

Gender equality at the workplace

Boosting your organizational performance
by advancing equal opportunities

ILO SCORE Master Class

Vietnamese version: six online sessions, every Tuesday and Thursday, 12 to 28 October, 3:30 to 5:00 PM



Why gender equality matters

The business case for diversity in the workplace is now overwhelming.

McKinsey's Delivering through Diversity report found corporations that embrace gender diversity were more competitive and 21 per cent more likely to experience above-average profitability. They also had a 27 per cent likelihood of outperforming their peers on longer-term value creation.

Forward-thinking organizations should be looking for ways to employ and empower more women at work – not just as a moral obligation, but also as a sound business strategy. Different perspectives on customer needs, product improvements and company wellbeing fuel a better business.

Gain the skills to lead and manage change for greater gender equality in your workplace through the ILO Gender Equality Master Class. Over three weeks, you'll develop a holistic understanding of what gender equality means for the modern business, and learn how certain initiatives can be executed to improve business performance. Further develop your leadership competencies, and foster inclusivity to drive organizational value with insights from thought leaders.

▶ 19%

- ▶ Higher revenues in companies with more diverse management teams. *Boston Consulting Group*

▶ 83%

- ▶ Directors agree that companies should be doing more to promote gender equality and diversity in the workplace. *PWC*

What to expect from this ILO Master Class

This course is designed for individuals/organizations interested to apply HR strategies aligned with international best practices. Managers, supervisors, HR staff, ESG analysts, recruiters and consultants will gain practical skills for fostering inclusivity in teams and companies. Participants will learn how to harness practical HR and leadership tools, communication strategies and metrics, and benefit from networking with a cohort of like-minded peers.

The course's learning outcomes have broad application across various industries, including corporates, government, non-profits, and the wider public sector.

On completion of this course, you'll walk away with:

- Expert-led insights into how to achieve greater gender equality and inclusion in your workplace.
- Practical actions to advance gender equality you can apply immediately.
- ILO certificate upon attendance of at least four of six sessions and completion of the final assignment.

Session 1: Introduction to Gender equality—The business case for gender equality and introduction to key concepts.

Date: Tuesday, 12 October, 3:30 PM Viet Nam time

Session 2: Voice equality - How to make meetings and leadership more inclusive and effective.

Date: Thursday, 14 October, 3:30 PM Viet Nam time

Session 3: Inclusive hiring and equal pay - Review your hiring process, conduct bias-free interviews & understand the gender pay gaps.

Date: Tuesday, 19 October, 3:30 PM Viet Nam time

Session 4: Work climate - Address sexual harassment through effective policy and complaint processes & ensure occupational safety and health for all staff.

Date: Thursday, 21 October, 3:30 PM Viet Nam time

Session 5: Work-life balance - Create a modern workplace through flexible work, parental leave and child care.

Date: Tuesday, 26 October, 3:30 PM Viet Nam time

Session 6: Taking action - Make gender equality an organizational priority through action planning.

Date: 28 October, 3:30 PM Viet Nam time

▶▶ Every Tuesday and Thursday from 12 to 28 October, from 3:30 to 5.00 PM Vietnam time (GMT+7)

Facilitator



Linh Le (Soline)

Project Lead - Gender equality across Vietnam industries (GEAI)

Lecturer - RMIT Vietnam & Broward Vietnam

Guest presenters



Hang Vu

Gender & Inclusion Specialist
International Finance Corporation



Stephan Ulrich

ILO SCORE Regional Manager



Tieu Yen Trinh

Founder & CEO Talentnet



Phung Duc Hoang

National Project Coordinator
SCORE Viet Nam



Laila Ngo

HR Director BAT Vietnam

Sessions & key actions

Session 6 – Taking action

- Review the legal framework
- Review all actions
- Develop an action plan

Session 5 – Work life balance

- Introduce flexible work
- Grant parental leave
- Support child-care

Session 4 – Work climate

- Provide adequate facilities & PPE
- Protect new and expecting mothers
- Evaluate your anti-harassment policy and complaint process



Session 1 – Introduction to gender equality

- Identify workplace benefits & case studies
- Become aware of gender norms, stereotypes & discrimination
- Review its impacts on your workplace

Session 2 – Voice equality

- Diversify teams & team leadership
- Improve your meeting culture
- Embrace equality in leadership

Session 3 – Inclusive hiring and equal pay

- Review your hiring process
- Conduct bias-free interviews
- Understand your gender pay gap