



BLENDED

GENDER EQUALITY

TRAINING OF TRAINERS CERTIFICATION FOR GENDER EQUALITY AT WORK

8 JUNE – 10 JULY 2026

ONLINE: 8 – 26 JUNE 2026

TURIN, ITALY: 6 – 10 JULY 2026



International
Labour
Organization



International Training Centre



ONLINE

ITCILO E-CAMPUS
8 – 26 JUNE 2026



PLACE

TURIN, ITALY
6 – 10 JULY 2026



COLLABORATIVE LEARNING
ONLINE RESOURCES



LANGUAGES

ENGLISH



APPLICATION DEADLINE

26 APRIL 2026

OVERVIEW

Advancing gender equality in the world of work requires more than policies and commitments—it demands the capacity to translate principles into everyday practice. Training is a key lever in this process.

High-quality gender training can strengthen institutional capacity and support behavioural and organizational change, while poorly designed training risks becoming a box-ticking exercise with little impact on workplace realities.

Professionals across HR, DEI, training teams, programme units, and partner organizations are increasingly expected to design and deliver learning on gender equality—often with limited time, resources, and opportunities to build their own training expertise.

This Certification responds to that gap. It is designed for professionals who deliver training on gender equality in the world of work and want to strengthen how they train and what they teach, using practical, gender-responsive, and workplace-relevant approaches.

WHAT

WHAT WILL YOU LEARN?

1. Gender Equality in the World of Work

Build a solid foundation in the ILO gender equality framework and key themes, including non-discrimination, violence and harassment, and the unequal distribution of paid and unpaid care work.

2. Training Design and Facilitation

Develop strong skills in adult learning principles, training design, and facilitation. Learn how to analyse learning needs, define objectives, structure learning processes, select appropriate methods, and evaluate learning outcomes across formats.

3. Gender-Responsive and Feminist Practice in Training

Apply a gender-responsive and feminist lens to training design and facilitation, including reflection on power relations, positionality, knowledge production, lived experience, and inclusion.

4. Applied Training Project

Design, pilot, and refine a context-specific gender training package for application in participants' professional environments.

WHY

WHY JOIN ?

- Strengthen expertise in gender equality in the world of work, grounded in the ILO gender equality framework
- Strengthen your training and facilitation skills using gender-responsive and feminist pedagogies to engage participants and manage sensitive discussions.
- Learn by doing, through hands-on practice, experiential methods and structured expert and peer feedback.
- Leave with a ready-to-use gender training package adaptable to online, face-to-face, and hybrid delivery.
- Enhance your professional profile through ITCILO Certification and inclusion in an ITCILO roster of certified gender trainers.

HOW

CERTIFICATION STRUCTURE AND DURATION

The Certification will be delivered in a blended format (4 weeks)

Online phase (3 weeks – ITCILO eCampus)

Focus on core concepts and laying the groundwork for the individual training project. Participants will:

- Explore the ILO gender equality framework and key themes;
- Build a shared understanding of adult learning principles and gender-responsive pedagogy;
- Apply the learning cycle (analysis, design, delivery, evaluation);
- Practice writing clear learning objectives and selecting training methods; and
- Begin developing a context-specific training project.

Face-to-face phase (1 week – ITCILO Campus in Turin)

Focus on facilitation practice and refinement of training products. Participants will:

- Strengthen facilitation skills through labs, micro-teaching sessions, and role plays;
- Explore technology and innovation for online and hybrid training;
- Pilot selected exercises from training projects and receive structured peer and expert feedback; and
- Refine and finalize their training projects for application in their professional contexts.

LEARN ONLINE

Connect with a global network of practitioners in an immersive digital learning environment

HAVE YOUR LEARNING CERTIFIED

Successful candidates will obtain an ITCILO Certificate of Achievement

MOVE CLOSER TO OBTAINING A DIPLOMA

Course eligible for the Diploma on Gender Equality, Diversity and Inclusion



SCAN THE QR CODE
OR VISIT

bit.ly/3MfnrGP

WHO

WHO THE CERTIFICATION IS FOR

This Certification is designed for:

- Professional trainers and facilitators working on gender equality;
- HR, people-management, and learning and development professionals delivering internal training;
- DEI officers, gender experts, and gender focal points involved in training;
- Safeguarding, ethics, and compliance officers delivering training;
- Professionals from workers' and employers' organizations;
- Staff from UN agencies, development partners, civil society, and NGOs involved in training and capacity development on gender equality.

Recommended prerequisites: familiarity with core gender equality concepts and prior training and/or facilitation experience.

CERTIFICATION REQUIREMENTS

To be awarded the Certification, participants are expected to:

- Complete the online learning activities and knowledge checks;
- Actively participate in facilitation practice sessions and peer-to-peer feedback;
- Submit a training design package and deliver a short micro-session during the face-to-face week; and
- Integrate feedback to finalize and strengthen the training project.

HOW TO APPLY

Find the application form at <https://oarf2.itcilo.org/DST/A9719361/en> and apply before **26 April 2026**.

PRICE

Tuition EUR 1.975
Subsistence EUR 755
Total EUR 2.730

CAMPUS LIFE

A THRIVING UNITED NATIONS CAMPUS AND COMMUNITY OF PROFESSIONAL PEOPLE FROM AROUND THE WORLD

- **Three organizations** from the United Nations system on campus
- **More than 300 training courses** and activities in a stimulating international environment
- **Thousands of participants** from all over the world

ENVIRONMENT AND SURROUNDINGS

Grab a campus bicycle and explore the Turin Centre.

Located in a leafy park on the banks of the Po River, it's a great place for study and collaboration. Experience innovative learning and training methods in modern classrooms equipped with simultaneous translation services.

HOUSING, DINING, AND MORE

Comprising more than 280 private dormitories, the **Turin Campus provides a broad range of services for course participants and partners** including a free-flow restaurant, travel agency, laundromat, post office, gym, medical services and a reception desk open 24/7.

COMMUNITY ENGAGEMENT AND DIVERSITY

Participants can enjoy social events organized by the Turin Centre as well as by their course facilitators. Whether on or off campus, people from different cultural backgrounds have the opportunity to listen to live music together, cook and share traditional foods, or team up to play games and network.

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

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