



ILO Master Class

Gender equality at the workplace

Boosting your organizational performance
by advancing equal opportunities



Elisabeth Natalia
International SCORE Expert
Trainer



Stephan Ulrich
ILO Programme Manager



My Holland
CEO EQuestAsia



Jessica Wan
Business and Sustainability
Specialist, ILO/IFC Better Work



Hanh Vu
Gender & Inclusion Specialist
International Finance Corporation



Irma Doze
CEO AnalitiQs

More speakers to be confirmed!

- Free registration under:



- Eight online sessions every Tuesday and Thursday from 15th June to 8th July, from 3 to 5.00pm Vietnam time (GMT+7)



International
Labour
Organization



Gender equality at the workplace

Boosting your organizational performance
by advancing equal opportunities

ILO Master Class

English version: eight online sessions, every Tuesday and Thursday, June 15th to July 8th, 3 to 5.00pm Vietnam time (GMT +7)

Vietnamese version in the fall 2021



Why gender equality matters

The business case for diversity in the workplace is now overwhelming.

McKinsey's Delivering through Diversity report found corporations that embrace gender diversity were more competitive and 21% more likely to experience above-average profitability. They also had a 27% likelihood of outperforming their peers on longer-term value creation.

Forward-thinking organizations should be looking for ways to employ and empower more women at work – not just as a moral obligation, but also as a sound business strategy. Different perspectives on customer needs, product improvements and company wellbeing fuel a better business.

Gain the skills to lead and manage change for greater gender equality in your workplace through the ILO Gender Equality Master Class. Over four weeks, you'll develop a holistic understanding of what gender equality means for the modern business, and learn how certain initiatives can be executed to improve business performance. Further develop your leadership competencies, and foster inclusivity to drive organizational value with insights from thought leaders.

▶ **19%**

▶ Higher revenues in companies with more diverse management teams. *Boston Consulting Group*

▶ **83%**

▶ Directors agree that companies should be doing more to promote gender equality and diversity in the workplace. *PWC*

What to expect from this ILO Master Class

This course is designed for professionals interested to apply HR strategies aligned with international best practice. Managers, supervisors, HR specialists, ESG analysts, recruiters and consultants will gain practical skills for fostering inclusivity in teams and companies. Participants will learn how to harness practical HR and leadership tools, communication strategies and metrics, and benefit from networking with a cohort of like-minded peers.

The course's learning outcomes have broad application across various industries, including corporates, government, non-profits, and the wider public sector.

On completion of this course, you'll walk away with:

- Expert-led insights into how to achieve greater gender equality and inclusion in your workplace.
- Practical actions to advance gender equality you can apply immediately.
- ILO certificate upon attendance of at least six of eight sessions and completion of the final assignment.
- Vietnamese experts completing this course can apply to become resource persons for the Vietnamese course version in the fall.



Session 1: Gender equality – a free boost to your enterprise performance? The business case for gender equality and introduction to key concepts.

Date: Tuesday, 15th June, 3pm Vietnam time

Session 2: Voice equality How to make meetings and leadership more inclusive and effective.

Date: Thursday, 17th June, 3pm Vietnam time

Session 3: Inclusive hiring Organizational strategies to select, retain and develop diverse talent.

Date: Tuesday, 22nd June, 3pm Vietnam time

Session 4: Equal pay Understanding the gender pay gap and how it can be closed over time.

Date: Thursday, 24th June, 3pm Vietnam time

Session 5: Work climate How to address sexual harassment through effective policy and action.

Date: Tuesday, 29th June, 3pm Vietnam time

Session 6: OSH with a gender lens Ensuring occupational safety and health works for all your staff.

Date: Thursday, 1st July, 3pm Vietnam time

Session 7: Work-life balance Creating a modern workplace through flexible work, parental leave and child care.

Date: Tuesday, 6th July, 3pm Vietnam time

Session 8: Action planning Making gender equality an organizational priority through action planning.

Date: Thursday, 8th July, 3pm Vietnam time

▶▶ Every Tuesday and Thursday from 15th June to 8th July, from 3 to 5.00pm Vietnam time (GMT+7)

Faculty



Elisabeth Natalia
International SCORE
Expert Trainer



Stephan Ulrich
ILO Programme Manager

Guest presenters



My Holland
CEO EQuestAsia



Jessica Wan
Business and Sustainability
Specialist, ILO/IFC Better Work



Hanh Vu
Gender & Inclusion Specialist
International Finance
Corporation



Irma Doze
CEO AnalitiQs

More guest
speakers to be
confirmed!

Sessions & key actions

Session 7 – Work-life balance

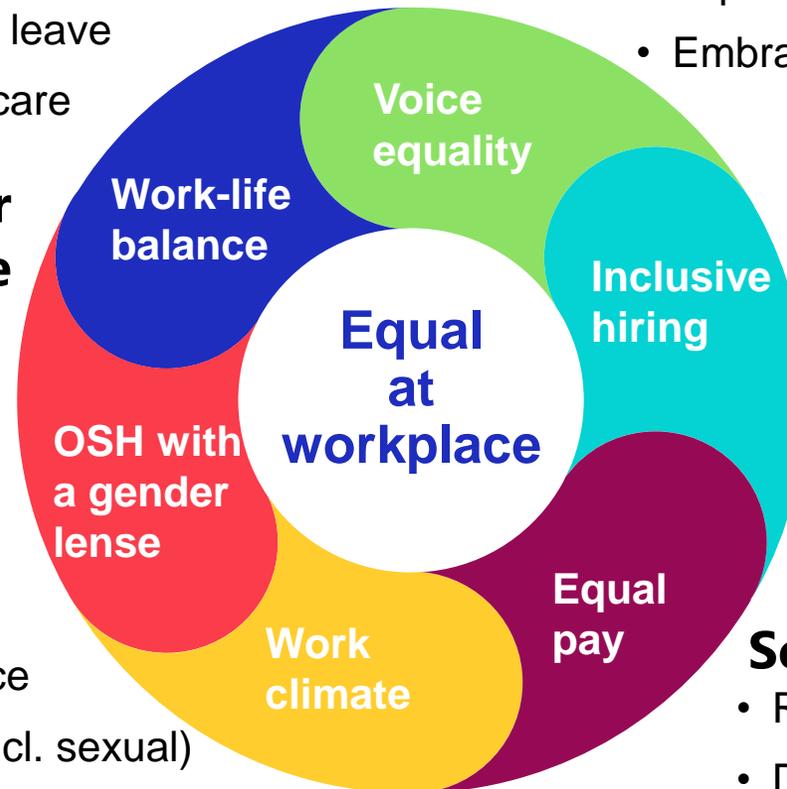
- Introduce flexible work
- Grant parental leave
- Support child-care

Session 6 – OSH with a gender lense

- Provide adequate facilities
- Right-size PPE
- Protect new and expecting mothers

Session 5 – Work climate

- Create a respectful workplace
- Have an anti-harassment (incl. sexual) policy & training
- Create a complaint procedure



Session 2 – Voice equality

- Diversify teams
- Improve your meeting culture
- Embrace equality in leadership

Session 3 – Inclusive hiring

- Develop gender-neutral job descriptions
- Attract diverse applicants with inclusive job advertisements
- Conduct bias-free interviews

Session 4 – Equal pay

- Review your gender pay gap
- Develop a transparent pay structure
- Introduce pay transparency