



ONLINE

INTERNATIONAL LABOUR STANDARDS

# A FUTURE OF WORK FREE FROM VIOLENCE AND HARASSMENT

WORKPLACE POLICY DESIGN LAB

28 MARCH – 22 APRIL 2022

 4 WEEKS, 20 LEARNING HOURS

*Information Note*



International  
Labour  
Organization



International Training Centre

## OVERVIEW

Violence and harassment in the world of work are a threat to the dignity, security, health and well-being of everyone, affecting not only workers and employers, but also their families, communities, economies and society at large. In June 2019, through the adoption of ILO Convention no. 190 and Recommendation no. 206, the global community made it clear that such phenomenon cannot be tolerated, and the world of work needs to be equipped to put a stop to it.

Where to begin when designing a workplace policy against violence and harassment?

What are the key ingredients to align with the principles enshrined in ILO Convention No. 190 and Recommendation No. 206?

How to turn the policy into practice - assessing and managing risks, setting up committees, investigating complaints, training staff, supporting victims, monitoring data and so on?

What are the emerging practices and success stories?

This hands-on e-workshop aims to provide participants with practical knowledge and tools for action.

## WHAT

In this learning journey you will explore and assess key ingredients for a workplace policy on violence and harassment that is aligned with the new ILO instruments, and be guided to use them to design a policy that works for you and your organization.

Key topics are:

- C. 190 and R. 206: core principles, scope and main provisions, and application at the workplace level;
- Which way to go: policies, declarations, codes of conducts;
- Key ingredients for prevention and protection, and emerging practices;
- Key ingredients for enforcement and remedies, and emerging practices;
- Key ingredients for guidance, training and awareness-raising, and emerging practices;
- Roll-out and implementation of the policy: elements of action planning;
- Monitoring and evaluation: data collection, KPIs and follow-up.

# WHAT WILL YOU BE ABLE TO DO?

In particular, this course will equip you with the tools to:

- Understand the problem of violence and harassment in the world of work as relating specifically to your work context;
- Identify practical measures that can be put in place to prevent, address and remedy, and frame them within a policy document that fits the needs and settings of your organization;
- Mainstream violence and harassment into existing mechanisms and regulations at the level of your workplace, including Occupational Safety and Health instruments;
- Devise an action plan to turn policy into practice.

Through design-oriented participatory activities, you will come out of this training with a recipe for a policy tool that works in your context.

## WHY

### WHY SHOULD YOU JOIN?

- Engage and network with other professionals and experts worldwide;
- Master the content of the new ILO standards and design a policy document that is fully aligned;
- Become the focal point for change in your context towards ending violence and harassment.

## KEY FEATURES

### DESIGN-ORIENTED METHODOLOGY

Just enough theory, and a lot of practice: guided by experts and inspired by peers, develop a tool that works for you.

### LEARN TOGETHER

Make the most of participatory and collaborative methods to contribute to collective knowledge-creation.

### LEARN FROM OTHERS

Network with international experts and peers from around the world, share good practices, tap into their experiences.

## WHO ATTENDS THIS COURSE?

- Employers' and workers' organizations looking to equip themselves to provide practical guidance to their affiliates;
- Workers and workers representatives at the level of organizations and enterprises;
- Human Resources and CSR representatives of private sector entities, looking to mainstream V&H concerns in their operations;

## LANGUAGES

The course will be delivered in English.

## DATES

28 March – 22 April 2022

## DURATION

4 weeks (20 hours)

## COST OF PARTICIPATION

€935

## APPLICATIONS

The deadline for candidatures is **20 March 2022**

Applications should be submitted online through the website: <https://oarf2.ilo.org/DST/A9714944/en>

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 and non-discrimination.

In line with this ILO focus, male candidates are particularly welcome to apply in this course.

## 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

T +39 011 693 6600  
[www.itcilo.org](http://www.itcilo.org)

**COURSE CODE: A9714944**