



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, and a computerized documentation centre linked to various data banks.

The campus has 185 single fully serviced study/bedrooms, 66 double bedrooms and 12 suites, each with private bathroom, telephone, wi-fi and flat screen television (satellite-TV available in the majority of the rooms).

Among those bedrooms, 22 rooms are accessible for people with disabilities.

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;
- medical service.

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

For further information, please contact

International Training Centre of the ILO
 Programme on International Labour Standards, Rights at Work and Gender Equality
 Viale Maestri del Lavoro, 10, 10127 Turin - Italy

<http://app-gender.itcilo.org>
<http://www.itcilo.org/gender>
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A9011195

Gender and Organizational Change

Turin, Italy

9 – 13 April 2018



International Training Centre

www.itcilo.org

Gender and Organizational Change

Background

Gender equality has been on the agenda for several decades and while some important gains were made, the progress in recent years has been slow and patchy. Though governments and most private and none for profit organizations view gender justice as an important issue, truly fair and equal participation of women in the world of work is still out of reach. The mere participation of women in the world of work does not by itself guarantee equality. Gender inequitable organizations produce gender inequitable effects (though we see some positive outputs). In order to understand how to impact change in a positive way for gender equality it is critical to understand how organizations work at the deepest level.

Workshop objectives

The workshop proposes to look at how organizations have embraced gender mainstreaming, the success and barriers, but goes much further by looking at gender as part of an organizational change management strategy rather than a “stand alone” agenda item. In this workshop we will not only review the benefits and drawbacks of targeted measures to achieve equality but we will also look at other strategies at the organizational level to take into account gender issues and women’s rights.

In this workshop participants will explore ways of mainstreaming gender in organizational change and apply change management approaches and tools to support and promote gender equality in organizations. Through the integration of the two approaches (change management and gender mainstreaming) we will discuss successful strategies for change and assess the most successful elements conducive for gender equality.

Content

Participants will analyze how organizations manage change, particularly when introducing gender equality policies, strategies and actions. We will review the different types of organizations using leading management theories as well as gender frameworks. We will apply specific change management tools to concrete contexts.

Methodology

Training methods will include presentations by specialists and external lectures. They will also include individual and group learning activities in thematic fields, gender issues and change management. Participants and facilitators will work in a highly participatory environment. Group work, brainstorming and discussions will complement presentations, with a view to stimulating participants’ ability to link concepts and data to their own work and life experience.

Expert trainers

Sara Falcão Casaca, Professor of Sociology at the School of Economics and Management, University of Lisbon. Researcher at the Research Centre in Economic and Organisational Sociology, where she has coordinated research projects on gender relations in the labour market, equal economic independence for men and women, gender segregation in the labour market, the gender pay gap, gender and decision-making, and gender and corporate social responsibility.

Nat Clegg specialises in international coaching psychology and global enterprise development and works extensively across both public and private sectors. Nat takes a keen interest in promoting gender equality in the workplace and many gender projects: the EU/ILO toolkit on Breaking Gender Stereotypes, the ILO’s programme

on women’s entrepreneurship development and the GENIS Lab Project, implementing Gender Audits in scientific research organisations.

Participants Profile

Leaders and managers at all levels in the public sector, aid and UN organizations as well as private and non-profit sectors. Gender and HR specialists.

Language

English

Cost of participation

The total cost of participation is **2,215 euros**. This includes tuition fees (1,600 Euros) and subsistence costs (615 euros).

The tuition fee includes:

- tuition;
- books and other training materials;
- course preparation, implementation and evaluation.

The subsistence cost includes:

- full board and lodging at the Turin Centre’s campus;
- emergency medical insurance;
- socio-cultural activities.

The figures quoted do not include the cost of travel between the participant’s home country and the course venue. Participants must ensure that they have a valid passport and appropriate visa for the country in which the course is held, for any country in which a transit or stopover to or from the course venue is required, and for all countries in which study tours are scheduled as part of the programme. The cost of the visa, airport taxes, internal travel in the participant’s home country and unauthorized stopovers is not covered.

Payment modalities

Tuition and subsistence costs must be paid in advance before the beginning of the course by the participant or his/her sponsoring organization through bank transfer or credit card.

Payments by bank transfer, should be made to:

International Training Centre of the ILO
Account no. 560002
Bank: Intesa San Paolo Ag. 523
IBAN: IT96 G 03069 09214 100000560002
BIC: BCITITMM
Address: Viale Maestri del Lavoro 10,
10127 Turin, Italy

Note: on the bank transfer form, the participant’s name and the course code should be stated.

For payments by credit card, please send an email to ilsген@itcilo.org

Applications

The deadline for candidatures is **9 March 2018**.

Applications to participate should be submitted online at:

<http://intranetp.itcilo.org/STF/A9011195/en>

Candidates must submit the following documents:

- on-line application form duly filled in;
- letter from the sponsoring institution indicating financial support (or letter from applicant stating that participation cost are covered by him/herself) uploaded when submitting the on-line application.

Incomplete files will not be considered.

*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, **men are particularly welcome in this specific process.***