



LABOUR MARKET

EMPLOYMENT ACADEMY

CREATING DECENT JOBS IN AN AGE OF TRANSITIONS

17 – 28 JUNE 2024
TURIN, ITALY

Information Note



International
Labour
Organization



International Training Centre

BACKGROUND

Following the devastating impact of the COVID-19 pandemic, geopolitical tensions and the cost of living crisis, the situation in the world of work continues to be characterized by uncertainty and complexity. At the same time, there are considerable disparities between advanced and developing economies, along with marked differences between certain groups, such as youth and women. Labour markets in high-income countries recovered strongly over 2022-23, reflecting larger stimulus packages and targeted interventions that kept workers in jobs and supported incomes. Policymakers in developing countries have turned to similar macroeconomic and employment policy interventions but with a more limited toolkit, resulting in incomplete job recoveries. Many low-income countries are now debt distressed, leaving them with little fiscal space to promote the creation of decent and productive employment.

Beyond dealing with shocks and crises, countries around the world continue to grapple with longer-term challenges, such as demographic change and informality, while facing profound changes through, most notably, the rapid acceleration of artificial intelligence (AI) and the existential challenge of combating and responding to climate change. Both digitalization and climate change have potentially both positive and negative effects on the labour market. For example, AI is likely to lead to the destruction of some jobs (and tasks), while creating new opportunities, as already witnessed in the digital economy. The transition to net zero carbon emissions will require further transitions out of polluting industries (leading to job losses) into new industries, which will generate new opportunities.

Based on decades of experience in this area, ILO understands how employment policies can respond to these multifaceted challenges through job creation, skilling and intermediation in the labour market. But, in such a challenging environment, novel approaches are needed to support the formulation and implementation of these public policies, backed by new diagnostics and firmly embedded in social dialogue.

In this context, the 2024 Academy on Employment is a fundamental part of ILO's efforts to promote innovation and stronger implementation of employment policies, responding to the demands from constituents to promote a better future of work and social justice for all.

The Academy is jointly organized by the Employment Policy Department of the ILO and the Employment Policy and Analysis Programme of the International Training Centre of the ILO. The Academy offers a comprehensive training package that provides the core knowledge and skills on employment promotion while tackling the topic from different angles considering the emerging challenges, such as digitalization and climate transitions.

Following the last edition of the Academy in 2019, this experience will provide a unique opportunity for participants, through an exciting, tailored learning journey, to

exchange knowledge and experience in person with employment specialists, experts and practitioners from across the globe.

The Academy mainstreams gender equality throughout the content and encourages the equal participation of women and men.

OBJECTIVES OF THE ACADEMY

By combining insights from ILO experts, policymakers and practitioners, fostering debates, and sharing multi-country and multi-sectoral experiences, the Academy seeks to strengthen participants' knowledge and capacities to identify and co-create innovative solutions for decent employment promotion and social justice. More specifically, the Academy aims to:

- Foster better understanding of employment policy approaches and how to adapt interventions to respond to the changing world of work;
- Identify and debate new emerging challenges such as AI, climate change, transition to formality and their impact on the labour market;
- Understand different diagnostic approaches to better understand the link between employment challenges and other issues;
- Provide guidelines for the design and implementation of employment policies;
- Offer a better understanding of the intergenerational concerns and inclusion of vulnerable groups in the labour market;
- Enhance knowledge on gender responsive policy frameworks;
- Identify avenues to boost social dialogue and tripartism to achieve better policy outcomes.

WHAT TOPICS DOES THE ACADEMY COVER?

Plenary sessions will engage participants in debating and exchanging views on employment trends and frameworks, new emerging challenges, such as the impact of AI and climate change, and their policy implications. Keynote interventions will be followed by exchanges allowing participants to share their own experience and good practices.

Furthermore, four **elective thematic tracks** will be offered and participants will have the opportunity to choose two of them. Each thematic track will include **two elective courses**. This means that each participant will have the chance to attend **four different elective courses in total**. Further information on this will be provided to participants in due time before the Academy starts.

In order to promote an in depth analysis of the topics treated, the plenary sessions of Week 1 are thematically linked to the tracks proposed during both Week 1 and 2.

Please refer to the table and sections below for a snapshot of the Academy's structure and further details on plenary sessions and elective courses.

	WEEK 1				WEEK 2			
PLENARY SESSIONS	The need for a new economic framework <i>(linked to Track 1)</i>	The hype and reality of AI and its impact on labour markets <i>(linked to Track 2)</i>	Climate change and the labour market <i>(linked to Track 3)</i>	Finding resilience in a crisis-affected world <i>(linked to Track 4)</i>	The eternal quest for formalising the economy	Moving towards gender responsive policy approaches	Intergenerational concerns and inclusion in the labour market	Social dialogue for more inclusive and effective policy outcomes
ELECTIVE TRACKS <i>(Week 1 and Week 2)</i>	Track 1. Driving job creation through pro-employment economic policies							
	Track 2. Digitalisation, AI and employment							
	Track 3: Green jobs and skills in times of climate change and transitions							
	Track 4: Conflict disasters and crises: how employment policies can link humanitarian responses to longer-term recovery							

Through plenary sessions and elective courses the Academy covers the following topics:

PLENARIES

- **Is it time for a new economic framework?** Macroeconomic policy making has long focused on stabilization, which has overshadowed a more inclusive agenda that prioritizes decent and productive employment. With rapid technological change, most notably, artificial intelligence (AI), and the existential challenge of climate change, policy approaches need to go beyond a focus on economic growth. But trade-offs persist since many developing countries are struggling with high levels of debt and shrinking fiscal space.
- **The hype and reality of AI and its impact on labour markets.** The world is witnessing rapid advancements in the development and utilization of AI. However, adoption of new technologies is uneven across and within countries. A careful analysis of labour market implications reveals both the opportunities and challenges for creating decent work in this time of rapid technological transitions.
- **Climate change and the labour market.** Global average temperatures have already warmed by more than 1.5 degrees, which was set as a goal under the Paris Agreement of 2015. With its ensuing effect on the economy through both natural disasters and longer-term changes, there are fundamental implications for employment and skills.
- **Finding resilience in a crisis-affected world.** Since the end of the COVID-19 pandemic, the world of work continues to be buffeted by various shocks, most notably the cost-of-living crisis, and heightened uncertainty, including in the realm of supply chains. Together with other measures, such as social protection, employment policies need to connect short-term humanitarian concerns with the longer-term development goals, while building a more resilient labour market.

- **The eternal quest of formalizing jobs.** Around 60 per cent of the global workforce continues to work in informal employment, which is characterized by low productivity and wages and little access to social protection, amongst other decent work deficits. Only few countries have made progress on formalizing, which has become further complicated by new forms of informal work in the formal economy that technological change is further impacting.
- **Moving towards gender responsive policy approaches.** Labour markets around the world are characterized by significant gender disparities, even in the most advanced economies. A gender responsive and integrated approach to employment and economic policies is needed. This is the case particularly in the context of creating jobs, skills and improving women’s access to decent and productive employment, including through the promotion of a just transition to climate neutral economies and societies.
- **Intergenerational concerns and inclusion in the labour market.** While much of the developing world is still characterized by a youthful population (and the accompanying challenges to take advantage of a demographic dividend), other parts of the world, including many middle-income countries, are experiencing a rapidly aging workforce. These demographic changes have profound impacts on economic and labour market outcomes.
- **Social dialogue for more inclusive and effective policy outcomes.** ILO’s approach on employment and related policies is centred on evidence and social dialogue, which go hand-in-hand to support the formulation and implementation of policies. Social dialogue enables the development of policies and programmes that are responsive to the realities of workers and enterprises who are on the frontlines of complex global-to-local challenges. As agents of change, workers’ and employers’ organizations have a critical role to play, especially during times of rapid change.

ELECTIVES

The electives are structured around four tracks, which consist of components that focus on two dimensions: 1) Concepts, trends, indicators and diagnostics, and 2) Policy approaches, good practices and country examples. Each elective will address a set of key questions and issues.

Track 1: Driving job creation through pro-employment economic policies

- **Elective 1:** With ongoing crises and considerable disparities between advanced and developing countries, what are the current macroeconomic trends and their implications for the labour market? What are the key indicators to monitor the impact of economic factors on employment? How can employment impact assessments be carried out to inform policy decisions?
- **Elective 2:** What can be done to make macroeconomic (monetary, fiscal and exchange rate) and sectoral policies more “pro-employment”? How can strategies promote productivity growth that drives economic transformation and the creation of decent jobs? What lessons can be learned from different regions?

Track 2: Green jobs and skills in times of climate change and transitions

- **Elective 1:** What are green jobs and skills? What are the employment implications of greening processes and products? What are entry points for employment in global, regional and national policy instruments for climate and environmental action, such as nationally determined contributions (NDCs) and just transition strategies?
- **Elective 2:** How can environmental and employment data be leveraged for policymaking? What are the key data sources and methodological approaches, including assessment tools and models? What examples are there of national policies that reflect the employment and skills consideration linked to climate change and environmental sustainability?

Track 3: Digitalization, AI and employment

- **Elective 1:** What are the key digital transformations affecting the world of work, such as the rapid growth in AI and digital labour platforms? What data and analytical approaches are needed to investigate the impact of these technological changes on employment?
- **Elective 2:** What are the entry points for linking these issues across both digital and employment/skills policies? How can e-governance be used to support formalization? What policies are needed to promote a more inclusive and sustainable digital transformation?

Track 4: Conflict, disasters and crises: how employment policies can link humanitarian responses to longer-term recovery

- **Elective 1:** What is the humanitarian-development-peace nexus? What is the impact of conflict, disasters and crises on the labour market? How can these impacts be measured through post-disaster needs assessments and other new innovations in measurement approaches and diagnostics?
- **Elective 2:** How can employment policies be formulated and implemented in such settings, linking the short-term humanitarian and recovery efforts with longer-term development goals?

METHODOLOGY

The Academy is learner-centred and highly participatory. It will be facilitated by a pool of ILO and ITCILO officials and other learning experts. Different learning techniques will be applied in order to facilitate collaborative building of knowledge and experience sharing. Time will be dedicated to the presentation of national experiences and group work. The Academy will also offer technology-enhanced activities and a learning platform within the ITCILO eCampus.

WHO PARTICIPATES?

The Academy is designed for:

- Policy makers, policy advisors, planners, technical officials and other technical experts from relevant institutions;
- Government officials from Ministries of Labour and other line ministries, including Ministries of Economy, Finance, Planning and Central banks;
- Representatives of workers' and employers' organizations;
- Staff from international and regional organizations as well as donor agencies and academic institutions working on employment issues; and ILO staff.

The participation of full tripartite country delegations is encouraged (government, workers and employers). A gender-balanced participation is sought.

WORKING LANGUAGES

The Academy will be a bilingual event held in English and French, with interpretation services provided during the entire programme.

Educational materials and preliminary readings will be available in both working languages, and participants will be able to discuss and present the results of group activities in the language they are more comfortable with. Kindly note that it is important to be proficient in one of these two languages to be able to actively and successfully participate in the Academy.

HOW TO APPLY

Find the application form at: <https://oarf2.itcilo.org/STF/A9017074/en> and apply before **26 April 2024**.

COST OF PARTICIPATION

Tuition: €2,615

Subsistence: €1,445

Total: €4,060

The ITCILO has a limited number of fellowships that may cover part of the subsistence and tuition fees. Please note that these fellowships do not include international travel. If eligible, early candidates will be given priority.

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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