



A902452

Promoting pay equity: strategies and tools

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Turin, Italy

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Background

The gender pay gap is both a cause and consequence of gender inequalities between women and men, and must be addressed in the route towards achieving decent work for all.

The ILO Convention 100 on "Equal Remuneration for Men and Women Workers for Work of Equal Value" (1951) recognizes that women and men must receive equal remuneration for work of equal value. 167 countries worldwide have ratified the Convention, committing themselves to respecting this principle in the national law and practice.

"What does work of equal value mean?"

"What is included in remuneration?"

"How do we value work that is different?"

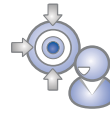
"How do we rate jobs based on responsibility, skill, effort and working conditions?"

"What can we do to promote equal pay?"

In order to answer to these questions more concretely, in June 2004 the ILO adopted a "Resolution for Pay Equity" calling for governments, social partners and the ILO to take a set of specific actions to address the gender wage gap.

Specifically, the resolution proposes that social partners negotiate the introduction of gender neutral job evaluation schemes, statistical indicators, as well as gender reviews at the workplace.

In this context, the ILO has produced a number of tools for the enforcement of equal pay policies based on wide research and practice in several countries. The practical approach to the subject presented in these tools will constitute the core content of the course.



Objectives

The course will offer concrete instruments to promote pay equity in the world of work, as part of the path towards decent work for women and men.

In particular, participants will:

- Examine ILO Conventions 100 and 111 and other key ILO instruments concerning non-discrimination and pay equity.
- Analyse the advantages of pay equity.
- Exchange experiences.
- Identify good practices.
- Explore non-discriminatory approaches and methods for job evaluation.
- Outline a step-by-step programme to promote pay equity at the workplace with a social dialogue approach.



Contents

- Concepts and instruments for promoting equal remuneration.
- ILO standards on pay equity.
- Good practices related to pay equity.
- Methods for enforcing equal pay at the workplace:
- The role of social dialogue in promoting pay equity.



Who Can Participate

The course targets a broad range of professional profiles:

- Government staff involved in labour-related activities (i.e. labour inspection, employment and work relations, and equality at work).
- Specialists in labour policy and labour law enforcement.
- Gender specialists and trainers involved in designing and implementing non-discrimination policies in the world of work.

- Representatives from Employers' Organizations.
- Representatives from Workers' Organizations.
- Managers and HRD specialists in private enterprises.
- University professors and training experts.



A Few Words On Methodology

The ITC-ILO learning approach is:

- **Participatory:** participants engage in dynamic learning activities, which adopt up-to-date methods and recognize the different adult learning styles.
- **Competence-based:** participants gain the necessary knowledge and develop the skills required to apply it when back at work.
- **Experiential:** builds from concrete experience to active experimentation.
- **Collaborative:** participants have the opportunity to support each other and use complementary skills.
- **Valuing diversity:** who people are, what they have experienced and what they believe in are assets used in the design and implementation of the activity.

During the course, subject-matter presentations by ILO and ITC-ILO specialists and guest experts will be combined with active, individual and group learning activities. Participants will be encouraged to devise courses of action to use the principles, concepts and tools acquired during the workshop in their professional contexts.

Language

Participants are expected to communicate fluently in English.

Please note that the course is also offered in Spanish and Portuguese.



Participation Costs

Participation costs of (Euro 2,000) for this fully residential programme include:

- tuition, training-related documentation and use of campus facilities;
- single-room accommodation, full board, medical insurance and minor medical care at the ITC-ILO Campus.

Travel costs are not included.

Applications to attend the workshop shall arrive by fax or email no later than:

22 March 2010

Candidates must submit the following documents:

- application form duly filled
- letter from the sponsoring institution indicating financial support (or letter from applicant stating that participation cost are covered by him/herself).
- a curriculum vitae

Applications should be addressed to:

Gender and Non-Discrimination Programme
International Training Centre of the ILO, Viale
Maestri del Lavoro 10
10127 Turin, Italy
Tel +39 011 693 6600,
Fax. +39 011 693 6350;
E-mail: gcu@itcilo.org;
Web site: <http://gender.itcilo.org>

Incomplete files will not be considered.

Some partial scholarships may be available for participants from developing countries.

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 encouraged to apply to ITC/ILO standard courses. Men are particularly welcome in this specific course.



The ILO Turin Centre's facilities

Located in an attractive park on the banks of the River Po, the Centre's campus provides a congenial environment in which to live and study.

It contains 21 pavilions with fully equipped modern classrooms, conference halls and meeting rooms fitted out for multilingual simultaneous interpretation, a computer laboratory, and a computerized documentation centre linked to various data banks.

The campus has 287 study/bedrooms, all with private bathrooms, telephones and cable television. It also has:

- a reception desk open 24 hours a day;
- a restaurant, a self-service canteen and a coffee lounge, all catering for international dietary needs;

- a bank;
- a travel agency;
- a laundry service;
- a post office;
- an internet point;
- a recreation room;
- facilities for outdoor and indoor sports;
- an infirmary.

Social events are regularly held both on and off campus, so that participants from different cultural backgrounds can make the most of the stimulating international climate.

For further information, please contact:

International Training Centre of the ILO
Gender and Non-Discrimination Programme
Viale Maestri del Lavoro 10
10127 Turin (Italy)

<http://gender.itcilo.org>

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