



# Pay equity and the key equality conventions



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International Training Centre  
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**Code:** A9011192

**Course starts:**  
14 May 2018

**Course ends:**  
18 May 2018

**Deadline for applications:**  
13 April 2018

**Venue:** Turin Centre

**Language/s:** English

**Registration form:**  
<http://intranetp.itcilo.org/STF/A9011192/en>

**Contact:**  
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## DESCRIPTION

Pay equity and equality in the world of work are fundamental rights. The ILO considers pay equity as one of the critical areas that needs to be addressed to achieve gender equality. In this training course, we will analyze the key Conventions that address discrimination in the world of work and discuss strategies to overcome inequality, with a particular focus on pay equity.

## TARGET AUDIENCE

Representatives of Ministries of labour, workers' and employers' organizations, gender equality machineries, aid organizations, UN organizations.

## OBJECTIVES

This workshop has been designed to familiarize governments, employers/ the private sector, trade unions and other relevant partners with the international legal framework for non-discrimination and equal pay for work of equal value in the world of work, as well as to enable them to identify possible policy solutions to these obstacles, as relevant to their own country/ organizational contexts. In particular, at the end of the workshop, participants will be able to:

- Refer to the key ILO instruments concerning gender equality and pay equity;
- Appreciate the advantages of pay equity;
- Understand the importance of determining equal value;
- Identify good practices;
- Plan for non-discriminatory approaches and methods for job evaluation;
- Elaborate a step-by-step programme to promote pay equity with a social dialogue approach.

## CONTENT

The workshop will review the pay equity and non-discrimination: concepts and ILO Instruments with a particular focus on the ILO Equal Remuneration Convention, 1951 (No. 100) and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111). It will examine the role of social dialogue in promoting pay equity and policy responses through equal pay initiatives at international and regional levels and good practices. Finally, participants will go through the implementation process and monitoring of equal pay at the workplace and job evaluation free from gender bias.

## COST OF PARTICIPATION

The total cost of participation in the course is **2,215 Euros** and includes tuition fees and subsistence costs.

- Tuition fees cover: tuition; books and training materials.
- Subsistence costs cover: full board and lodging at the Turin Centre's Campus; emergency medical insurance; socio-cultural activities.

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

## APPLICATIONS

Candidates must submit through the website the following documents:

- online application form duly filled in, available at <http://intranetp.itcilo.org/STF/A9011192/en>
- a letter from the sponsor indicating financial support (or a letter from the applicant stating that participation costs are covered by him/herself).

Incomplete applications will not be considered.

Applications from employers' organizations and workers' organizations will have to be endorsed by the Secretaries of the Employers' Group and of the Workers' Group of the Governing Body of the ILO.

A limited number of fellowships is available to candidates from eligible countries.