



ACADEMY

GENDER EQUALITY AND DIVERSITY

GENDER ACADEMY 2025

ADVANCING EQUALITY AND INCLUSION
IN A CHANGING WORLD OF WORK

24 NOVEMBER – 5 DECEMBER 2025
TURIN, ITALY

Information Note

Gender equality remains a cornerstone of social justice, sustainable development, and decent work. Yet, across the globe, **progress is encountering intensified resistance**. Political and cultural backlash is actively contesting the foundations of women's rights. These dynamics are not without consequence—they hinder efforts to close gender gaps in employment, limit access to leadership roles, and slow progress toward inclusive workplaces. At the same time, global disruptions such as economic crises, climate change, digital transformation, and armed conflict are deepening existing inequalities. Women and underrepresented groups often face greater risks of job insecurity, lower-quality employment, and exclusion from emerging sectors of the economy.

The **Gender Academy** emerges at a critical moment—one that demands renewed commitment, intersectional thinking, and collective resilience. This edition of the Academy invites participants to reflect deeply on where we stand, what is at risk, and how to move forward strategically to advance gender equality in the world of work.

Hosted by the **International Training Centre of the ILO (ITCILO)**, the Gender Academy is a unique global learning space that brings together a vibrant community of gender equality advocates, policy actors, and practitioners.

Over the course of **two weeks**, participants will engage with cutting-edge tools, peer learning, and practical strategies to respond to today's challenges and co-create a more inclusive and equitable future of work.

WHAT

WHAT WILL YOU EXPLORE AT THE GENDER ACADEMY?

With gender equality under pressure, persistent structural inequalities and hard-won progress at risk of reversal, the Gender Academy 2025 provides a global platform to unpack challenges, share strategies, and co-create solutions for a more inclusive and just world of work.

You will engage with a rich mix of **high-level plenaries, interactive panels, creative labs, and elective workshops**, all designed to connect global debates with practical tools and community-building.

Plenary Sessions

Plenary sessions will guide participants through key issues defining the current gender equality agenda. These include women's labour market participation, pay equity, the care economy, violence and harassment in the world of work, the implications of AI and digital technologies, intersectionality and inclusion in the workplace, among other.

Thematic Tracks & Electives

Participants will tailor their learning journey by selecting from **five thematic tracks**, each focused on a key dimension of gender equality in the world of work. These tracks are designed to provide coherence, depth, and flexibility—allowing participants to explore critical issues such as inclusive leadership, workplace rights, care systems, digital transformation, and policy reform.

Each track includes two linked **elective courses**—one offered in Week 1 and one in Week 2. Participants can choose to follow a single track across both weeks for deeper specialization, or select electives from two different tracks to broaden their perspective. In total, each participant will attend two elective courses, building practical skills, engaging in peer learning, and strengthening their capacity to create change in their own contexts.

Here are the five tracks you can choose from:

Track 1: Building Alliances for Change

Strengthen collective action by engaging diverse actors and amplifying voices to advance gender equality. Learn how to build strategic alliances, shape compelling narratives, and foster inclusive allyship that drives lasting change.

- Elective Week 1: **Advocating for Change: Building Evidence, Narratives and Alliances**
- Elective Week 2: **Men Standing for Equality: Strategies for Inclusive Allyship**

Track 2: Strategies that Work: Tools to Advance Equality

Equip yourself with practical methods to promote gender equality across institutional, workplace and community contexts.

- Elective Week 1: **The Art of Gender Training: Pedagogy, Participation and Practice**
- Elective Week 2: **Making Pay Equity a Reality: Tools for Gender-Neutral Job Evaluation and Policy Change**

Track 3: Equity in Action: Creating Safe and Inclusive Work Environments

Move beyond policy to transform how workplaces function in practice. Learn how to identify and address the roots of inequality, tackle violence and harassment, and promote fairness, safety, and dignity for all.

- Elective Week 1: **Diversity, Equity and Inclusion in Action: Tackling Intersectional Discrimination**
- Elective Week 2: **Ending Violence and Harassment in the World of Work**

Track 4: Emerging Frontiers: Gender Equality in a Changing World

Navigate the future of work by addressing digital transformation and care systems with a gender-responsive lens.

- Elective Week 1: **Work, Gender and Algorithms: Confronting Bias in the Age of AI**
- Elective Week 2: **Decent Work and the Care Economy: Designing Inclusive Policies and Investments**

Track 5: Mainstreaming Gender Everywhere

From organizations to climate policies, explore how to integrate gender equality across programmes and systems.

- Elective Week 1: **Gender Mainstreaming in the UN System and Large Organizations**
- Elective Week 2: **Gender-Responsive Strategies in Climate Action**

More information on speakers, sessions, and elective content will be shared with selected participants before the start of the Academy.



PLACE

TURIN, ITALY



DATES

**24 NOVEMBER –
5 DECEMBER 2025**



LANGUAGES

ENGLISH AND FRENCH



APPLICATION DEADLINE

12 OCTOBER 2025



**COURSE ELIGIBLE FOR THE
DIPLOMA ON GENDER
EQUALITY, DIVERSITY AND
INCLUSION**

WHY

WHY SHOULD I JOIN?

By joining the Gender Academy 2025, you will:

- Stay informed on the **latest global trends**, challenges, and responses in gender equality in the world of work
- **Customize your learning path** by selecting from a diverse menu of thematic electives
- Engage in **participatory, creative, and experiential** learning formats
- Expand your **professional network**, connecting with peers, experts, and institutions from around the world
- Leave with **practical tools and an action plan** to apply in your own work environment

WHO

WHO WILL ATTEND THE ACADEMY?

The Gender Academy welcomes a diverse and global community of professionals committed to advancing **gender equality, inclusion, and social justice** in the world of work. **Participants typically include:**

- **Government officials** working on gender, labour, social protection, and development policies
- **Representatives of workers' and employers' organizations**
- **Staff from UN agencies and international organizations**, including multilateral development banks
- **Private sector actors** promoting diversity, equal opportunities, and responsible business practices
- **Researchers and academics** focused on gender, work, and inclusive development
- **Civil society organizations** advancing rights-based and community-led approaches
- **Independent consultants and professionals** engaged in gender equality, DEI, and organizational change initiatives

HOW TO APPLY

Find the application form at: <https://oarf2.itcilo.org/STF/A9018031/en> and apply before **12 October 2025**.

FEES

Tuition: €2,680

Subsistence: €1,550

Total: €4,230

FURTHER INFORMATION

LANGUAGE

English and French

CERTIFICATE

Upon successful completion of all required course activities, participants will receive an official **ITCILO Certificate of Achievement**. This certificate also counts as credit toward the Diploma on Gender Equality, Diversity, and Inclusion

CONTACT

genderacademy@itcilo.org

CAMPUS LIFE

Stay and study on the banks of the River Po in Turin, Italy

HIGH-LEVEL RESOURCES

Learn from international experts and working professionals

PARTICIPATORY APPROACH

Exchange viewpoints and experiences with classmates from all over the world

PRIORITY ISSUES

Care work
Digitalization
Violence and harassment
Intersectionality
Pay equity
Non-Discrimination
Leaves no one behind



SCAN THE QR CODE
OR VISIT

bit.ly/4eCWHKb

CAMPUS LIFE

A THRIVING UNITED NATIONS CAMPUS AND COMMUNITY OF PROFESSIONAL PEOPLE FROM AROUND THE WORLD

- **Three organizations** from the United Nations system on campus
- **More than 300 training courses** and activities in a stimulating international environment
- **Thousands of participants** from all over the world

ENVIRONMENT AND SURROUNDINGS

Grab a campus bicycle and explore the Turin Centre.

Located in a leafy park on the banks of the Po River, it's a great place for study and collaboration. Experience innovative learning and training methods in modern classrooms equipped with simultaneous translation services.

HOUSING, DINING, AND MORE

Comprising more than 280 private dormitories, the **Turin Campus provides a broad range of services for course participants and partners** including a free-flow restaurant, travel agency, laundromat, post office, gym, medical services and a reception desk open 24/7.

COMMUNITY ENGAGEMENT AND DIVERSITY

Participants can enjoy social events organized by the Turin Centre as well as by their course facilitators. Whether on or off campus, people from different cultural backgrounds have the opportunity to listen to live music together, cook and share traditional foods, or team up to play games and network.

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

International Training Centre of the ILO

International Labour Standards, Rights at Work and Gender Equality (ILSGEN)
Viale Maestri del Lavoro, 10
10127 Turin – Italy

Gender Academy Secretariat
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www.itcilo.org

COURSE CODE: A9018031