



ONLINE

LOCAL DEVELOPMENT

DECENT WORK AND SPATIAL PLANNING

FOSTERING COHERENCE BETWEEN URBAN AND LABOUR MARKET POLICIES

25 NOVEMBER – 27 DECEMBER 2024

 5 WEEKS, 8 HRS/WEEK

Information Note



BACKGROUND

Spatial inequality affects millions of workers globally; unequal access to services and opportunities hinders the achievement of equitable outcomes, and while the focus in the past has been on the rural-urban divide, it is increasingly clear that inequalities along different dimensions exist within urban centres as well. Inequalities impact not only those in informal settlements but also residents of overcrowded suburbs and peri-urban areas, distant and poorly connected zones. People who work and live in those environments often face **inequalities through multiple dimensions:** unequal access to and low standards of essential services (e.g. housing, health, employment, education, sanitation, access to nutritious food and basic manufactured goods, leisure, security and transportation), exclusion from opportunities, as well as high density and inadequate living conditions. Challenges related to **informality** in both employment and housing markets further exacerbate these inequalities, as informal workers and residents often lack access to formal protections and secure housing markets.

Given these challenges, ensuring inclusive spaces and improving access to adequate housing and services are crucial for promoting decent work and reducing spatial inequalities.

Occupying poorly planned and underserved spaces is proven to **impact workers' well-being, productivity, and income generation, leading to unequal economic outcomes, as these environments affect access to jobs, increase commuting times,** and negatively influence the rest and **health** of workers and their families. **Unequal land and asset ownership** also limits access to secure, affordable housing. Conversely, **providing adequate and well-planned housing improves labour mobility** by reducing commute times and enhancing access to job opportunities. Historically, advancements in urban planning have often been driven by the need to create healthy and decent living environments for workers, which in turn supports broader inclusive and sustainable economic development.

Planned urban extension presents a key opportunity for building more inclusive and prosperous urban environments. **Area based approaches and neighbourhood level initiatives,** in particular, have the potential to combine community empowerment and urban development, bringing together different tools and processes. While urban development processes generate jobs and opportunities, they may also engender processes of exclusion and even expulsion of lower income residents. **Leveraging urban development for inclusive spatial expansion requires deliberate strategies** that promote: security of tenure across different typologies (rental, ownership, etc.); mixed use and social mix as development assets; and consider density increments as well as the redistribution of land value increments to support access to services and public goods such as public spaces.

Local resource mobilization and Public Private Partnerships have demonstrated that strategic investments in housing and infrastructure can lead to urban regeneration and significant job creation. When spatial considerations are included in the investment design, these partnerships can improve living conditions and stimulate local economies by creating new employment opportunities and enhancing worker productivity.

Beyond physical infrastructure, **digital technologies and smart city solutions**, when well selected, managed and inclusively implemented, offer exciting possibilities for boosting productivity and promoting economic inclusion through the use of Artificial Intelligence, Internet of Things and next-generation technologies. By ensuring equitable access to these advancements, communities can enhance the quality of life for all residents, particularly those in marginalized communities.

To address these urban inequalities and promote decent work effectively, this course aims to **equip participants with the knowledge and tools needed to develop and implement effective policy and programmatic solutions at the intersection of spatial planning and labour market policies and programmes**. Featuring international experts and drawing on successful case studies from around the world, the course will inspire and empower participants to create resilient and inclusive urban environments that offer decent work opportunities for all.

OBJECTIVES

- **Unpack the correlation between spatial inequality and decent work** in different contexts (including developing countries cities).
- **Identify structural barriers and how these apply to different social groups** (e.g. women, youth, older persons, persons with disabilities) and **evaluate effective policy interventions** to address these challenges.
- **Reflect on the investment models** that support the development of inclusive spaces and adequate housing, **generating decent work opportunities**, and how investments should be **designed to maximise their inequality-reducing impact**.
- **Integrate labour market strategies into urban planning** to improve worker mobility, access to jobs, and foster inclusive socio-economic development **to reduce inequality of opportunity**.
- **Develop strategies for building resilient and inclusive urban environments** that enhance the quality of life and create decent work opportunities for marginalized populations, incorporating digital technologies and green economy principles.

COURSE MODULES

Week 1: Linkages between Spatial Planning and Decent Work

The first module provides an introduction to the factors shaping cities today, including immigration, informality, and inequality and explores the relationship between spatial and urban planning and labour market outcomes, with particular attention to decent work opportunities and working conditions. It will examine how these factors interact, presenting both successful and unsuccessful examples of integrated policies and programmes. The module will discuss the different levels of planning, including the national, regional, and local level, how each must be integrated with the others for all to promote economic development and quality employment. The importance of national spatial development plans and national economic planning will be covered, including how these overarching strategies impact local planning and labour markets. The module will investigate interventions that have promoted urban inclusivity, decent work, and economic resilience in various global contexts, while also addressing how segregation and exclusion continue to shape the urban experience and working conditions for marginalized communities, such as migrant or ethnic groups.

TOPICS

- Definitions of inequality, spatial inequality and inclusion
- Spatial planning, land management and spatial inclusion and their impact on decent work opportunities to foster socially just societies
- The role of decent jobs to ensure the functioning of urban neighbourhoods, focusing on the essential services and jobs required to maintain well-functioning and inclusive cities.
- Multi-level integrated public policies to mitigate gaps in spatial inequality and decent work, especially for marginalized communities
- The need for data (eg on spatial inequality, service utilization, etc) to inform urban planning and financial investments
- The informal sector and its spatial impacts: how to plan spatially for the reality of the informal sector, including informal jobs and housing.
- The spatial impacts of migration, crisis, and climate on cities: how urban planning and governance can account for these realities
- Integration of Environmental and Social Safeguards within economic and spatial plans to combat risks of urbanization, such as displacement, gentrification and environmental degradation

Week 2: Inclusive Spatial Planning for Socio-Economic Development

The second week highlights the critical role of urban planning in fostering socio-economic development and creating environments that support the well-being and productivity of all workers, with particular attention to decent work opportunities and labour rights. This module will also provide an introduction to economic development planning and discuss the spatial aspects of economic development planning, emphasizing quality employment creation. This module aims to understand how to create cities that are not only economically active but inclusive, with governance structures that ensure the meaningful participation of diverse groups, including workers' and employers' organizations, in decision-making processes, and bearing in mind local people, materials and traditions. By focusing on inclusive governance, participants will explore how urban spaces can be built by and for sustainable enterprises and workers in their diversity, promoting decent work principles.

TOPICS COVERED

- The role of inclusive governance to ensure fair and transparent decision-making processes that reflect the needs of all urban residents, including fostering effective revenue systems that build fiscal contracts with constituents and create accountable governments
- The role of spatial planning in promoting inclusive economic growth and shared prosperity. Participants will examine how economic and financial elements can be integrated into spatial plans to account for industry, sectoral, demographic, and urban change, ensuring that workers and enterprises are considered in these developments.
- Policy frameworks to promote the inclusion and participation of marginalized groups, including informal workers, in the design of urban spaces. This will include integrating cultural and creative economies to foster inclusive development that enhances job creation and economic opportunities.
- Exploring traditional (taxes, fees, intergovernmental transfers...) and innovative (GSSS Bonds, PPPs, crowdfunding...) financing instruments to pay for public infrastructure and local services. The need to exploit own source revenues, strategies to generate revenues and tools and technologies to effectively collect taxes and assess property or land values. How to coordinate financial and spatial planning
- Investments in resilient infrastructure and inclusive public services and potential linkages with job opportunities, including the role of own-source revenue in developing and maintaining infrastructure and services
- Budgeting frameworks that promote the inclusion and participation of marginalized groups in the design of urban spaces and the operation of government
- Employment-Intensive Investment (EIIP) and Nature-Based Solutions - approaches that optimize the employment impact of infrastructure and environmental investments while maintaining cost-effectiveness and quality standards.

Week 3: Access to Adequate Housing and Job Creation

Strategic frameworks accompanied by the right set and scale of investments are crucial for promoting access to adequate housing for all, decent work and inclusive economic growth. This week will focus on how integrated housing policies and investments can drive labour market development, enhance social inclusion, and improve living conditions for all, including vulnerable populations.

It will focus in particular on two points:

- Access to adequate housing for all: Lack of adequate housing, particularly high housing costs and spatial segregation, are increasingly becoming a barrier to labour market mobility and economic productivity, straining household budgets and limiting access to job opportunities. Drawing on ILO Recommendation 115, this week will explore how different workers may have varying housing needs, but the right to adequate housing must be protected, respected, and fulfilled for all. This can be achieved through diverse models of housing provision. Coordinating strategies to attract workers with housing policies is essential, and cooperation between employers and public authorities is critical for success.
- Building and construction as a sector for job creation: The construction industry is a powerful engine for job creation, offering significant opportunities for employment across various skill levels. However, it is also one of the most dangerous sectors, with high rates of workplace accidents and fatalities. This module will examine the dual role of construction as both a source of jobs and a high-risk industry.

By aligning housing policies with labour market strategies, participants will learn how to design comprehensive approaches that support both employment and housing needs, contributing to sustainable urban development.

TOPICS COVERED

- The role of urban planning in ensuring the accessibility of land and adequate housing for low-income workers and a thriving labour market
- Policies and practices ensuring access to adequate housing and affordability to enhance worker's adequacy standards of life, stability and productivity, including ILO Recommendation 115. Including provision of different tenure types and models to meet the needs of different groups (eg., seasonal workers, long-term, etc).
- Policies to secure access to adequate housing for all, particularly the most vulnerable, ensuring inclusivity in housing solutions, including for women-headed households, LGBTQ+ individuals, and other marginalised communities;
- Construction sector jobs and housing sector policies to promote decent job creation and economic development, such as the use of local materials and labour forces, including socially and environmentally sustainable housing construction models:
 - The role of Social and Solidarity economy in designing and building inclusive living spaces
 - Green and circular construction models: promoting green jobs and better work conditions

Week 4: Leveraging Advances in Urban Planning and New Digital Technologies for Inclusive Local Development

This module explores how emerging technologies, innovative methodologies, and new data sources can transform urban planning and design to improve urban living to more effectively address labour inequalities. Participants will learn how tools such as AI, IoT, and big data analytics can enhance urban planning processes, making them more responsive to the needs of marginalized workers. The module will also cover how spatial data and advanced urban modelling can help identify and address disparities in access to jobs, housing, and essential services. By integrating these technologies inclusively into planning and design processes, cities have the potential to create environments that enhance workers' access to quality jobs, reduce spatial barriers to employment opportunities, and improve social and economic outcomes. For example, digital tools can help match workers with nearby job opportunities, reduce commuting times through smart mobility solutions, and provide real-time data on labour market demands across different urban areas. These technologies, when properly implemented, can particularly benefit workers in underserved areas by improving their access to formal employment, skills development opportunities, and essential services that support their participation in the labour market.

TOPICS COVERED

- How the digital economy reshapes urbanization, including how it impacts planning and mobility, housing typologies, commercial and industrial spaces, and how municipalities can plan for and adapt to those changes.
- Opportunities and risks of the digital economy for urban work, analysing how technological advancements can both create and displace jobs (and reduce and increase inequalities).
- How new sources of data (remote sensing, sensors, etc.) and predictive modelling can help solving land tenure and governance, property taxation, environmental, housing, mobility, labour market, and disaster management and resilience issues.
- Potential and limits of new advancements in urban planning and design to foster economic growth, reduce spatial inequality and generate new jobs. Available digital and analytical tools that help streamlining administrative processes, tax collection, job matchmaking, and international experiences using these tools
- Inclusive governance models and social dialogue in the cities of the future, discussing how involving EBMOs and unions in the planning process can lead to more equitable and sustainable urban developments.
- Ensuring equitable access to smart city and cognitive city technologies, exploring strategies to bridge the digital divide and ensure all urban residents benefit from technological advancements, including the need for skills training to support low-income workers.

Week 5: The future of cities – Final assignment

During week 5, participants will have time to elaborate a future-oriented assignment, putting to use what they have learnt during the course in a written exercise on creating socially just urban spaces fostering decent work.

Participants will develop a comprehensive plan that envisions a gender-responsive, human rights-based, socially just city in the year 2044, incorporating strategies from the course such as spatial planning, inclusive governance, integrated urban and labour market policies, smart and cognitive city technologies, and sustainable economic development.

The plan should address the envisioned spatial layout overcoming spatial inequality, infrastructure improvements ensuring accessibility and gender-responsiveness, inclusive governance involving diverse stakeholders and particularly marginalized groups, affordable and inclusive housing strategies, and the integration of AI, IoT, and cognitive computing to enhance urban services and quality of life, identifying clearly the advantages in terms of decent work outcomes and labour market strengthening.

TARGET AUDIENCE

- Government officials and policymakers at national and local levels
- Urban planners, policymakers, and housing specialists
- Members of Workers' and employers' organizations
- Representatives from civil society organizations
- Researchers and academics
- Representatives from the private sector
- Professionals in international development and urban regeneration
- Advocates for social justice, urban inclusion, and sustainable development

METHODOLOGY

The course will be delivered over five weeks, with each of the first four weeks dedicated to a specific module. Each module will explore a key topic combining theoretical insights with practical applications. Every week, participants will engage with the module's content through readings, interactive self-guided activities and a live webinar featuring international experts, offering opportunities for in-depth discussion and case study exploration. In the final week, participants will complete a comprehensive assignment, synthesizing the knowledge gained throughout the course.

COSTS

The course has a tuition cost of 865 euros.

APPLICATION

The deadline for submitting is **18 November 2024**.

- on-line application form duly completed, available at:
OARF: <https://oarf2.itcilo.org/DST/A9718178/en>

LANGUAGE

The online course will be held in English.

INFORMATION

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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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