

Dear Colleagues,

The ETUI Education Department, in cooperation with the ITCILO-ACTRAV, is pleased to invite you to our upcoming blended course: **"Leading the Change: Trade Union Gender Academy"**

Now more than ever, trade union leaders are crucial in defending gender equality and promoting women's rights at work. The Trade Union Gender Academy is a transformative programme empowering trade union officials, women leaders, and equality advocates to confront current challenges and create meaningful change.

Through online modules, plenary sessions, interactive workshops, and collaborative activities, participants will enhance their leadership and negotiation skills, integrating gender equality into social dialogue and collective bargaining, and applying practical tools to make workplaces safer, fairer, and more inclusive for women.

The programme covers essential topics such as pay equity, workplace violence and harassment, occupational health and safety, just transitions, and inclusive leadership, all aligned with European and international standards.

Objectives

By the end of this programme, participants will be able to:

- Gain confidence in using European and global standards and frameworks to promote equality in their trade union work.
- Integrate gender equality into social dialogue and collective bargaining processes to advance women's rights and socio-economic empowerment.
- Design and implement trade union strategies addressing gender-based workplace challenges, including pay equity, workplace violence, and gender-responsive social protection.
- Lead and advocate effectively for inclusive and equitable workplaces, building capacity to mobilise members and influence the decision-making process.
- Foster collaboration and networking among leaders and activists committed to advancing gender equality together.

Course structure

This 3-week blended course will run from **October 20 to November 7** and is designed to be both accessible and enriching.

You will begin with two weeks of self-paced online learning on a Moodle platform, allowing you to engage with the content at your own pace and at times that suit your schedule.

To bring everything together, you will join fellow participants for three days and a half-day of face-to-face training in Turin. During this session, we will explore practical strategies, exchange experiences, and strengthen networks across countries. This in-person opportunity is a unique chance to connect, collaborate, and apply your learning in a dynamic environment.

➤ **Online Phase (October 20–31, 2025):**

Week 1 > Week 2:

- Two webinars: 23/10 and 30/10
- Interactive self-paced modules
- Online tutor

➤ **Face to face Week (November 4–7, 2025 (arrival 3)):**

Week 3:

- Interactive sessions and presentations
- Hands-on activities
- Group discussions and strategy sessions
- Guest speakers
- Networking with trade unionists across sectors

The participation fee is 60€ for the entire programme.

Working languages

Working languages are English, French and Spanish.

Participants

- Trade union officials involved in organising, bargaining, health & safety, and equality.
- Women's Committee members and aspiring leaders.
- Equality officers, negotiators, and union activists.
- Representatives in the work councils.

Accommodation and training venue

ILO training centre, Turin, Italy

How are enrolments processed?

A maximum of 22 participants can be accepted. The final confirmation of the participants will be done by the team of trainers based on the requirements for the target group.

Please wait for the ETUI confirmation before any travel booking.

Participants' registration

Please fill in our registration form and use the link:

<https://crm.etui.org/form/leading-the-change-trade-union-g>

Deadline for the enrolments: 30 September 2025

Reimbursement of travel and accommodation costs

⚠ Please, may we ask you to read the attached document “Communication on Unit costs travel, accommodation and subsistence” carefully, the rules have of reimbursement have changed! ⚠

Additional information

Should you need any additional information please do not hesitate to contact Nathalie De Vits, email: ndevits@etui.org

Yours sincerely,

Fabio Ghelfi
Director ETUI Education

