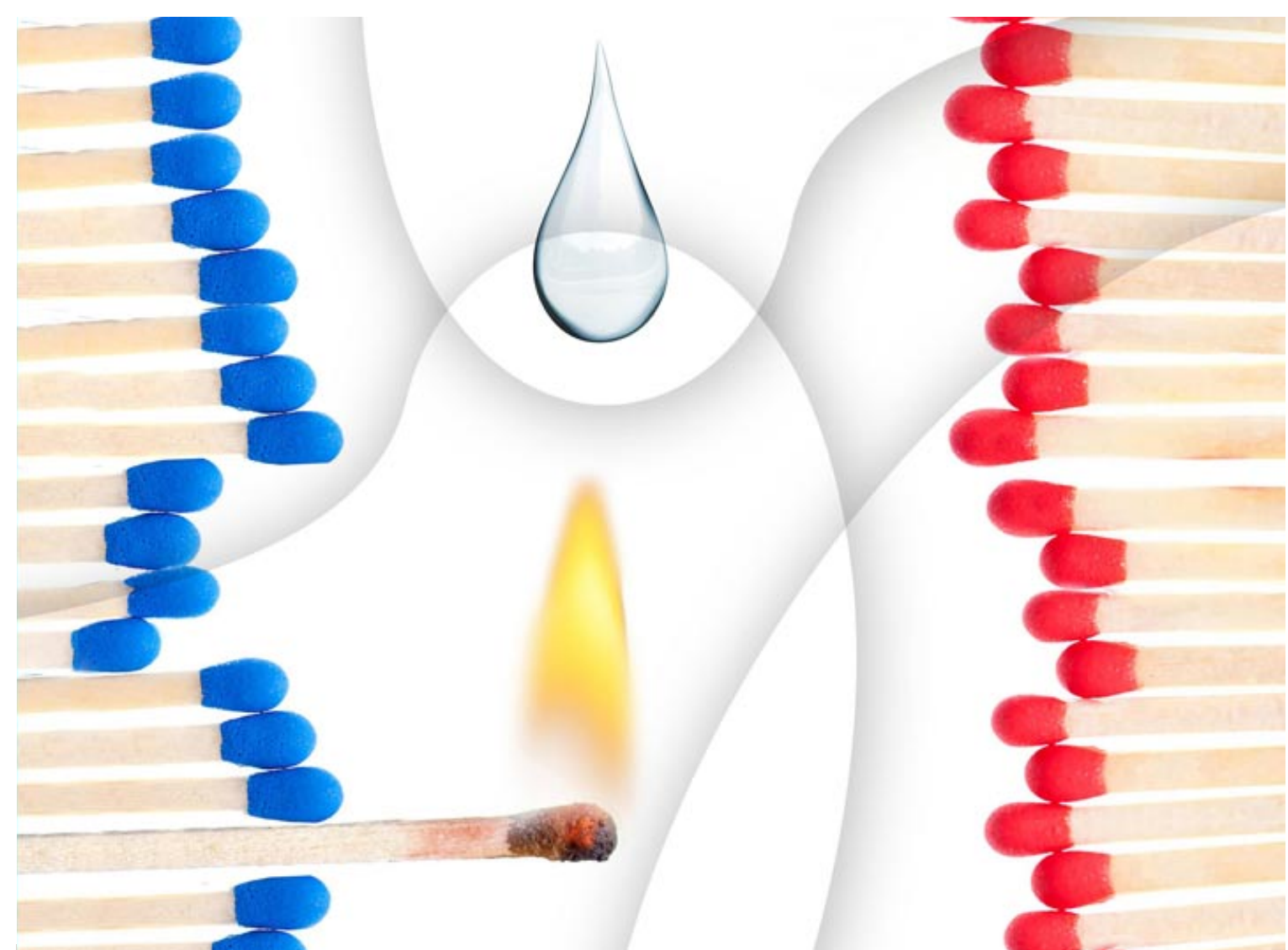
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A9011182

# Violence and Harassment in the World of Work: what to do?

19 – 23 November 2018

Turin, Italy



[www.itcilo.org](http://www.itcilo.org)

# Violence and Harassment in the World of Work: what to do?

## Background

Gender-based violence (GBV) is described as the most systematic and wide-spread human rights violation in the world. Such violence is exceptionally dehumanizing, pervasive and oppressive, and both reflects and reinforces inequalities between women and men.

Gender-based violence was first addressed in 1979 at a global level under the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Article 11 requires that: “take all appropriate measures to eliminate discrimination against woman in the field of employment”. Today, the elimination all forms of violence against all women and girls in the public and private spheres is one of the targets guiding the global community towards the achievement of Sustainable Development Goal no. 5, gender equality and the empowerment of women and girls.

Violence is not mentioned explicitly as a form of discrimination under the Discrimination (Employment and Occupation) Convention (No. 111). However, in the latest General Survey of 2012 and the General Observation of 2002, the Committee of Experts on the Application of Conventions and Recommendations was clear in stating that sexual harassment is a serious manifestation of sex discrimination and must be addressed within the requirements of the Convention.

Gender-based violence was raised as an area of concern by ILO constituents at the 2009 International Labour Conference when they engaged in an in-depth discussion of 21st century manifestations of sex discrimination. The Conference Conclusions recommend strategies that governments and the social partners should use to achieve gender equality in the world of work. This includes tackling gender-based violence and disseminating tools to prevent and eliminate sexual harassment: sex-based behaviour, particularly found in the world of work, which is unwelcomed and offensive to its recipient.

## Content

Questions addressed in the course will include:

- What is “gender-based violence” in “the world of work”?
- What are the rights-based and business cases for tackling gender-based violence in the world of work?

- What are the root causes? What are the risk factors for both victims as well as perpetrators of such violence?
- What are the strategies, good practices and practical tools that exist to address this problem within the workplace and beyond?

Experts will share innovative initiatives and instruments, including lessons learned in overcoming challenges. A session will focus on vulnerabilities to violence faced by women in global supply production chains, such as in agriculture and garments production, and another one will focus on increasing women workers’ voice, where human resource systems and trade union presence are weak.

## Objectives

By the end of the workshop participants will be able to:

- Identify entry points for addressing gender-based violence at work;
- Develop arguments to promote violence-free workplaces;
- Increase women workers’ voice and encourage men as advocates to stop such violence;
- Use selected methodologies to help production-line workers, managers and supervisors reduce sexual harassment in the workplace;
- Gender-based violence and HIV and AIDS;
- Design strategies to prevent and address GBV at work through multi-stakeholder partnership, gender-sensitive social dialogue, collective bargaining and other sensitization and awareness-raising actions;
- Define the key steps for establishing a company level sexual harassment policy.

## Methodology

Training methods will include presentations by ILO and Turin Centre specialists and from invited external lecturers. They will also include individual and group learning activities and case studies under the guidance of highly qualified specialists in thematic fields, gender issues and learning methodology. Participants and facilitators will work in a highly participatory environment. Country/thematic group

work, brainstorming and discussions will complement presentations, with a view to stimulating participants’ ability to link concepts and data to their own work and life experience.

## Languages

The course will be delivered in English.

## Participants’ profile

Policy-makers, national and local public services staff involved in human resource management and gender equality; civil society representatives interested in doing advocacy work and raising awareness of violence against women in the world of work; governments’, employers’ and workers’ representatives wishing to ensure a safe working environment for men and women.

## Dates

19-23 November 2018

## Cost of participation

*The total cost of participation is 2,215 euros. This includes tuition fees (1,600 euros) and subsistence costs (615 euros).*

The tuition fee includes:

- tuition
- books and other training materials;
- course preparation, implementation and evaluation.

The subsistence includes:

- full board and lodging at the Turin Centre’s campus;
- emergency medical insurance;
- socio-cultural activities.

The cost of participation does not include the cost of travel between the participant’s home country and the course venue. The cost of the visa, airport taxes, internal travel in the participant’s home country and unauthorized stopovers is also not included.

Participants must ensure that they have a valid passport and appropriate visa for the country in which the course is held, for any country in which a transit or stopover

to or from the course venue is required, and for all countries in which study tours are scheduled as part of the programme.

## Payment modalities

Tuition and subsistence costs must be paid in advance before the beginning of the course by the participant or his/her sponsoring organization 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)

## Applications

The deadline for candidatures is **26 October 2018**.

Applications should be submitted on-line through the Web Site:

<http://intranetp.itcilo.org/STF/A9011182/en>

Candidates must submit the following documents:

- on-line application form duly filled in;
- letter indicating financial support (or letter from applicant stating that participation cost are covered by him/herself) uploaded when submitting the on-line application.

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 to apply.*