



ONLINE

ENTERPRISES

TRANSFORMATIONAL CHANGE FOR GENDER EQUALITY THROUGH RESPONSIBLE BUSINESS CONDUCT

CERTIFICATION PROGRAMME

14 NOVEMBER – 2 DECEMBER 2022

30 HOURS – CORE LEARNING TRACK

60 HOURS – ADVANCED LEARNING TRACK

Information Note



International
Labour
Organization



International Training Centre

CONTEXT

Promoting gender equality and women's economic empowerment (WEE) is central to the 2030 Agenda for Sustainable Development and is key to foster decent work and sustainable, inclusive and equitable economic growth. Women are key drivers of innovation growth and jobs, and the private sector plays a crucial role in enabling the full, productive and equitable participation of women in the world of work.

Progress and gains in gender equality and WEE realized over the last decades encountered a serious set-back because of the COVID-19 pandemic as women have been disproportionately affected in terms of job and income losses during the pandemic.

Against this backdrop, today, more than ever, realizing transformational change to advance gender equality and WEE will require a catalyst role for the private sector and effective partnerships between government, employers and workers.

Responsible Business Conduct (RBC), as part of the wider Business and Human Rights agenda, provides a strong reference framework to address various gender equality gaps in the world of work and advance decent work opportunities for women and their economic empowerment.

SNAPSHOT OF THE COURSE

This training course supports practitioners responsible for or with a demonstrated strong interest in policies and programmes related to responsible business conduct and gender equality/women's economic empowerment.

Through a series of webinars, online lectures, interactive exercises, and self-guided eLearning modules, participants will explore international guidance and frameworks in support of gender equality, learn from good practices, and explore practical tools and approaches to advance gender equality and WEE through responsible business conduct.

Participants will have the opportunity to interact with experts from the International Labour Organization (ILO) and other international organizations, employers' organizations, trade unions, companies and others on programmes and initiatives to advance gender equality and WEE.

The course combines this expert input with applied learning methodologies. Participants will learn from expert presentations and real case studies of responsible business practices that contribute to advancing gender equality. Individual learning will be combined with group work and allow for extensive networking opportunities.

WHAT WILL I LEARN?

Participants will get a deeper understanding and a chance to interact with peers and specialists from ILO and other international organizations on:

- How normative instruments and initiatives on different levels aim to advance gender equality and WEE and how can they guide business operations. These include international labour standards and normative instruments such as ILO's Tripartite Declaration of principles concerning Multinational Enterprises and Social Policy as well as several initiatives.
- What actions governments can take to create an enabling environment through regulatory frameworks and policies for gender equality in the world of work.
- How responsible business conduct can advance gender equality and which practical tools and approaches can support enterprises in fostering work-life balance, pay equity, women's leadership, and preventing and eliminating violence and harassment in the workplace among others.
- How to best support women in business and management as well as promote women's entrepreneurship, including through financial inclusion and gender responsive procurement in the private and public sectors.

WHAT WILL I BE ABLE TO DO?

By the end of the training, participants will be able to:

- Understand the normative frameworks and international guidance to support gender equality and WEE.
- Recognize different yet complementary roles of governments, employers' and workers' organizations as well as enterprises in creating more inclusive and equitable workplaces where both women and men can thrive at all levels.
- Advise on governmental policies, strategies, and actions to promote gender equality, and WEE.
- Identify how and in which ways responsible business practices can accelerate the progress of closing gender gaps in the workplace and support women's entrepreneurship.

WHO ATTENDS THIS COURSE?

This course is designed for:

- Representatives of government, employers' and workers' organizations responsible for or with a demonstrated strong interest in policies related to responsible business conduct and gender equality.
- Enterprises, both SMEs and large MNEs.
- CSR, RBC, business and human rights and/or sustainability professionals.
- Gender, diversity and inclusion specialists.

HOW DOES IT WORK?

The participants in this training programme are given the option to choose the track that fits best their objectives.

Core learning track. If your goal is to gain a good understanding on gender equality and WEE as core elements of responsible business conduct, this is the track for you. The core learning journey is composed of 9 webinars, 2 compulsory self-guided eLearning modules and group work exercises during the period 14 November – 2 December 2022 and will require 30 hours to complete. At the end of the learning journey, participants receive a certificate of participation.

Advanced learning track. This learning journey is designed for practitioners who want to develop the analytical skills needed to build a deep understanding of how to advance gender equality through responsible business conduct and how to design tailored interventions, either in policy design, sustainability strategy, intervention design or project implementation. In addition to the core learning track, a learning block aimed at the development of an action plan is included.

Once participants have completed the core learning track, they will undertake an assignment where they will develop an action plan at the institutional or company level to advance WEE in a country and/or sector of their choice. The ITCILO will offer individualized tutoring support to the participants throughout the completion of the assignment and provide personalized feedback on the final work. Furthermore, the training team will organize two skills clinics (both for policy making and company practices) with the group of participants of the advanced learning track. During the clinics, participants can share their progress and outstanding questions on the assignment, and receive support from the training team, as well as brainstorm solutions with the rest of the group. The final deadline for the completion of the action plan is **Friday 17 February 2023**. At the end of the learning journey, participants receive a certificate of achievement.

The course will be offered online through the ITCILO e-campus.

PROVISIONAL TRAINING PROGRAMME

| Monday 14 November | Tuesday 15 November | Wednesday 16 November | Thursday 17 November | Friday 18 November |
|---|------------------------|---|-------------------------|--|
| <p>Webinar 1 Opening session. Interactive Panel: how responsible business conduct can foster gender equality</p> | | <p>Webinar 2 Understanding the normative framework for gender equality</p> | | <p>Webinar 3 Understanding international guidance on responsible business conduct</p> |
| <ul style="list-style-type: none"> • Online forum to introduce yourself • Course survey • Self-guided eLearning modules | | | | |

| Monday 21 November | Tuesday 22 November | Wednesday 23 November | Thursday 24 November | Friday 25 November |
|--|------------------------|--|-------------------------|--|
| <p>Webinar 4 An enabling environment to foster gender equality and WEE: Governmental policies</p> | | <p>Webinar 5 An enabling environment to foster gender equality and WEE: Governmental policies</p> | | <p>Webinar 6 Engaging with the private sector to foster gender equality and WEE: Business practices</p> |
| <ul style="list-style-type: none"> • Self-guided eLearning modules | | | | |

| Monday 28 November | Tuesday 29 November | Wednesday 30 November | Thursday 1 December | Friday 2 December |
|--|------------------------|---|------------------------|---|
| <p>Webinar 7 The role of trade unions to foster gender equality and WEE</p> | | <p>Webinar 8 Leveraging women's entrepreneurship to foster gender equality and WEE</p> | | <p>Webinar 9 Closing webinar</p> |
| <ul style="list-style-type: none"> • Self-guided eLearning modules | | | | |

LANGUAGE

The course will be delivered in English.

COSTS

The price of the training programme is:

- 995 Euros for the core learning track
- 1,350 Euros for the advanced learning track

REGISTRATION

Candidates can apply to the preferred learning path through the following links:

- [A9715636 Core learning track](#)
- [A9715936 Advanced learning track](#)

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

Sustainable enterprises and economies (SEE)
Viale Maestri del Lavoro, 10
10127 Turin – Italy

Ms. Benedetta Nobile
Activity Manager
T +39 011 693 6970
b.nobile@itcilo.org
www.itcilo.org

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