



International Training Centre
Centre international de formation
Centro Internacional de Formación

STANDARDS AND FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK PROGRAMME

INTERNATIONAL LABOUR STANDARDS AND EQUALITY IN EMPLOYMENT WITH A FOCUS ON GENDER ISSUES AND EQUAL REMUNERATION: TOOLS AND PRACTICE		
Code: A900823	Duration: 2 weeks	Dates: 16 - 27 April 2007
Venue: Turin, Italy	Course languages: English and French	

Putting an end to discrimination in the world of work is indispensable if we are to achieve sustainable development and greater individual well-being today. The promotion of equal opportunities and equal treatment has always been one of the priorities of the International Labour Organization (ILO) who adopted several international standards against employment inequalities. Some instruments affect all workers. Some others instead are related to gender equality and other specific categories such as migrant workers, indigenous workers or workers with HIV/AIDS.

Three ILO Conventions have been identified as the legal pillars of the fundamental principle of non-discrimination in employment and occupation:

- Convention No. 100 concerning equal remuneration, which affirms the principle of equal remuneration for men and women for work of equal value.
- Convention No. 111 concerning discrimination in respect of employment and occupation, which aims to eliminate all discrimination in employment.
- Convention No. 156 concerning equal opportunities and equal treatment for men and women workers with family responsibilities.

These ILO instruments and other international instruments for the promotion of women rights and non-discrimination in employment like the Convention on the Elimination of All Forms of Discrimination against Women establish directives and standards that Member States can freely decide to apply. Taken together, these should allow all workers to enjoy equal employment opportunities. In addition the ILO runs projects to boost the promotion of equality and the elimination of discrimination in employment, at the national level, in conjunction with government institutions and the social partners.

The course has a three-day section that focuses on the principle of equal remuneration for men and women for work of equal value, as stated in ILO Convention No. 100. This section uses a guide which draws on several country studies and on practitioners' personal experience. It should give participants the tools with which to evaluate discrimination and achieve equal remuneration in employment.

Thanks to these tools and together with concrete examples of good practice and projects for the promotion of equality in employment, the course gives participants the information and tools they will need to take action and/or implement policies that promote and encourage equality in employment at the national level.

GENERAL OBJECTIVE

The course's general objective is to give the participants information and tools with which to promote equality at work and equal remuneration for men and women for work of equal value at the national level.

SPECIFIC OBJECTIVES

At the end of the seminar, the participants will be able to:

- Know the main international instruments dealing with equality in employment;
- Use the machinery for promoting and applying those instruments;
- Promote knowledge of international labour standards concerning equality in employment within their national context;
- Understand the different methodological aspects and criteria to be used in the application of ILO Convention No. 100 on equal remuneration for men and women;
- Have a broader picture of the different national situations related to employment discrimination;
- Identify the main barriers to equality in employment within their own country;
- Launch action to remedy the problems identified at the national level.

STRUCTURE AND CONTENT

The course is organized on the base of work modules and will consist of the following:

- The international labour standards' system: origin, supervision and application of standards;
- The concepts of gender and discrimination at work, and how they have evolved;
- The international labour standards concerning equality in employment (equality between men and women, workers with family responsibilities, maternity protection, migrant workers, workers with HIV/AIDS, *etc...*);
- Equal remuneration for men and women: norms and employment evaluation (methodological aspects and criteria);
- Other international instruments on this matter;
- Good practices, projects, actions and policies aimed at promoting equality at work.

METHODOLOGY

Before the course, participants will prepare their participation in advance using a set of information that will be made available to them at least 2 weeks before the course starts. At the beginning of the course, participants will be asked to give a presentation on their working experience, the main characteristics of their country's legal/institutional framework regarding equal opportunities and the situation of women at work. During the course, the training methods will include: presentations by ILO and Turin Centre specialists and invited outside lecturers; individual and group learning activities; and debates. At the end of the course, participants will be asked to prepare and present an action plan for the application, within their national contexts, of the principles, concepts, strategies and procedures analyzed during the course.

PARTICIPANTS' PROFILE

The course is intended for people involved in the implementation of programs against employment discrimination for the promotion of equal remuneration:

- Representatives of Ministries of Labour or other ministries and national bodies involved in promoting equality in employment, promoting equality between men and women, improving the condition of women;
- Representatives of employers' organizations involved in promoting equality in employment, promoting equality between men and women, improving the condition of women;
- Representatives of workers' organizations involved in promoting equality in employment, promoting equality between men and women, improving the condition of women;
- Representatives of other organizations involved in promoting equality in employment, promoting equality between men and women, improving the condition of women;
- Heads of human resources services (public and private sectors);
- Magistrates, lawyers and jurists.

A good knowledge of English or French is indispensable to follow the course.

COST OF PARTICIPATION

The cost of participation in this seminar includes tuition cost and optional subsistence cost.

Tuition cost is US\$ 1,819 and covers:

- Tuition;
- Books and training materials;
- Course preparation, implementation and evaluation.

Subsistence cost is US\$ 1,920 and covers:

- Full board and lodging at the Centre's Campus;
- Laundry;
- Local study visits;
- Standards daily allowance to cover incidental expenses (12 Euros/day);
- Minor medical care and emergency medical insurance;
- Socio-cultural activities.

The cost of participation does not include: travel costs between your home and the course venue, costs of passports, visas to enter Italy and airport taxes.

Payment should be made in advance by bank transfer to:

International Training Centre of the ILO

Account no. 9136496

Bank: San Paolo IMI Ag. CIF/OIL 701

IBAN: IT14 B010 2501 1911 3010 9136496 - BIC IBSPITTM

Address: Viale Maestri del Lavoro 10, 10127 Turin, Italy

NB: On the bank transfer form, kindly state your name and the course code (A900823).

FELLOWSHIPS

Fellowships are available to qualifying candidates. The employers' organizations and workers' organizations to be granted a fellowship for this activity will be selected by the Secretaries of the Employers' Group and of the Workers' Group of the Governing Body of the International Labour Office.

APPLICATIONS

Applications to participate should be addressed to:

Manager, Standards and Fundamental Principles and Rights at Work Programme

International Training Centre of the ILO, Viale Maestri del Lavoro 10 - 10127 Turin, Italy

(Tel.: +39 011 693 6305; Fax: +39 011 693 6906; E-mail: normesturin@itcilo.org)

NB: They should be supported by a *curriculum vitae* and a nomination letter from the sponsoring/funding institution.

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, women candidates are especially encouraged to apply.