



ONLINE

EMPLOYERS' ACTIVITIES

HOW TO PREVENT AND ADDRESS VIOLENCE AND HARASSMENT AT WORK

A TRAIN-THE-TRAINER COURSE FOR EMPLOYERS' ORGANIZATIONS

13 – 14 NOVEMBER 2024
JOHANNESBURG, SOUTH AFRICA

Information Note



International
Labour
Organization



Sweden
Sverige



ITC 
International Training Centre

“ 1 in 5 people around the world have experienced violence and harassment at work ”

Violence and harassment at work is a critical issue that can have profound impacts on individuals, organizations, and society. Changes in the legislative landscape, including the ILO's Violence and Harassment Convention, 2019 (No.190), the rise of Environmental, Social and Governance (ESG) standards and social media movements, among other factors, also mean that violence and harassment at work is increasingly in the spotlight.

To help employer and business membership organizations (EBMOs) support their enterprise in preventing and addressing violence and harassment at work, the ILO Bureau for Employers' Activities (ILO-ACT/EMP) has developed a new comprehensive training manual which can be used as a foundation to offer a training service to enterprises. The manual equips trainers with the knowledge, tools, and practical steps necessary to help enterprises effectively tackle violence and harassment at work.

Join our two-day train-the-trainers course for EBMOs in Central, Eastern and Southern Africa to equip your organization with the tools to offer this new training service.

HELP YOUR ENTERPRISE MEMBERS TO:

- Understand **what constitutes violence and harassment** in the world of work.
- Recognize the **business case** for tackling violence and harassment at work.
- **Assess and manage the risks** associated with violence and harassment at work.
- **Identify and uncover cases** of violence and harassment at work.
- Develop and implement **effective enterprise policies and procedures** to prevent and address violence and harassment at work.

WHO SHOULD ATTEND AND WHY?

The target audience of this train-the-trainer course consists of professional trainers working for or with EBMOs. After the course, participants will be in a position to expertly deliver a training course for businesses on how to prevent and address violence and harassment at work. All participants will receive **ITCILO certificates** upon course completion.

THE BUSINESS CASE

Addressing violence and harassment in the workplace leads to:

- Higher employee satisfaction
- Increased productivity
- More investments
- Better retention rates

It also prevents costly litigation, fines and sanctions.

WHAT WILL THE COURSE COVER?

The train-the-trainer course will guide the participants through the ILO training manual for enterprises, including its tools, templates, real-life enterprise case studies, group exercises, and videos. ILO experts will support participants in their learning. The event includes sessions featuring peer-to-peer learning from experts in the region.

WHEN AND WHERE?

LOCATION

Johannesburg, South Africa

DATES

13 – 14 November 2024 (two full days)

COST

Participation in the training course is funded by the ILO.

HOW TO REGISTER?

To register your interest click on the following link: <https://oarf2.itcilo.org/EMN/E1518182/en> before the **13th of October**.

Please contact Ms Tadiwanashe Dube sammprojectguest@iloguest.org for questions related to the programme and she will be in touch with further details.

Places are limited!

For more information on ILO-ACT/EMP's work, visit our [web pages](#)
or contact your [regional ILO representative](#).

INFO

FOR FURTHER INFORMATION PLEASE CONTACT

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