ONLINE EMPLOYMENT PROMOTION

NATIONAL EMPLOYMENT POLICIES
FROM IMPLEMENTATION TO SOCIAL JUSTICE
IN A POLY-CRISIS WORLD

18 SEPTEMBER – 27 OCTOBER 2023
⏰ 6 WEEKS, 5 HOURS OF LEARNING PER WEEK

Information Note

International Labour Organization

ITC International Training Centre
BACKGROUND

Many countries around the world are facing persistent employment challenges, including unemployment, underemployment and informality, while a range of inequalities remain key features of labour markets. Certain groups, including women, young people and the less skilled, are experiencing specific barriers to accessing decent and productive employment. Meanwhile, the world of work continues to be transformed by technological innovations, demographic shifts, and globalization, as well as climate change. In 2020, the COVID-19 pandemic provoked a severe economic and labour market downturn, which further exacerbated existing challenges. The recovery since 2022 has been uneven with advanced economies experiencing tight labour markets, while developing countries continue to face employment deficits. With slowing global growth, the process of recovery in 2023 has been hindered by the ongoing cost-of-living crisis, which has hurt jobs and livelihoods in the poorest countries.

Gender-responsive national employment policies have a critical role to play in supporting a job-rich and inclusive transition towards the goal of social justice. Based on the Employment Policy Convention, 1964 (No. 122), ILO’s approach provides a well-tested and robust comprehensive policy framework addressing the threefold challenges of employment creation, work quality and access to jobs through leveraging macro, sectoral and labour market policies that have an influence on employment outcomes. As such, it involves actors beyond ministries in charge of employment and social partners to formulate concerted actions and consensus building through social dialogue.

While an increasing number of countries have now adopted such policies, the key challenge is implementation due to insufficient operationalization. Given that employment is a cross-cutting concern, requiring a “whole-of-government” approach, implementation of employment policies poses various challenges in terms of coordination, accountability and financing/budgeting. In contexts of heightened uncertainty and constrained fiscal space, policymakers need to adapt their employment policy approach to follow more agile processes that allow for faster adjustment and more regular monitoring.

To strengthen the role and implementation of gender-responsive national employment policies, the Employment Policy and Analysis Programme of the ITCILO and the Employment Policy Department of the ILO are joining forces to organize an online training course. This new course is dedicated to translating policy commitments into concrete results, based on innovative tools and methodologies developed by the ILO over recent years, including the new Employment Policy Action Facility platform.

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1 ILO Guidelines for implementation of national employment policies.
COURSE OBJECTIVES

The primary objective of the course is to strengthen the capacities of governments and social partners on the implementation of gender-responsive national employment policies, while also addressing future of work challenges and multiple crises based upon evidence and good practice through the Employment Policy Action Facility (EPAF), an innovative delivery platform. Attending this course will support participants’ capacity to formulate and implement innovative policies.

By exposing participants to an appropriate combination of theoretical insights, hands-on experiences and knowledge sharing, participants will understand:

- How to ensure effective implementation of gender-responsive employment policies and programmes and to translate policies into actions while addressing future of work challenges;
- How to utilize social dialogue to craft coherent and well-coordinated policies and programmes that fit national realities and are adapted to the current and future realities;
- How to integrate employment policy objectives into national budgets;
- How to apply employment diagnostic approaches to inform policy responses;
- How to use active labour market programmes and employment services to promote transitions, especially for vulnerable groups, while supporting shifts to new sectors, along with the importance of integrating employment and social protection measures;
- How to use monitoring, assessment and evaluation (MAE) systems and methodologies that enable corrective actions over the employment policy cycle.

WHAT WILL I LEARN?

The course is based on ILO's long-standing experience and innovative tools in research and technical advisory services to assist governments and social partners work towards employment goals. The teaching draws upon inputs, knowledge and experiences from leading experts and practitioners. By taking a highly participatory approach, teaching will focus on a new national employment policy implementation assessment tool with a strong focus on peer learning and sharing of country experiences.

The programme includes the following six modules:

**Module 1: GENDER-RESPONSIVE NATIONAL EMPLOYMENT POLICIES: PROMOTING SOCIAL JUSTICE IN A POLYCRISIS WORLD**

This module presents an overview of the latest employment trends worldwide and the role of employment policies in promoting an inclusive and job-rich recovery towards a better future of work and greater resilience. This module also outlines how such
policies can be used in crisis settings along with a focus on policy responses to key future of work challenges, including digitalization and climate change. Promoting gender equality and inclusion will be presented as an overarching goal.

Module 2: A COMPREHENSIVE FRAMEWORK FOR EMPLOYMENT POLICY IMPLEMENTATION: OVERCOMING BOTTLENECKS AND CHALLENGES

This module will outline the main challenges of implementing employment policies based on concrete lessons learnt from country experiences. The module also presents a framework and approach for policy implementation and the steps involved in implementing employment policies, including coordination, accountability and financing.

Module 3: COORDINATION AND ACCOUNTABILITY OF NATIONAL EMPLOYMENT POLICIES

This module focuses on two main elements of employment policy implementation: coordination and accountability. The module is based on concrete country examples and lessons on implementation of policies, which draws from the ILO’s analysis of country policy responses and participants’ own experiences.

Module 4: PUBLIC EMPLOYMENT SERVICES: A KEY IMPLEMENTER OF EMPLOYMENT POLICIES

This module deals with the role of public employment services in supporting employment policy implementation as a key implementer and coordinator, which includes public-private partnerships to implement such policies. It also covers country experiences allowing for a dialogue between participants and delegations drawing upon their own country experiences.

Module 5: FINANCING OF NATIONAL EMPLOYMENT POLICIES

This module focuses on pro-employment budgeting and how to integrate employment policy objectives into national budgets, as well as other approaches to financing national employment policies, such as gender-budgeting, employment funds, etc. The module will present real examples of country experiences in financing their employment policies as well as new tools developed over recent years, including employment-related public expenditure reviews.
Module 6: MONITORING, ASSESSMENT AND EVALUATION OF NATIONAL EMPLOYMENT POLICIES

In this module, participants will be familiarized with monitoring, assessment and evaluation (MAE) systems and methodologies to enable corrective actions and continuous adjustments over the employment policy cycle. It will present the specific challenges pertaining to monitoring, assessment and evaluation and the main elements of a MAE framework in this context, and how to collect and analyse labour market information (LMIS) to inform employment policy design and implementation. It will also provide an overview of the different types of monitoring and impact assessment methods.

NOTE

• Topics such as youth, women and gender will be addressed across the six modules.
• The ILO NEP implementation assessment tool questionnaires will be used for each module.

WHY SHOULD I JOIN?

• This e-learning course will be participatory and facilitate discussions between experts, including ILO specialists and ITCILO trainers, and participants from around the world.
• A blend of online resources, ‘real-time’ interactive sessions, individual and collaborative group exercises allow for knowledge-sharing and reflection between practitioners and analysts that help deepen the understanding of participants of their specific country circumstances and related economic and sector policy challenges.
• It draws on a long-standing experience of the ILO on policy advice and technical assistance in the area of employment policies.
• Successful completion of the course leads to an official ITCILO Certificate of Participation.

WHO ATTENDS THIS COURSE?

The course targets senior government officials of ministries of employment/labour, economy, finance and planning, and line ministries, representatives of workers’ and employers’ organizations, experts and technical staff, including from development partners, working in the field of employment and labour market policies. Gender-balanced participation is sought as well as participation from full country delegations.
FORMAT AND METHODOLOGY

This course is offered fully online through the ITCILO eCampus platform. It is implemented in an asynchronous modality where participants can plan their own learning at their own pace. Furthermore, the course offers options for live debate and discussions through online webinars, which provide an optional opportunity for engaging with experts and peers.

Each module combines online materials, one webinar and learning activities to help participants learn more effectively. Modules are open on a weekly basis. While participants are recommended to complete the activities of one module before starting the next one, access to modules is not conditional on that.

The course has been designed according to a learner-centred approach in order to better involve participants and keep them motivated. Different methods will be used to make it highly interactive and engaging.

A certificate of participation will be issued for participants who complete the required criteria set through participation frequency and activity completion.

HOW TO APPLY

Find the application form at https://oarf2.itcilo.org/DST/A9716050/en and apply before 6th of September 2023.

TUITION FEES

Euro 930

ITCILO will offer a limited number of fellowships which may cover part of the fee. If eligible, early applicants will be given priority. Please enquire quickly!
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

International Training Centre of the ILO
Employment Policy and Analysis Programme (EPAP)
Viale Maestri del Lavoro, 10
10127 Turin – Italy

employmentpolicy@itcilo.org
www.itcilo.org

COURSE CODE: A9716050