



HYBRID

SOCIAL DIALOGUE

# PROMOTING GENDER EQUALITY THROUGH SOCIAL DIALOGUE

TURIN, ITALY: 24 – 27 JULY 2023

ONLINE (E-CAMPUS): 28 JULY – 4 AUGUST 2023

 2 WEEKS, 60 LEARNING HOURS



International  
Labour  
Organization



International Training Centre

## KEY FEATURES

### LEARN DIFFERENTLY

Innovative training methodologies and integrated use of digital learning technology

### JOIN A GLOBAL COMMUNITY

Join a virtual community of social dialogue and gender equality professionals from across the world to share knowledge and experiences

### CERTIFICATE OF PARTICIPATION

Successful participants will be awarded an ITCILO Certificate of Participation

## SNAPSHOT OF THE COURSE

### BACKGROUND

Although the reality of gender equality in social dialogue is multifaceted, a common feature is the persistently low participation of women in decision-making forums.

Social dialogue in its various forms and gender equality are fundamental values and crosscutting issues for the International Labour Organization (ILO). In fact, social dialogue is a recognized governance tool for the promotion of equality between women and men in the world of work.

Therefore, it is important to build the capacity of our constituents to use the mechanisms of social dialogue to promote formulas aimed at breaking down the various gender gaps, as well as to promote women's participation at the decision-making tables.

The role of social actors and governments can also contribute to this objective by including this topic in their agendas.

Gender equality in social dialogue can be analysed from two perspectives: quantitative data on the participation of men and women in national social dialogue institutions, and qualitative data reflecting the substance of the debate on gender equality and the measures implemented by governments and social partners.

To this end, we have developed a program that aims at strengthening the use of social dialogue to promote gender equality. This training course seeks to strengthen the capacity of constituents in order to build results that contribute to the achievement

of Sustainable Goal 5 of the UN 2030 Agenda by promoting women's participation in the decision-making tables, including this topic in the agenda of social dialogue and reaching agreements aimed at promoting gender equality in the world of work.

## COURSE STRUCTURE AND METHODOLOGY

The course will be conducted in two phases:

- **Phase 1 (24 – 27 July):** At the International Training Centre of the ILO in Turin, Italy.
- **Phase 2 (28 July – 4 August):** Online, through the completion of asynchronous activities.

The training course will require approximately 60 hours of instruction.

The sessions will be delivered by ITCILO and ILO officials, as well as, international specialists on the field of social dialogue and gender equality. Each session will include theoretical explanations complemented by individual reflection activities, plenary discussions, group work and other highly interactive activities.

Participants will have access to a dedicated electronic platform on E-Campus, CIFOIT's e-learning portal, accessible through a computer or any portable device.

On this electronic platform, they will find resources and activities related to the course modules. Each module includes videos, reading material, interactive resources, practical exercises and other group activities related to the subject matter. Learning will be interactive and facilitated by a person who will provide guidance and clarification on topics and activities.

We will also use new training methodologies, including an industrial relation toolkit, through which participants will have the opportunity to interactively intervene and concretely exercise ways of approaching social dialogue and gender equality.

At the end of the course, participants will be asked to complete a final course paper in the form of a report that will offer them the possibility of receiving a Certificate of Participation.

## LANGUAGE

The entire training programme will be conducted in English. Therefore, a good command of this language is required.

## OBJECTIVES

This course aims to:

- Develop further knowledge on effective approaches to using social dialogue to promote gender equality;
- Strengthen the understanding and analyse the role that collective bargaining can play in promoting gender equality;

- Provide techniques and guidance on how to use workplace cooperation to promote a workplace culture towards the elimination of gender gaps;
- Promote the exchange of knowledge and best practices related to grievance handling on topics of interest within the framework of the course;
- Provide tools to promote the generation of women leadership at different levels and forms of social dialogue;
- Offer a solid theoretical and practical knowledge on the ILO principles for “gender-mainstreaming” in industrial relations;
- Develop the capacity of constituents in the field of gender mainstreaming through their action programmes;
- Promote the application of the ILO’s key principles and values on this issue.

## WHAT

### WHAT TOPICS DOES THIS COURSE COVER?

- An introduction to gender dynamics in industrial relations;
- Gender mainstreaming in industrial relations;
- Social dialogue, ILO conventions and recommendations on gender equality;
- Collective bargaining as a tool to promote gender equality;
- Workplace cooperation as a tool to create a workplace culture that promotes gender equality;
- Using grievance handling to fight gender barriers in the world of work;
- Building women leadership for social dialogue;
- Tools to advocate for gender equality.

## WHO

### WHO ATTENDS THIS COURSE?

- Government, employers’ and workers’ representatives;
- Professionals in the field of labour relations and employment from public and private sectors;
- Human resources and labour relations managers and human resources personnel;
- Labour administration and labour inspection personnel;
- ILO Staff and other international organizations;
- Trainers, consultants and researchers on labour law and gender equality;
- Trainers or consultants.

**Note:** in the framework of the ILO’s gender promotion policy, applications from women are encouraged.

# PRICE

## HOW MUCH DOES THE TRAINING COURSE COST?

The cost of tuition is **€1,615**. This covers training, access to the dedicated e-learning platform and training resources.

The cost of subsistence €530.

The total cost is €2,145.

Registration for this course can be requested by filling in the online form at the following:  
<https://oarf2.itcilo.org/STF/A9716166/en>

# DEADLINE FOR APPLICATIONS

## UNTIL WHEN CAN YOU APPLY?

**30 June 2023**

# MORE INFORMATION

## FOR MORE INFORMATION GO TO:

<https://www.itcilo.org/courses/promoting-gender-equality-through-social-dialogue>

## DO YOU HAVE ANY QUESTIONS?

Write to us at: [socdial@itcilo.org](mailto:socdial@itcilo.org)

## 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**  
Programme on Social Protection,  
Governance and Tripartism (SPGT)  
Viale Maestri del Lavoro, 10  
10127 Turin – Italy

socdial@itcilo.org  
www.itcilo.org

**COURSE CODE: A9716166**