

The tuition cost is 1,570 euros. This covers:

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

The subsistence cost is 1,680 euros. This covers:

- full board and lodging at the Turin Centre's campus;
- laundry;
- minor medical care and emergency medical insurance;
- socio-cultural activities.

The price indicated **does not include** travel costs between the participant's home and the course venue. The cost of passports, visas to enter Italy, airport taxes, travel within the participant's home country and unauthorized stopovers is not reimbursed.

Payment should be made in advance by bank transfer to:

Account No. 560001  
Bank: Intesa-Sanpaolo SPA  
IBAN: IT36 B030 6901 1911 0000 0560 001  
SWIFT: BCITITMM  
Address: Viale Maestri del Lavoro 10, 10127 Turin, Italy

Note: On the bank transfer form, kindly state the participant's name and the course code (A901307).

## Fellowships

Fellowships are available to candidates who qualify.

## Applications

Applications to participate should be sent by e-mail ([equality@itcilo.org](mailto:equality@itcilo.org)) or by fax (+39 011 6936906) to:

Manager

Standards and Fundamental Principles and Rights at Work Programme

International Training Centre of the ILO

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

*In line with the ILO's mandate to promote social justice and internationally recognized human and labour rights, the Turin Centre encourages applications from women.*

## For further information, please contact:

International Training Centre of the ILO  
Standards and Fundamental Principles and Rights at Work Programme  
or  
Gender Equality and Non-Discrimination Programme

Viale Maestri del Lavoro 10  
10127 Turin (Italy)

E-mail: [equality@itcilo.org](mailto:equality@itcilo.org)  
Phone: + 39 011 693 6395  
Fax: + 39 011 693 6350  
Web sites: <http://training.itcilo.org/ils/>  
<http://gender.itcilo.org>

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A901307

# Tackling discrimination at work: From theory to practice

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[www.itcilo.org](http://www.itcilo.org)

# Tackling discrimination at work: From theory to practice

All human beings, irrespective of race, creed or sex have the right to pursue their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity

ILO Declaration of Philadelphia, 1944

**The course intends to strengthen national and international capacity to promote equality and eliminate discrimination in the world of work by sharing the knowledge base that the ILO has acquired through standard-setting, research and support for governments and social partners in tackling discrimination.**

## Background

The elimination of discrimination at work is essential for realizing the fundamental values of human dignity, individual freedom and social justice. It is at the heart of the concept of decent work, which is founded on the principle of equal opportunities for all men and women who work and seek work in the formal or informal economy.

The elimination of discrimination at work is also a crucial element of any strategy for sustainable and socially equitable development and poverty reduction. It is a key step towards ensuring that the benefits of economic growth are equitably distributed, and that economic downturns do not disproportionately affect specific groups of workers.

The benefits of eliminating discrimination in the world of work transcend the individual and extend to the workplace, the economy and the society as a whole. An inclusive society, with an equitable distribution of job opportunities, productive resources and assets and a fair reward for the work performed irrespective of personal characteristics such as the sex, health status, age, skin colour, religion or ethnic origin of workers, can count on a wider pool of competencies and a more diverse and productive workforce. It is also likely to be more politically stable and socially cohesive.

Discrimination will not just fade away by itself. The elimination of discrimination requires deliberate and consistent action by all parties concerned: governments, workers and employers, and their organizations, and discriminated people alike.

The promotion of equality and the elimination of discrimination in the world of work have been priorities on the agenda of the International Labour Organization (ILO) since its establishment in 1919. Several international labour standards promote equality and protect numerous categories of workers from discrimination. Some instruments concern all workers, others concern specific categories like migrant workers, indigenous and tribal peoples, workers with disabilities, older workers or workers affected by HIV/AIDS.

These and other ILO instruments, complemented by UN and regional instruments, establish directives and standards that guide the action of Member States. In addition, the ILO conducts studies, provides advisory services and runs technical projects that support government institutions and the social partners in the promotion of equality and the elimination of discrimination in employment and occupation.

## Objectives

The course aims to enable participants to:

- gain insights into the main international instruments dealing with the principle of non-discrimination and equality at work, and the mechanisms for promoting their application;
- analyze the fundamental concepts relating to equality and non-discrimination;
- acquire an overview of global, regional and national patterns and trends concerning discrimination at work, with a focus on selected forms of discrimination;
- appreciate the links among discrimination, poverty and decent work;
- consider different approaches and regulatory, policy and institutional responses with which to tackle discrimination at work;
- apply the concepts examined and the information acquired to design action at their respective levels of operation.

## Participants' profile

The course is designed for all those involved in the design and implementation of legislation, policies, programmes and projects who wish to ensure that their actions promote equality and actively prevent or combat discrimination in the world of work:

- representatives of Ministries of Labour or other ministries and national bodies;
- representatives of employers' organizations;
- representatives of workers' organizations;
- representatives of equality bodies;
- representatives of NGOs;
- heads of human resource services (public or private sector);
- academics and researchers;
- officials of bilateral and multilateral agencies.

A good command of English is necessary for those wishing to attend the course.

## Structure and content

The course will cover both the conceptual and the practical dimension of tackling discrimination in the world of work.

The key topics of the course will be:

- ILO and UN instruments concerning equality and non-discrimination at work;
- mechanisms for supervising their application;
- concepts relating to equality and non-discrimination at work;
- patterns of discrimination in the world of work and relevant trends at global, regional and national levels;
- non-discrimination, development and decent work;
- how discrimination can be tackled: different approaches and how they have been implemented through laws, policies and institutions;
- case studies of selected forms of discrimination: manifestations, sources, indicators and responses;
- where to access relevant information and ILO materials.

## Methodology

The ITC-ILO learning approach is:

- **Participative:** engaging participants and designing dynamic learning experiences
- **Competence-based:** using a range of learning activities that ensure the participants acquire the necessary knowledge but also develop the skills required to apply it when back at work
- Based on **experiential** learning processes: using up-to-date methods, recognizing adult learning styles and building from concrete experience to active experimentation
- Using **collaborative** learning strategies: participants have the opportunity to support each other and use complementary skills, recognizing different strengths and weaknesses within the group
- Validating and **building on existing experience:** developing learning processes that respect the experience that the participants bring and empower them in the learning environment
- **Needing diversity:** encouraging and valuing diversity within the group in terms of who people are, what they have experienced and what they believe in.

Participants will engage in a preliminary dialogue with the course organizers on-line, and will be asked to do some pre-course work. This work will prepare them to share experience with other learners when in Turin. It will also equip them with the information they may need to test the concepts and tools presented during the course.

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 course in their professional contexts. Relevant ILO documentation materials will be distributed.

## Cost of participation

The cost of participation in this course is **3,250 euros** and includes both a tuition cost and a subsistence cost.