

Dear Colleagues,

The ETUI Education Department, in collaboration with the ACTRAV, is pleased to send you the save the date for our upcoming blended course: "**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.

## Programme

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
  - Interactive self-paced modules
  - Online tutor

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

Week 3:

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

The draft programme will follow with the invitation.

**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.

**Working languages**

English, French and Spanish

**Training and Accommodation Venue**

ILO training centre, Turin, Italy International Training Centre of the ILO - ITCILO