



ONLINE

LABOUR MARKET

# WAGE POLICIES AND LIVING WAGES

EVERYTHING YOU ALWAYS WANTED TO KNOW

17 JUNE – 12 JULY 2024

 4 WEEKS, 6 HRS/WEEK

*Information Note*



International  
Labour  
Organization



International Training Centre

# OVERVIEW

## SNAPSHOT OF THE COURSE

Decent wages are central to economic and social development and essential in reducing poverty and inequality, as well as in ensuring a dignified life and advancing social justice. Yet, in spite of positive long-term trends in real average wages, millions of workers – in the formal and informal economy – across the world continue to earn very low wages and they are still living in poverty.

When wage policies are well designed and effectively implemented, they can be a powerful tool to protect workers against unduly low pay and ensure a just share of the fruits of progress to all. Well-crafted wage policies can also have positive effects on labour productivity – both at the enterprise level and at the aggregate economy-wide level. Poorly designed, by contrast, they can put workers' well-being at risk, undermine effective implementation, and risk encouraging informality.

Minimum wages, statutory or set through collective bargaining, exist in 90 per cent of ILO Member States, but an estimated 266 million workers are paid less than minimum wages either because they are not legally covered or because of non-compliance. Only half of all countries adjust their minimum wage levels at least every two years.

The concept of “living wages” has also garnered significant attention in recent years, with many initiatives created in response to the persistence of low pay, including in supply chains. Multinational enterprises have taken voluntary action to pay wages based on a living wage estimates that exceeds legal minimums. These initiatives are encouraged to align with ILO principles, with a view to elevate living standards for workers and their families.

Join this course to learn what you always wanted to know about minimum and living wages! Take this opportunity to place yourself at the forefront of creating impactful change through wage policies.

## WHAT

### WHAT TOPICS DOES THIS COURSE COVER?

This course provides practical guidance for strengthening the formulation of evidence-based wage policies. It will cover the following topics:

- Adequate minimum wages, the importance of statutory and negotiated minimum wages in creating decent work for all
- Criteria to take into consideration for the establishment of a minimum wage
- The different minimum wage settings implemented around the world
- Collective bargaining over wages

- Gender equality, especially with regard to wages
- Living wages: concept and estimation methodologies
- The operationalization of living wages
- The nexus between wages and productivity

## WHAT WILL I LEARN?

The course has a modular structure. Four modules will be offered over the four weeks:

### **Module 1: Minimum wages: International standards and country experiences on wage setting**

### **Module 2: Collective bargaining and wage setting**

### **Module 3: Wage policies to tackle gender pay gaps**

### **Module 4: Living wages and the ILO principles of wage-setting processes**

The course materials are informed by the wide practical country experience of ILO experts, ILO Conventions and Recommendations, and ILO reference publications as:

- The ILO flagship Global Wage Report (eight editions from 2009 to 2022)
- The ILO minimum wage policy guide
- The ILO collective bargaining policy guide
- The ILO Brief on “adequate wages: the question of living wages”
- The ILO Report for the Meeting of experts on wage policies, including living wages
- The Conclusions of the Meeting of Experts on wage policies, including living wages

## WHAT WILL I BE ABLE TO DO?

The main objective of the course is to enhance the capacity of participants to contribute to the design and implementation of inclusive wage policies and wage setting institutions at the sub-national, national, regional and international levels.

- Design effective wage policies
- Strengthen existing wage policies
- Employ adequate methods to monitor wages and wage inequalities
- Implement provisions that address the gender pay gap
- Recognize types of data used in practice to support negotiations on wages
- Use participatory approaches to formulate better wage policies for more people, particularly through tripartite mechanisms and social dialogue
- Connect with a global network of professionals

# WHY

## WHY SHOULD I JOIN ?

The Turin Centre is known for its innovative learning methods and dynamic training environments.

- This course takes a **hands-on approach**, highlights best practices, and introduces new tools and methodologies.
- Participants are encouraged to **share individual experiences** and work in teams to enhance their learning.
- This course gets to the core of **current debates and research** on wage policies.

# WHO

## WHO TAKES THIS COURSE?

The course will follow an approach that will promote a collaborative learning among participants from different backgrounds.

- Representatives from ministries of labour and employment, and other interested ministries such as finance or economics
- Members of national minimum wage commissions
- People involved in gender equality or equal pay institutions
- Representatives of employers' and workers' organizations involved in collective bargaining
- National statistical offices and research institutions supporting wage policy formulation
- Other relevant stakeholders involved in wage policy creation
- Legal actors such as labour inspectors.

# HOW

## HOW DOES THE PROGRAMME WORK?

This course is offered fully on line 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 synchronous debate and discussions through online webinars led by ILO specialists, thus providing an opportunity for learning, engaging with experts and online networking.

Each module combines online materials, one webinar and learning activities to help participants achieve the learning objectives. 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 will be implemented over 4 weeks (one week per module).

Successful completion of the course leads to an official ITCILO Certificate of Participation at the end of the course.

## HOW TO APPLY

Go to <https://oarf2.itcilo.org/DST/A9717075/en> and submit your application form before **26 May 2024**.

## PRICE

**Total:** 825 Euro

The ITCILO has a limited number of fellowships for participants from developing countries.

## 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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**COURSE CODE: A9717075**